



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
Fax: (707) 961-2802

Meeting Agenda Finance and Administration Committee

Wednesday, June 14, 2023

4:00 PM

Town Hall, 363 N. Main Street and Via Video
Conference

AMENDED

MEETING CALLED TO ORDER

ROLL CALL

COMMITTEE MEMBERS PLEASE TAKE NOTICE

Committee Members are reminded that pursuant to the Council policy regarding use of electronic devices during public meetings adopted on November 28, 2022, all cell phones are to be turned off and there shall be no electronic communications during the meeting. All e-communications such as texts or emails from members of the public received during a meeting are to be forwarded to the City Clerk after the meeting is adjourned.

ZOOM WEBINAR INVITATION

*This meeting is being presented in a hybrid format, both in person at Town Hall and via Zoom. You are invited to a Zoom webinar.
When: Jun 14, 2023 04:00 PM Pacific Time (US and Canada)
Topic: Finance and Administration Committee*

*Please click the link below to join the webinar:
<https://us06web.zoom.us/j/84190063645>*

*Or Telephone:
+1 669 444 9171 US (*6 mute/unmute *9 raise hand)
+1 253 205 0468 US
Webinar ID: 841 9006 3645*

To speak during public comment portions of the agenda via zoom, please join the meeting and use the raise hand feature when the Chair or Acting Chair calls for public comment on the item you wish to address. Written public comments may be submitted to Administrative Analyst, Diana Sanchez at dsanchez@fortbragg.com.

1. APPROVAL OF MINUTES

1A. [23-148](#) Approve minutes of April 12, 2023

Attachments: [FAC 04122023](#)

2. PUBLIC COMMENTS ON NON-AGENDA ITEMS

3. CONDUCT OF BUSINESS

- 3A. [23-146](#) Receive Consultant Draft Impact Fee Nexus Study Presentation and Make Recommendations for Next Steps

Attachments: [06142023 Draft Impact Fee Results](#)
[Att 1 - Draft Impact Fees Presentation](#)
[Public Comment 3A](#)
[Public Comment 3A](#)

- 3B. [23-190](#) Receive the 2022 City of Fort Bragg Compensation Study and Provide Direction to Staff

Attachments: [Compensation Study FAC](#)
[Fort Bragg - 2022 Compensation Study Final Report](#)

- 3C. [23-188](#) Review Proposed Fees for the CV Starr Center and Receive Recommendation from the Finance & Administration Committee to Conduct a Public Hearing to Review the CV Starr Fees for Fiscal Year 2023-24

Attachments: [CV Starr Staff Report Fees](#)
[CVSCC Proposed Fees 2023-24](#)
[Survey for lane rental prices](#)
[CV Starr Electrical Cost](#)
[CV Starr Propane Cost](#)
[CIP Schedule](#)
[Program Budget](#)
[Public Comment 3C](#)
[Public Comment 3C](#)
[Public Comment 3C](#)

- 3D. [23-179](#) Receive Reportable Items Report: Includes Treasury Report, Approved Intradepartmental Budget Transfers, Contracts Under \$25k Approved by the City Manager, Contract Change Orders Not Exceeding 10% of Contract, and Disbursements Listing

Attachments: [Contracts Under \\$25K - 1-1-2023 - 3-31-2023](#)
[PW Change Orders 2023 Q3](#)
[Treasurer's Report Q3 FY 22-23](#)
[2023.06.08-32531513-br-board audit](#)

- 3E. [23-157](#) Receive Oral Update from Staff on Departmental Activities

4. MATTERS FROM COMMITTEE / STAFF

ADJOURNMENT

STATE OF CALIFORNIA)
)ss.
COUNTY OF MENDOCINO)

I declare, under penalty of perjury, that I am employed by the City of Fort Bragg and that I caused this agenda to be posted in the City Hall notice case on June 12, 2023.

Diana Sanchez, Administrative Analyst



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
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Text File

File Number: 23-148

Agenda Date: 5/16/2023

Version: 1

Status: Business

In Control: Finance and Administration Committee

File Type: Committee Minutes

Agenda Number: 1A.

Approve minutes of April 12, 2023



City of Fort Bragg

416 N Franklin Street
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Phone: (707) 961-2823
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Meeting Minutes Finance and Administration Committee

Wednesday, April 12, 2023

4:00 PM

Town Hall, 363 N. Main Street and Via Video
Conference

MEETING CALLED TO ORDER

Chair Albin-Smith called the meeting to order at 4:00 PM.

ROLL CALL

Present: 2 - Marcia Rafanan and Tess Albin-Smith

1. APPROVAL OF MINUTES

1A. [23-112](#) Approve minutes of January 11, 2023

A motion was made by Chair Albin-Smith, seconded by Co-Chair Rafanan, that the Committee Minutes be approved for Council review. The motion carried by a unanimous vote.

2. PUBLIC COMMENTS ON NON-AGENDA ITEMS

None.

3. CONDUCT OF BUSINESS

3A. [23-118](#) Receive Reportable Items Report: Includes Treasury Report, Approved Intradepartmental Budget Transfers, Contracts Under \$25k Approved by the City Manager, Contract Change Orders Not Exceeding 10% of Contract, and Disbursements Listing

Finance Director, Isaac Whippy gave an update on reportable items. He presented in detail the Treasury Report and the City's Investments including checking and investment balances. Interest rates for certificate of deposits are currently at 4.8% which make them very attractive. Cash and Investment balances are allocated as follows: 40% CD's, 4% US Government Bonds, 14% US Bank Checking Account and 42% Local Agency Investment Fund (LAIF). 56% of investments are available within 30 days. All CD's are under \$250,000 to ensure they are insured by the FDIC. There was brief report on Contracts under 25k as well as change orders and the disbursement list of checks for the city.

Public Comment: Jacob Patterson.

Discussion: Chair Albin-Smith requested clarification about funds withdrawn from LAIF. Director Whippy clarified that the funds were used for the Parents and Friends Project and operating needs. She also had questions about whether the portfolio's of the banks that the funds are in are looked into to see if they are "responsible investors." Chair Albin-Smith asked about how the failures of the banks affected the city. Director Whippy stated that the city had not been affected.

3B. [23-113](#) Receive Oral Update from Staff on Departmental Activities

Finance Director, Isaac Whippy stated that the budget workshop will be May 24, 2023 at Town Hall. The draft budget will be released on May 19, 2023. The Utility Assistance is program is still available for \$1000 through the CDBG program and \$2000 is available through LIWEAP, North Coast Energy Services. City Manager, Peggy Ducey announced that Cristal is Acting City Clerk for the next 6 weeks and Diana is assisting her. Ducey will be presenting two salary and compensation surveys, one for the police salary and one for all other staff. The focus for the next month to a year will be automation of paperwork and processes in the different departments.

Public Comment: Jacob Patterson.

Discussion: There was discussion about the software that will be needed for the automation project and what that cost will be. Also discussed were the salary surveys and how the cost of living in this area is rather high and that should be taken into consideration when reevaluating salaries.

4. MATTERS FROM COMMITTEE / STAFF

None.

ADJOURNMENT

Chair Albin-Smith adjourned the meeting at 4:30 PM.



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Text File

File Number: 23-146

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Version: 1

Status: Business

In Control: Finance and Administration Committee

File Type: Staff Report

Agenda Number: 3A.

Receive Consultant Draft Impact Fee Nexus Study Presentation and Make Recommendations for Next Steps



CITY OF FORT BRAGG

416 N. FRANKLIN, FORT BRAGG, CA 95437
PHONE 707/961-2823 FAX 707/961-2802

COUNCIL COMMITTEE ITEM SUMMARY REPORT

MEETING DATE: JUNE 14, 2023
TO: FINANCE AND ADMINISTRATION COMMITTEE
FROM: CHANTELL O'NEAL
AGENDA ITEM TITLE: Receive Consultant Draft Impact Fee Nexus Study Report and Make Recommendations for Next Steps

BACKGROUND AND OVERVIEW:

In accordance with AB 602, which requires all new impact fees to have a nexus study before adoption, staff released a Request for Proposals (RFP) and hired a consultant in the fall of 2022 to perform this study. Council authorized the contract with Lechowicz & Tseng (L&T) on November 14, 2022.

In order to impose Development Impact Fees on new development, a city must distinguish between existing levels of service and the impact of new development on the resources required to maintain that level of service. A key factor in an impact fee "nexus study" is establishing existing levels of service as a baseline for determining increased or expanded levels of service that are attributable to impacts of new development.

The primary goal of the study is to update existing Development Impact Fees for sewer, water and drainage to reflect the true incremental cost of new development on City infrastructure. In addition, the City asked the consultant to analyze and recommend other fees for parks (as per the Quimby Act), citywide roadways, bicycle paths, bridges and signalization improvements, and public facilities such as fire and police stations.

L&T has been actively working with staff to prepare a draft impact fee study and estimate the costs of revised fees and proposed additional fees, which can be added to offset impacts of development. The Consultant will make a presentation which summarizes the findings.

RECOMMENDATION:

Receive report from Lechowicz & Tseng and provide feedback on modifications to existing and proposed fees.

ATTACHMENTS:

Att. 1 – Draft Impact Fee Presentation

CITY OF FORT BRAGG

Impact Fee Nexus Study



May 10, 2023



LECHOWICZ + TSENG
MUNICIPAL CONSULTANTS

Alison Lechowicz
Project Manager



Impact Fee Background

- Impact fees (also called connection fees or capacity fees) are one-time fees paid by new development when building permits are issued by the City
- Fees are intended to recover the capital costs of public facilities needed to accommodate growth
- Fees cannot recover costs that were funded by other revenue sources such as grants or donations
- Fees cannot be used to pay operating costs or general repair and maintenance projects
- Fees must be proportional to the capacity used by new customers (i.e. nexus between costs and benefits received)
- Fees are not paid by current residents



Impact Fee Categories

Current Fee Categories	Fee Categories Under Consideration
Water	Water
Sewer	Sewer
Storm Drainage	Storm Drainage
	Civic Facilities
	Police
	Fire
	Parks & Recreation
	Traffic
	CV Starr



Impact Fee Methodology

Determine planning horizon and buildout capacity

Determine the cost of facilities for fee recovery

Calculate the unit costs of capacity

Apply unit costs to the estimated capacity of new development



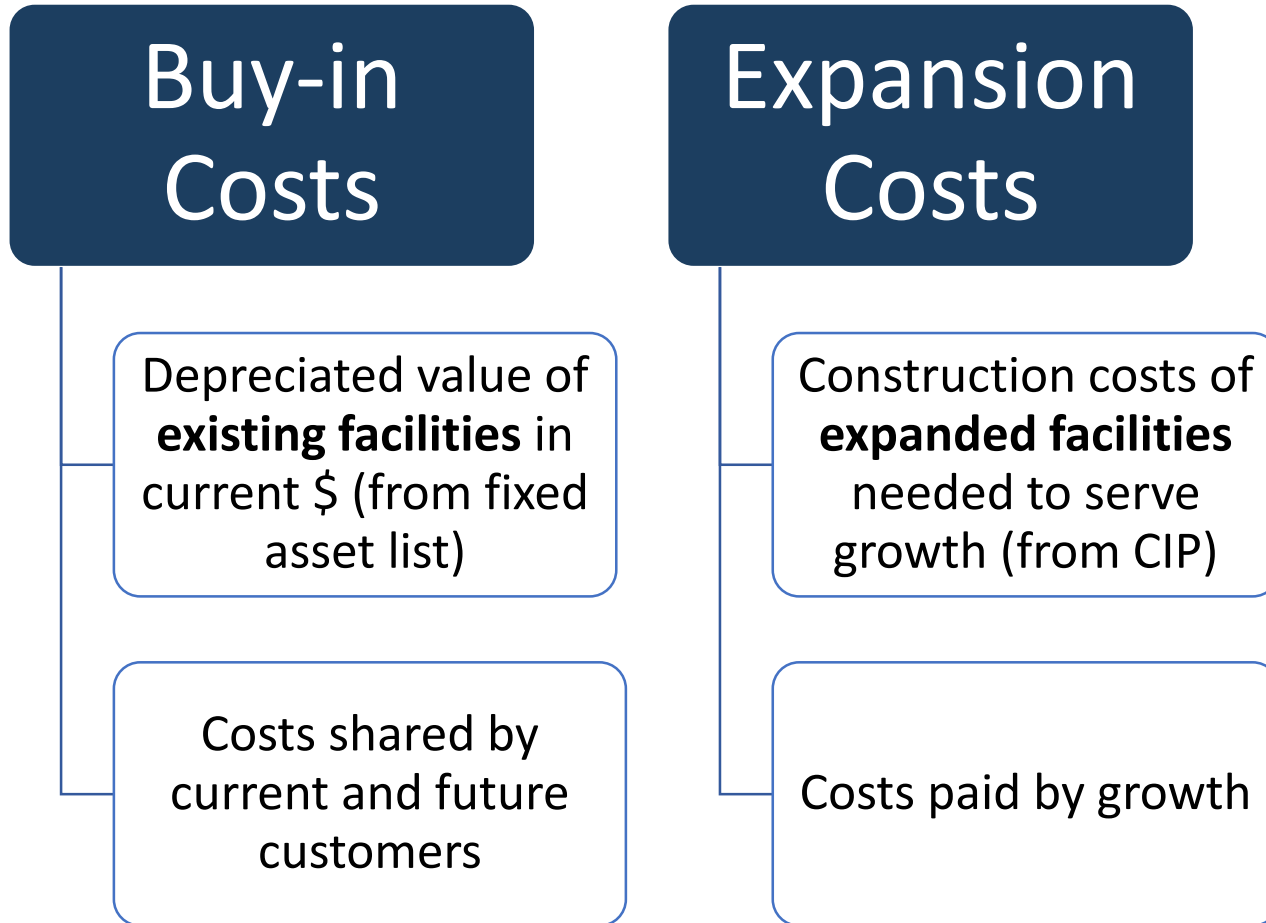
Planning Horizon and Buildout

- Estimated growth over 30 years
 - 1,200 population growth (residents)
 - About 400 new jobs (employees)
 - 429,000 sq ft of commercial development
 - 60,000 sq ft of industrial development
 - 150 new hotel rooms

- Fees are scaled based on impact to facilities
 - Ex. New employees have low impact on civic facilities and parks but high impact on police services
 - Single family or multi-family dwellings – number of people per home
 - Commercial or industrial development – number of employees per 1,000 sq ft
 - Lodging – number of employees per room



Costs of Facilities





Water Impact Fee

- Estimated \$14.7M value of existing assets
- Estimated \$29.2M of expansion costs allocated to growth
- Major Projects:
 - Raw water lines and reservoirs (74.5% allocated to growth)
 - Desalination – ocean intake (74.5% allocated to growth)
 - Extend water system North of Pudding Creek (100% allocated to growth)
- Capacity is assigned using water demand in gallons



Water Impact Fee

- Current fee is \$4,631 per EDU (equivalent dwelling unit)

Component	Proposed Fee
Buy-in fee per EDU	\$734.80
Expansion fee per EDU	<u>\$1,961.30</u>
Total fee per EDU	\$2,696.10
Buy-in fee (\$/gpd)	\$6.68
Expansion fee (\$/gpd)	<u>\$17.83</u>
Total fee (\$/gpd)	\$24.51



Sewer Impact Fee

- Estimated \$20M value of existing assets (RCNLD)
- A portion of the fee will recover costs for debt service for the City's 2018 Wastewater Treatment Plant loan
- Estimated \$2.4M of expansion costs allocated to growth
- Major Projects:
 - Bio Solids dryer (38.9% allocated to growth)
 - Pudding Creek sewer main relocation (38.9% allocated to growth)
 - Extend sewer system North of Pudding Creek (100% allocated to growth)
- Capacity is assigned using sewer flow in gallons



Sewer Impact Fee

- Current fee is \$3,640 per EDU (equivalent dwelling unit)

Component	Proposed Fee
Buy-in fee per EDU	\$2,428.88
Expansion fee per EDU	\$757.57
Debt service fee per EDU	<u>\$275.48</u>
Total fee per EDU	\$3,461.93
Buy-in fee (\$/gpd – gallons per day)	\$25.04
Expansion fee (\$/gpd)	\$7.81
Debt Service fee (\$/gpd)	<u>\$2.84</u>
Total fee (\$/gpd)	\$35.69



Civic Facilities Impact Fee

- Recovers the cost of the City's municipal facilities
- Estimated \$10.2M value of existing assets
- Estimated \$2.3M of expansion costs allocated to growth
- Major Projects:
 - Broadband – Fiber (14.4% allocated to growth)
 - Rehabilitation and improvements to City Hall, Guest House, Town Hall, and Corporation Yard (14.4% allocated to growth)
- Capacity is assigned using number of residents or employees; weighted based on number of working hours vs. non-working hours during the week



Civic Facilities Impact Fee

Category	Proposed Fee	Fee Basis
Single family (SF)	\$6,595.65	per SF home
Multi-family (MF)	\$5,893.99	per MF home
Commercial	\$2,775.51	per 1,000 sqft
Industrial	\$1,070.18	per 1,000 sqft
Lodging	\$756.96	per room



Police Facilities Impact Fee

- Estimated \$2.5M value of existing assets
- Estimated \$198,000 of expansion costs allocated to growth
- Major Projects:
 - Vehicle Replacement Plan (14.4% allocated to growth)
 - EV Charging station (14.4% allocated to growth)
- Capacity is assigned using number of residents or employees; weighted based on number of service calls to residential vs. commercial locations



Police Facilities Impact Fee

Category	Proposed Fee	Fee Basis
Single family (SF)	\$539.49	per SF home
Multi-family (MF)	\$482.10	per MF home
Commercial	\$2,218.94	per 1,000 sqft
Industrial	\$855.58	per 1,000 sqft
Lodging	\$605.17	per room



Fire Facilities Impact Fee

- Estimated \$2.0M value of existing assets
- No estimated expansion costs allocated to growth (all projected capital improvements are grant funded)

Category	Proposed Fee	Fee Basis
Single family residential	\$389.69	per dwelling unit
Multi-family residential	\$279.76	per dwelling unit
Commercial/Industrial	\$300.06	per 1,000 sqft



Parks & Recreation Impact Fee

- Estimated \$11.5M value of existing assets (RCNLD)
- Estimated \$18,000 of expansion costs allocated to growth
- Projects Included:
 - Bathrooms and fencing at Noyo Headlands Park (14.4% allocated to growth)
 - Parking lot rehabilitation at Pomo Bluffs Park (14.4% allocated to growth)
- Capacity is assigned using number of residents
- Proposed to be charged to residential development only



Parks & Recreation Impact Fee

Component	Proposed Fee
Buy-in fee per resident	\$1,379.78
Expansion fee per resident	<u>\$14.76</u>
Total fee per resident	\$1,394.54
Impact fee per SF home	\$3,277.17
Impact fee per MF home	\$2,928.53



Traffic Impact Fee

- Estimated \$20.3M value of existing assets
- Estimated \$1.2M of expansion costs allocated to growth
- Major Projects:
 - Funding recommended to improve pavement network in the City's Pavement Management Plan by Nichols Consulting Engineers in 2021 (4.5% allocated to growth)
- Capacity is assigned using number of daily vehicle trips by each customer category



Traffic Impact Fee

Category	Proposed Fee	Fee Basis
Single family (SF)	\$1,860.49	per SF home
Multi-family (MF)	\$1,144.04	per MF home
Commercial	\$2,424.91	per 1,000 sqft
Industrial	\$763.96	per 1,000 sqft
Lodging	\$1,351.18	per room



Storm Drainage Impact Fee

- Estimated \$705,000 value of existing assets
- Estimated \$908,000 of expansion costs allocated to growth
- Projects Included:
 - Trash capture devices (16.3% allocated to growth)
 - All development driven projects recommended in the City's Storm Drain Master Plan by Winzler & Kelly Consulting Engineers in 2004 (16.3% allocated to growth)
- Capacity is assigned using impervious area
- Fee for each land use classification depends on estimated runoff coefficient



Storm Drainage Impact Fee

Land Use Classification		Current Fee per Sq Ft	Proposed Fee per Sq Ft
RVH, RM, RM	High & Medium Density Residential	\$0.15013	\$0.84258
RL	Low Density Residential	\$0.37054	\$0.66203
RS, RR	Suburban & Rural Residential	\$0.37054	\$0.48148
CN, CO, CBD, CG, CH	Commercial	\$0.14623	\$1.02314
IH, IL, HD, IT	Industrial, Timber Resources, Harbor District	\$0.14623	\$1.02314
PR	Parks and Recreation	\$0.14361	\$0.36111
PF	Public Facilities & Services	\$0.05068	\$0.12037
OS	Open Space	\$0.21541	\$0.24074



CV Starr Impact Fee

- No proposed buy-in component of fee since purchase of the CV Starr Center was funded through fundraising and donations
- Estimated \$364,000 of expansion costs allocated to growth
- Major Projects:
 - Planned upgrades to the CV Starr Center including the UV disinfection system replacement, HVAC air intake redesign, and roof repair (14.4% allocated to growth)
- Capacity is assigned using number of residents or employees; weighted based on number of working hours vs. non-working hours during the week



CV Starr Impact Fee

Category	Proposed Fee	Fee Basis
Single family (SF)	\$646.23	per SF home
Multi-family (MF)	\$577.48	per MF home
Commercial	\$271.95	per 1,000 sqft
Industrial	\$104.86	per 1,000 sqft
Lodging	\$74.17	per room



Single Family Residential Fee Survey

Community	Water	Sewer	Storm Drain	Parks	Civic	Police	Fire	Traffic	CV Starr	Total
Eureka	\$3,208	\$3,423					\$701			\$7,332
Fortuna	\$2,165	\$4,445	\$531					\$1,310		\$8,451
Fort Bragg (Current)	\$4,631	\$3,640	\$249							\$8,520
Willits / Little Lake FD	\$4,025	\$7,840					\$1,627			\$13,492
Ukiah / Ukiah Valley SD	\$1,833	\$12,240								\$14,073
Arcata	\$7,429	\$8,161	\$199							\$15,789
Fort Bragg (Proposed)	\$2,696	\$3,462	\$1,099	\$3,277	\$6,596	\$539	\$390	\$1,860	\$646	\$20,566
Sonoma / Sonoma Valley County SD	\$4,260	\$17,739								\$21,999
Clearlake	\$7,500	\$11,936					\$1,660	\$2,049		\$23,145
Lakeport	\$8,877	\$16,309	\$166				\$1,660			\$27,012
Cloverdale	\$7,192	\$11,160	\$255	\$11,732	\$5,727		\$1,502	\$3,147		\$40,715
Windsor	\$4,695	\$11,387	\$3,758	\$13,463	\$1,626	\$118	\$2,905	\$12,492		\$50,444

Notes: For all fees calculated on a square footage basis, 1,660 sq ft is used to generate rates shown in the table. Water and wastewater impact fees are shown for the smallest meter size available. Some agencies shown in the table charge additional impact fees which are not shown in the table, including fees for affordable housing, schools, or other purposes.



Questions?



From: [Sarah Rossetto](#)
To: [Sanchez, Diana](#)
Subject: Housing cost increase
Date: Wednesday, June 14, 2023 1:34:23 PM

Dear City of Fort Bragg,
Item 3A

Please do not raise the fees on building new single family or multifamily housing. It is already near out of reach for many. We are desperate for affordable workforce housing on the coast and this additional fee will just push new housing farther out of reach for families.

Regards,
Sarah Rossetto

From: [Paul Clark](#)
To: [Sanchez, Diana](#)
Cc: [Reinfo lists](#)
Subject: Finance and Admin City of Fort Bragg
Date: Wednesday, June 14, 2023 2:27:44 PM

Item 3A

My goodness the city seems to have a bunch of new fees to add to the cost of everything in Fort Bragg. Where did this all come from? Meeting is today 4:00 please tune in and express your concerns. NO NO NO is my response

Paul Clark
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City of Fort Bragg

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Text File

File Number: 23-190

Agenda Date: 6/14/2023

Version: 1

Status: Business

In Control: Finance and Administration Committee

File Type: Staff Report

Agenda Number: 3B.

Receive the 2022 City of Fort Bragg Compensation Study and Provide Direction to Staff

CITY OF FORT BRAGG 2022 COMPENSATION STUDY REPORT

Prepared for:



City of Fort Bragg
416 North Franklin Street
Fort Bragg, California 95437

Prepared By:



P.O. Box 1350
Carmel Valley, California 93924

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ATTACHMENT

- Attachment A - Compensation Data Worksheets
- Attachment B – Internal Alignment Chart

EXECUTIVE SUMMARY

The City of Fort Bragg (City) engaged Regional Government Services (RGS) to conduct an agency-wide total compensation survey in December 2021. The goals of the study included to:

- Determine the compensation for similar classifications in the City's identified comparable agencies
- Determine the level of benefits provided by comparable agencies to similar classifications
- Evaluate whether the City's compensation and benefits are competitive with the job market utilizing the data obtained from the City

METHODOLOGY

KICK-OFF MEETING

RGS met with the City Manager in December 2021 to initiate the total compensation study. Organizational data was requested, and the comparable agencies to be included in the study, classifications to be surveyed, and the compensation components were discussed. In addition, information regarding agency expectations, timelines, data collection methods, deliverables, and other pertinent information was shared.

ORGANIZATIONAL DATA

RGS requested and reviewed key organizational materials and information to begin to understand the City's current structure, policy, procedures, challenges, and practices related to compensation systems and administration. Those materials included:

- Organizational Charts
- Existing classification specifications
- Benefit summaries and employer/employee cost data
- Salary schedules
- MOUs and applicable policies, procedures, and ordinances

MARKET COMPARATORS

RGS analyzed various agencies to determine comparability for inclusion in the study. The City agreed that RGS would use ten (10) comparator agencies to collect compensation data. The agencies were selected based on various factors including shared labor market and similarities in agency size, city population, and annual budget. These comparator agencies are:

- City of Arcata
- City of Clearlake
- City of Cloverdale
- City of Eureka
- City of Fortuna
- City of Lakeport
- City of Sonoma
- City of Ukiah
- City of Willits
- City of Windsor

SURVEYED CLASSIFICATIONS

The City requested that the following classifications be surveyed:

- Administrative Assistant
- Administrative Analyst
- Assistant City Manager
- Administrative City Engineer
- Assistant Director - Engineering
- Assistant Finance Director
- Associate Planner
- City Clerk
- Code Enforcement Officer
- Construction Project Manager
- Director of Community Development
- Director of Finance
- Director of Public Works
- Engineering Technician
- Environmental Compliance Coordinator
- Finance Technician II
- Government Accountant II
- Grants Coordinator
- Human Resources Analyst
- Maintenance Worker II
- Mechanic
- Operations Manager
- Systems Analyst
- Treatment Plant Operator II

COMPENSATION COMPONENTS

The following are the agreed upon salary and benefit components included in the compensation study, with a brief description of each component. Only those components representing the cost of the position to the agency have been included in the total compensation calculation. However, other components have been included for informational purposes to ensure a complete picture of each agency's salary and benefits structure related to those for the study position. The components provided for informational purposes only are identified below with underlined text.

Monthly Base Salary: The top of the salary range (excluding longevity salary steps). RGS has collected data based on both gross salary and pensionable salary. All figures are presented on a monthly basis.

Insurance

Medical Insurance: The maximum monthly amount the agency contributes to medical premiums for the employee and dependents. This amount is included in the total compensation calculation.

The maximum monthly amount paid by the employee and the total cost are presented for informational purposes.

Dental Insurance: The maximum monthly amount the agency contributes to dental premiums for the employee and dependents. This amount is included in the total compensation calculation. The maximum monthly amount paid by the employee and the total cost are presented for informational purposes.

Vision Insurance: The maximum monthly amount the agency contributes to vision premiums for the employee and dependents. This amount is included in the total compensation calculation. The maximum monthly amount paid by the employee and the total cost are presented for informational purposes.

Pension

Employee Paid Member Contribution: The amount the employee pays of the employee's statutory required contribution to the retirement system. This amount is presented for informational purposes.

Employee Paid Employer Contribution: The amount the employee agrees to pay of the statutorily required employer contribution to the retirement system. This amount is included in the total compensation calculation (shown as a negative number).

Employer Paid Member Contribution: The amount the agency agrees to pay of the statutorily required employee contribution to the retirement system. This amount is included in the total compensation calculation.

Minimum Required Employer Contribution: The annual cost of service accrual for the upcoming fiscal year for active employees (Normal Cost).

Leaves

Vacation Leave: The number of vacation hours accrued per year by all employees in the classification after five years of employment. The number of days has been converted to a dollar amount based on the base rate of pay and is included in the total compensation calculation.

Sick Leave: The number of sick hours accrued per year by all employees in the classification. The number of hours has been converted to a dollar amount based on the base rate of pay and is included in the total compensation calculation.

Holiday Leave: The number of holiday hours accrued per year by employees in the classifications. The number of hours has been converted to a dollar amount based on the base rate of pay and is included in the total compensation calculation.

Administrative/Management/Personal Leave: The number of hours normally available to management to reward employees for extraordinary effort in lieu of overtime. Personal leave may be available to other groups of employees to augment vacation or other time off. The number of hours has been converted to a dollar amount based on the base rate of pay and is included in the total compensation calculation.

Additional Benefits

Longevity Pay: The amount provided to employees who have reached a specific number of years of service as determined by the employer. This amount is included in the total compensation calculation.

Certification Pay: The amount the employer provides to employees for various work-related certifications and licenses.

Educational Incentive Pay: The amount provided to the employee for educational achievement levels as determined by the employer. The amount provided for the possession of a bachelor's degree was collected and is included in the total compensation calculation.

DATA COLLECTION PROCESS

DETERMINING MATCH CLASSIFICATIONS

One of the most critical factors in conducting a compensation study is ensuring the classifications studied from the comparator agencies match the surveyed classifications selected for the study as closely as possible. When comparing appropriate matches, the analysis must include more than job titles. Due to different titling conventions, job titles alone can be misleading. Therefore, a more extensive analysis is performed. The City's class specifications were analyzed, and RGS met with the City Manager to discuss specific aspects of various classifications to ensure the most up-to-date and accurate information was used in the analysis. Classifications at the comparable agencies were compared to those at the City, and match classifications were determined using the following criteria:

- Education and experience requirements
- Scope and complexity of the work
- Knowledge, skills, and abilities required to perform the work
- Supervision received and exercised
- Consequence of error
- Organizational structure of the division/department where the classification(s) is/are found.

RGS considers fewer than four (4) comparison matches insufficient for analysis because fewer matches make salary variations more significant, and results may not accurately reflect the market.

COMPENSATION DATA COLLECTION

Compensation data was collected through websites, direct contact with agency human resources, finance, and management staff, and an in-depth review of agency documents, including class specifications, memoranda of understanding, organizational charts, personnel allocations, and budget documents. RGS contacted the ten (10) comparator agencies to collect the study data, and all were responsive to our requests for information. RGS verified salary and benefits data, analyzed the data received, and compared it to data obtained from the City. The summary provided below is based on this data.

The compensation charts provided include the median (midpoint) of the maximum monthly base pay and total compensation data for each surveyed classification. RGS recommends that the median be used in reviewing the data instead of the mean which is the average of the data of all market data collected. The median is the exact midpoint with 50% of market data below and 50% of market data above. Unlike the mean, the median methodology eliminates distortion caused by exceptionally high or low salary values.

FINDINGS AND ANALYSIS

Of the twenty-four classifications surveyed, RGS found sufficient match classifications for all but five classifications.

- Administrative Analyst
- Assistant Director - Engineering
- Grants Coordinator
- Human Resources Analyst
- Systems Analyst

The charts below are organized alphabetically by classification. These charts and the following narrative summarize the survey results and compare the City's compensation to that of the comparable agencies. In the first chart, the percentages represent the difference in the top step base salary of the City to the median base pay of all market comparators. In the second chart, the percentage represents the difference in the top step total compensation of the City to the median total compensation of all market comparators.

MARKET MEDIAN DATA

Base Pay

BENCHMARK CLASSIFICATION TITLE	# of Comps	Fort Bragg Base Salary	Market Median Salary	Fort Bragg to Market Median %	Top Step to the Median of Market
Administrative Assistant (non-confidential)	6	\$5,188	\$4,596	12.88%	Above
Assistant City Engineer	4	\$7,003	\$6,345	10.36%	Above
Assistant City Manager	5	\$10,384	\$10,920	-4.90%	Competitive
Assistant Finance Director	5	\$8,304	\$8,641	-3.90%	Competitive
Associate Planner	7	\$6,909	\$6,195	11.53%	Above
City Clerk	7	\$7,677	\$9,512	-19.29%	Below
Code Enforcement Officer	5	\$6,672	\$5,577	19.63%	Above
Construction Project Manager	4	\$8,932	\$8,044	11.04%	Above
Director of Community Development	7	\$10,384	\$11,090	-6.36%	Below
Director of Finance	9	\$10,384	\$10,620	-2.22%	Competitive
Director of Public Works	10	\$10,384	\$10,028	3.56%	Competitive
Engineering Technician	8	\$6,353	\$6,034	5.29%	Above
Environmental Compliance Coordinator	4	\$7,346	\$6,618	11.0%	Above
Finance Technician II	9	\$5,155	\$4,681	10.12%	Above
Government Accountant II	5	\$7,984	\$6,626	20.50%	Above
Maintenance Worker II	10	\$4,980	\$4,349	14.51%	Above
Mechanic	5	\$5,628	\$4,638	21.35%	Above
Operations Manager	4	\$7,667	\$9,416	-18.47%	Below
Treatment Plant Operator II	4	\$5,569	\$5,102	9.17%	Above

When analyzing compensation, it is customary to consider competitiveness in the relevant labor market. As an industry rule, if a classification falls within five percent (5%) above or below the market, it is considered competitive, and adjustments are not typically recommended. The five percent (5%) above or below market differences allow for slight differences between job duties, assignments, and benefits packages. The City may choose to consider setting different adjustment standards.

Total Compensation

BENCHMARK CLASSIFICATION TITLE	# of Comps	Fort Bragg Total Comp	Market Median Total Comp	Fort Bragg to Market Median Total Comp	Total Comp to the median of market
Administrative Assistant (non-confidential)	6	\$8,594	\$7,952	8.07%	Above
Assistant City Engineer	4	\$10,877	\$10,497	3.63%	Competitive
Assistant City Manager	5	\$15,532	\$15,822	-1.83%	Competitive
Assistant Finance Director	5	\$12,835	\$13,136	-2.29%	Competitive
Associate Planner	7	\$10,760	\$9,968	7.94%	Above
City Clerk	7	\$12,021	\$13,779	-12.76%	Below
Code Enforcement Officer	5	\$10,461	\$9,488	10.25%	Above
Construction Project Manager	4	\$13,649	\$12,502	9.17%	Above
Director of Community Development	7	\$15,532	\$16,552	-6.16%	Below
Director of Finance	9	\$15,532	\$15,945	-2.60%	Competitive
Director of Public Works	10	\$15,532	\$14,475	7.30%	Above
Engineering Technician	8	\$10,060	\$9,741	3.27%	Competitive
Environmental Compliance Coordinator	4	\$11,309	\$10,575	6.94%	Above
Finance Technician II	9	\$8,552	\$8,325	2.74%	Competitive
Government Accountant II	5	\$12,112	\$10,534	14.98%	Above
Maintenance Worker II	10	\$8,332	\$7,755	7.44%	Above
Mechanic	5	\$9,148	\$8,129	12.53%	Above
Operations Manager	4	\$12,021	\$14,050	-14.44%	Below
Treatment Plant Operator II	4	\$9,074	\$8,722	4.03%	Competitive

SALARY CONSIDERATIONS BASED ON EXTERNAL DATA

Based on the market survey data collected, the salaries for two classifications are significantly below the market median whether looking at base pay or total compensation. RGS recommends a review of the following classifications for possible salary range adjustments.

BENCHMARK CLASSIFICATION TITLE	Fort Bragg to Market Median %	Top Step to the Median of Market
City Clerk	-19.29%	Below
Operations Manager	-19.28%	Below

The Director of Community Development is 6.16% below the market (base pay). However, as the position is vacant and the salary is only slightly below what is considered competitive, salary adjustments may be delayed until the City begins recruitment efforts if fiscal constraints warrant.

There are also several classes that are considered above the market, some significantly so. The City may consider adjusting salary ranges for those classes found to be more than 5% above the median of comparators. In all cases, RGS recommends incumbent salaries be “Y-rated” (frozen) where they are until the market average catches up with their salary. This would include the salaries of incumbents in classifications whose salaries are set in relationship to the benchmark classifications (internal alignment).

BENCHMARK CLASSIFICATION TITLE	Fort Bragg to Market Median %	Top Step to the Median of Market
Administrative Assistant (non-confidential)	12.88%	Above
Assistant City Engineer	10.36%	Above
Associate Planner	11.53%	Above
Code Enforcement Officer	19.63%	Above
Construction Project Manager	11.04%	Above
Engineering Technician	5.29%	Above
Environmental Compliance Coordinator	11.0%	Above
Finance Technician II	10.12%	Above
Government Accountant II	20.50%	Above
Maintenance Worker II	14.51%	Above
Mechanic	21.35%	Above
Treatment Plant Operator II	9.17%	Above

INTERNAL SALARY RELATIONSHIPS

While utilizing external data to assist in determining appropriate salaries, it is equally important to examine the internal alignment of classifications within an organization. RGS has recommended standardized salary differentials between classifications within the same class series or class families. These differentials may vary based on level of complexity of the work or the scope of authority such as entry, journey, lead or senior, supervisor and manager. These classes should be separated by approximately 5-10% at the lower levels and 15% and higher at the supervisory and management levels. This practice provides a healthy separation between the levels for career development and avoids compaction. Compaction occurs when classifications are less than 5% of each other.

For specialized classes or those for which insufficient data was obtained through the compensation study, the internal salary alignment recommendations are based on various classification factors. These include the scope of responsibility, organization level, supervision received and exercised, and work complexity between the identified classifications.

Where current salaries are significantly above or below the market, RGS' intent is not to exacerbate those salary inequities with the recommendations from the internal alignment analysis. Therefore, the recommendations resulting from the analysis are based on the use of the median market data for the benchmark classes obtained from the compensation study. Attachment B includes an internal salary alignment chart reflecting our recommendations.

GENERAL COMPENSATION CONSIDERATIONS

While RGS has provided suggestions to address any compensation inequities between the City and the surveyed market, as well as suggest internal salary alignment, this report is simply a tool for discussion. There are other factors that must also be considered.

OTHER ORGANIZATIONAL AND FINANCIAL FACTORS

While providing compensation that is both externally and internally equitable may be a goal of the City, there may be other factors that need to be considered. These factors may include the following:

Impediments to Recruitment

During various times during an organization's life, the labor market shifts, and for multiple reasons, a position(s) may become extremely difficult to recruit. When this occurs, compensation is one factor to be considered.

Value to the Organization

Some classifications have a greater value to an organization than others. It is important for you to consider the value of each classification, as well as the potential difficulty of replacing that position when reviewing compensation.

Ripple Effect of an Increase

Depending on the differentials set between classifications within and across series, modifying all classifications within a series or related to a classification for which an organization is adjusting compensation may become appropriate. Therefore, it is important to understand the other classifications that will be affected, and the additional administrative and overhead costs associated with the compensation adjustment when implementing a change in compensation.

COMPENSATION POLICY

We recommend the City create a compensation policy to establish and codify a strategy for setting compensation. This policy should identify the comparator agencies to be surveyed (or, at minimum, the type of agencies to be surveyed), the benefit components to be used, the method of collecting information, the criteria for determining when compensation studies will be conducted, how the comparable data will be determined, and how the data will be implemented.

RGS recommends the policy include how the City plans to set compensation in relation to the market data. For example, using the median as the set point for salaries, using either base pay or total compensation, and setting salaries equal to the median or some percentage above or below the median.

In addition to market placement, there are many other factors to consider when setting salaries. The policy should include recruitment and retention issues, salaries of other similar positions within the same series or across the organization (internal parity), the value of the work performed to the organization, and fiscal sustainability. The City's total compensation package value may also be a factor to consider in determining policy parameters.

Adopting a compensation policy that includes compensation-setting guidance based on all these factors will provide a fact-based and analytical foundation and give the City tools needed to resist short-term pressures in favor of long-term fairness and fiscal sustainability.

ATTACHMENT A

COMPENSATION DATA WORKSHEETS

ADMINISTRATIVE ANALYST		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	Administrative Analyst	\$5,414	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$433.12	\$0.00	\$0.00	\$661.05	6.75%	\$312.35	\$249.88	\$270.70	\$0.00	\$0.00	\$0.00	\$3,557.37	\$8,971.37
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	Department Analyst	\$5,565	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$445.18	\$0.00	\$0.00	\$669.99	7.25%	\$326.93	\$256.83	\$299.64	\$64.21	\$0.00	\$0.00	\$3,600.14	\$9,164.85
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Administrative Analyst	\$5,628	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$393.969	-\$56.28	\$0.000	\$622.47	7.25%	\$324.70	\$259.76	\$303.05	\$0.00	\$0.00	\$0.00	\$3,519.77	\$9,147.90
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Median of Comparator Agencies		\$5,489																						\$9,068
% Above/Below Median	Insufficient Data for Comparison	2.53%																						0.88%

Average of Comparator Agencies		\$5,489																						\$9,068
% Above/Below Average		2.53%																						0.88%

NCC - No Comparable Classification

Arcata - NCC City has no Analyst (or comparable classes) included in the class plan
Clearlake - NCC City has no Analyst (or comparable classes) included in the class plan
Cloverdale - NCC Accounting Analyst has more narrow Accounting focus
Eureka - NCC Administrative Technician is lower level technical position.
Fortuna - NCC City has no Analyst (or comparable classes) included in the class plan
Sonoma - NCC - Management Analyst (\$6,616/month) has broader scope of responsibility than Admin Analyst
Willits - City only has one analyst classification (HR Analyst), which has a specific HR focus.
Windsor - NCC - Management Analyst (\$9,262/month) has broader scope of responsibility than Admin Analyst

ADMINISTRATIVE ASSISTANT			MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
Agency	Title	Top Monthly Salary	EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Administrative Assistant	\$4,596	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$367.68	-\$45.96	\$0.00	\$644.82	6.75%	\$265.15	\$212.12	\$282.83	\$0.00	\$0.00	\$0.00	\$3,621.17	\$8,217.17
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	Office Specialist	\$4,012	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$280.84	-\$100.70	\$0.00	\$436.10	6.75%	\$277.75	\$185.17	\$231.46	\$0.00	\$0.00	\$80.24	\$3,137.68	\$7,149.68
Eureka	Administrative Assistant	\$3,355	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$268.42	-\$67.11	\$0.00	\$302.31	6.75%	\$271.00	\$154.86	\$167.76	\$0.00	\$0.00	\$0.00	\$2,210.96	\$5,566.21
Fortuna	Administrative Assistant II	\$3,926	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$314.08	\$0.00	\$0.00	\$574.37	6.75%	\$226.50	\$181.20	\$211.40	\$0.00	\$0.00	\$0.00	\$3,486.92	\$7,412.92
Lakeport	Administrative Specialist	\$4,615	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$369.20	\$0.00	\$0.00	\$563.49	6.75%	\$266.25	\$213.00	\$230.75	\$0.00	\$0.00	\$0.00	\$3,336.89	\$7,951.89
Sonoma	Administrative Assistant	\$6,052	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$423.64	-\$90.78	\$0.00	\$702.64	7.25%	\$395.59	\$279.32	\$325.88	\$0.00	\$0.00	\$0.00	\$3,776.05	\$9,828.05
Ukiah	Admin. Secretary Public Works	\$4,681	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$374.48	\$0.00	\$0.00	\$563.59	7.25%	\$275.01	\$216.05	\$252.05	\$54.01	\$0.00	\$0.00	\$3,343.25	\$8,024.25
Willits	Administrative Assistant	\$4,389	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$351.12	\$0.00	\$0.00	\$585.93	6.75%	\$253.21	\$202.57	\$236.33	\$0.00	\$0.00	\$0.00	\$3,510.77	\$7,899.77
Windsor	Administrative Assistant	\$6,115	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$183.45	\$0.00	\$244.60	\$664.71	6.75%	\$470.39	\$352.80	\$382.20	\$0.00	\$0.00	\$0.00	\$4,413.25	\$10,528.37

City of Fort Bragg	Administrative Assistant	\$5,188	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$363.151	-\$51.88	\$0.000	\$573.78	7.25%	\$299.30	\$239.44	\$279.35	\$0.00	\$0.00	\$0.00	\$3,406.06	\$8,593.93
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Median of Comparator Agencies		\$4,596																						\$7,952	
% Above/Below Median		12.88%																							8.07%

Average of Comparator Agencies		\$4,638																							\$8,064
% Above/Below Average		11.86%																							6.57%

NCC - No Comparable Classification

ASSISTANT CITY MANAGER		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	TOTAL COMPENSATION		
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					Total Benefits	Total Pay and Benefits		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay			Education Incentive (BA)	
Arcata	Assistant City Manager	\$10,447	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$835.74	-\$104.47	\$0.00	\$1,465.68	6.75%	\$602.70	\$482.16	\$642.88	\$0.00	\$0.00	\$0.00	\$5,351.14	\$15,797.89	
Clearlake	Assistant City Manager	\$10,920	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$764.38	\$0.00	\$0.00	\$1,126.91	6.75%	\$545.98	\$503.98	\$503.98	\$0.00	\$0.00	\$0.00	\$4,609.06	\$15,528.73	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	Assistant City Manager	\$10,623	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$849.84	\$0.00	\$0.00	\$1,297.07	6.75%	\$817.15	\$490.29	\$531.15	\$0.00	\$0.00	\$0.00	\$5,199.06	\$15,822.06	
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	Deputy City Manager	\$14,499	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$1,159.95	\$0.00	\$0.00	\$1,745.73	7.25%	\$851.84	\$669.20	\$780.74	\$167.30	\$0.00	\$0.00	\$6,197.35	\$20,696.77	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Asst City Manager	\$15,876	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$476.28	\$0.00	\$635.04	\$1,725.73	6.75%	\$1,221.24	\$915.93	\$992.26	\$610.62	\$0.00	\$0.00	\$8,399.36	\$24,275.44	
City of Fort Bragg	Assistant City Manager	\$10,384	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$726.908	-\$103.84	\$0.000	\$1,148.51	7.25%	\$599.10	\$479.28	\$559.16	\$399.40	\$0.00	\$0.00	\$5,147.68	\$15,532.08	
Median of Comparator Agencies		\$10,920																						\$15,822	
% Above/Below Median		-4.90%																							-1.83%
Average of Comparator Agencies		\$12,473																							\$18,424
% Above/Below Average		-16.74%																							-15.70%

NCC - No Comparable Classification
CLASSIFICATION NOTES:
Windsor - Incumbent oversees Economic Development, Redevelopment, Solid Waste, and Recycling

ASSISTANT DIRECTOR - ENGINEERING		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION	
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Assistant Director - Engineering	\$7,677	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$537.385	-\$76.77	\$0.000	\$849.07	7.25%	\$442.90	\$354.32	\$413.37	\$295.27	\$0.00	\$0.00	\$4,344.23	\$12,021.16
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Median of Comparator Agencies		#NUM!																					#NUM!
% Above/Below Median	Insufficient Data for Comparison	#NUM!																					#NUM!

Average of Comparator Agencies		#DIV/0!																					#DIV/0!
% Above/Below Average		#DIV/0!																					#DIV/0!

NCC - No Comparable Classification

Arcata - NCC - Deputy Dir CDD oversees Planning, Econ Dev, Housing (\$84,113/yr); Asst City Eng is a management position, reports to City Engineer, Req's PE registration - oversees Eng, Building & Public Transit (\$84,113/yr)

Clearlake - NCC City has no Asst Dir or Mgmt class between City Engineer and Public Works Director (Executive Mgmt) and Engineering Technician (Technical class)

Cloverdale - NCC City has no Asst Dir or Mgmt class between City Engineer and Public Works Director (Executive Mgmt) and Engineering Technician (Technical class)

Eureka - NCC Deputy City Engineer (\$93,528/yr) req's registration as PE; Deputy Dev Svcs Dir (\$88,980/yr) oversees either Planning and Zoning, Econ Dev, Housing, Prop Mgmt, GIS, Special Projects. Req's 5 yrs exp.

Fortuna - NCC Deputy City Engineer requires registration as PE

Lakeport - NCC Planning Services Manager performs similar level work, but is a professional planner (BA degree & 5 years planning experience including project management). City has no Assistant Dir Engineering or Community Development

Sonoma - NCC - City has director positions in Public Works/Engineering and CDD. However no positions at the Asst Director or Manager level.

Ukiah - NCC City has Planning Manager class (\$8,641/month) works at a similar level/scope of work but only oversees planning work/assignments.

Willits - NCC City has Project Manager II class (\$6,810/mon) assigned to oversee Engineering group, but does not have the same scope of responsibilities.

Windsor

ASSISTANT ENGINEER		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION			
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits	
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Assistant Engineer II	\$5,234	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$418.72	-\$104.68	\$0.00	\$471.58	6.75%	\$422.75	\$241.57	\$261.70	\$0.00	\$0.00	\$0.00	\$2,675.06	\$7,909.06	
Fortuna	Assistant City Engineer II	\$6,387	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$510.97	\$0.00	\$0.00	\$934.43	6.75%	\$368.49	\$294.79	\$343.92	\$0.00	\$0.00	\$0.00	\$4,235.08	\$10,622.19	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Willits	Assistant Engineer	\$6,303	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$504.24	\$0.00	\$0.00	\$841.45	6.75%	\$363.63	\$290.91	\$339.39	\$0.00	\$0.00	\$0.00	\$4,068.12	\$10,371.12	
Windsor	Assistant Engineer	\$9,262	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$277.86	\$0.00	\$370.48	\$1,006.79	6.75%	\$712.47	\$534.35	\$578.88	\$356.23	\$0.00	\$0.00	\$5,857.74	\$15,119.81	
City of Fort Bragg	Assistant Engineer	\$7,003	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$490.187	-\$70.03	\$0.000	\$774.50	7.25%	\$404.00	\$323.20	\$377.07	\$0.00	\$0.00	\$0.00	\$3,874.81	\$10,877.48	
Median of Comparator Agencies		\$6,345																						\$10,497	
% Above/Below Median		10.36%																							3.63%
Average of Comparator Agencies		\$6,797																							\$11,006
% Above/Below Average		3.03%																							-1.16%

NCC - No Comparable Classification

ASSISTANT FINANCE DIRECTOR																								
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Finance Manager	\$7,001	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$560.09	-\$70.01	\$0.00	\$982.26	6.75%	\$403.91	\$323.13	\$430.84	\$0.00	\$0.00	\$0.00	\$4,332.33	\$11,333.47
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Deputy Finance Director	\$7,423	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$593.84	-\$148.46	\$0.00	\$668.81	6.75%	\$599.55	\$342.60	\$371.15	\$0.00	\$0.00	\$0.00	\$3,215.79	\$10,638.79
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	Deputy Finance Director	\$12,024	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$841.68	-\$180.36	\$0.00	\$1,395.99	7.25%	\$785.95	\$554.95	\$647.45	\$369.97	\$0.00	\$0.00	\$5,737.35	\$17,761.35
Ukiah	Financial Service Manager	\$8,641	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$691.32	\$0.00	\$0.00	\$1,040.44	7.25%	\$507.69	\$398.84	\$465.31	\$99.71	\$0.00	\$0.00	\$4,494.52	\$13,136.01
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Deputy Director of Finance	\$12,173	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$365.18	\$0.00	\$486.91	\$1,323.18	6.75%	\$936.37	\$702.27	\$760.80	\$468.18	\$0.00	\$0.00	\$6,976.25	\$19,149.00

City of Fort Bragg	Assistant Finance Director	\$8,304	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$581.308	-\$83.04	\$0.000	\$918.47	7.25%	\$479.10	\$383.28	\$447.16	\$319.40	\$0.00	\$0.00	\$4,530.43	\$12,834.83
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Median of Comparator Agencies		\$8,641																					\$13,136
% Above/Below Median		-3.90%																					-2.29%

Average of Comparator Agencies		\$9,452																					\$14,404
% Above/Below Average		-12.15%																					-10.89%

NCC - No Comparable Classification
CLASSIFICATION NOTES:
 Arcata: Reports to Finance Director . Requires CPA or other certification/degree. Assigned more auditing and less ledger work. Oversees budget prep.
 Ukiah: Performs similar duties other than auditing.

ASSOCIATE PLANNER		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION			
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits	
Arcata	Planner II	\$5,053	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$404.24	-\$50.53	\$0.00	\$708.94	6.75%	\$291.52	\$233.22	\$310.95	\$0.00	\$0.00	\$0.00	\$3,756.29	\$8,809.29	
Clearlake	Associate Planner	\$5,350	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$374.51	\$0.00	\$0.00	\$552.14	6.75%	\$267.51	\$246.93	\$246.93	\$0.00	\$0.00	\$0.00	\$3,241.72	\$8,591.93	
Cloverdale	Associate Planner	\$8,831	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$618.17	-\$221.66	\$0.00	\$959.93	6.75%	\$611.38	\$407.58	\$509.48	\$0.00	\$0.00	\$176.62	\$4,470.98	\$13,301.98	
Eureka	Associate Planner	\$5,552	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$444.19	-\$111.05	\$0.00	\$500.27	6.75%	\$448.46	\$256.27	\$277.62	\$0.00	\$0.00	\$0.00	\$2,753.71	\$8,306.12	
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	Associate Planner	\$6,195	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$495.60	\$0.00	\$0.00	\$756.41	6.75%	\$357.40	\$285.92	\$309.75	\$0.00	\$0.00	\$0.00	\$3,772.89	\$9,967.89	
Sonoma	Associate Planner	\$9,252	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$647.64	-\$138.78	\$0.00	\$1,074.16	7.25%	\$604.76	\$427.02	\$498.18	\$0.00	\$0.00	\$0.00	\$4,628.74	\$13,880.74	
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Associate Planner	\$7,823	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$234.68	\$0.00	\$312.90	\$850.31	6.75%	\$601.73	\$451.30	\$488.91	\$0.00	\$0.00	\$0.00	\$5,003.70	\$12,826.23	
City of Fort Bragg	Associate Planner	\$6,909	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$483.635	-\$69.09	\$0.000	\$764.14	7.25%	\$398.60	\$318.88	\$372.03	\$0.00	\$0.00	\$0.00	\$3,850.63	\$10,759.70	
Median of Comparator Agencies		\$6,195																						\$9,968	
% Above/Below Median		11.53%																							7.94%
Average of Comparator Agencies		\$6,865																							\$10,812
% Above/Below Average		0.64%																							-0.48%

NCC - No Comparable Classification

CITY CLERK			MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
Agency	Title	Top Monthly Salary	EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	City Clerk	\$6,668	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$533.42	-\$66.68	\$0.00	\$935.49	6.75%	\$384.68	\$307.74	\$410.32	\$0.00	\$0.00	\$0.00	\$4,233.75	\$10,901.50
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	City Clerk	\$9,512	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$665.81	-\$238.74	\$0.00	\$1,033.91	6.75%	\$658.49	\$439.00	\$548.74	\$0.00	\$0.00	\$190.23	\$4,659.28	\$14,170.85
Eureka	City Clerk	\$9,942	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$795.32	-\$198.83	\$0.00	\$895.73	6.75%	\$802.97	\$458.84	\$497.08	\$0.00	\$0.00	\$0.00	\$3,837.92	\$13,779.44
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sonoma	City Clerk - Executive Assistant	\$9,531	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$667.17	-\$142.97	\$0.00	\$1,106.55	7.25%	\$623.00	\$439.89	\$513.21	\$366.58	\$0.00	\$0.00	\$5,069.66	\$14,600.66
Ukiah	City Clerk	\$7,559	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$604.73	\$0.00	\$0.00	\$910.12	7.25%	\$444.10	\$348.88	\$407.03	\$87.22	\$0.00	\$0.00	\$4,179.89	\$11,739.03
Willits	City Clerk	\$6,998	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$559.87	\$0.00	\$0.00	\$934.28	6.75%	\$403.75	\$323.00	\$376.83	\$0.00	\$0.00	\$0.00	\$4,270.59	\$11,268.93
Windsor	Town Clerk	\$11,258	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$337.73	\$0.00	\$450.31	\$1,223.72	6.75%	\$865.98	\$649.49	\$703.61	\$432.99	\$0.00	\$0.00	\$6,624.63	\$17,882.37

City of Fort Bragg	City Clerk	\$7,677	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$537.385	-\$76.77	\$0.000	\$849.07	7.25%	\$442.90	\$354.32	\$413.37	\$295.27	\$0.00	\$0.00	\$4,344.23	\$12,021.16
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Median of Comparator Agencies		\$9,512																						\$13,779	
% Above/Below Median		-19.29%																							-12.76%

Average of Comparator Agencies		\$8,781																							\$13,478
% Above/Below Average		-12.57%																							-10.81%

NCC - No Comparable Classification
CLASSIFICATION NOTES:
 Lakeport: City Clerk has HR oversight assigned, but no HR experience/education is required.

CODE ENFORCEMENT OFFICER		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION			
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits	
Arcata	Code Compliance/Permit Technician	\$5,577	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$446.16	-\$55.77	\$0.00	\$782.45	6.75%	\$321.75	\$257.40	\$343.20	\$0.00	\$0.00	\$0.00	\$3,911.23	\$9,488.23	
Clearlake	Sr Code Enforcement Officer	\$4,729	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$331.00	\$0.00	\$0.00	\$487.99	6.75%	\$236.43	\$218.24	\$218.24	\$0.00	\$0.00	\$0.00	\$3,089.11	\$7,817.70	
Cloverdale	Code Enforcement Officer	\$6,593	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$461.51	-\$165.48	\$0.00	\$716.66	6.75%	\$456.44	\$304.29	\$380.37	\$0.00	\$0.00	\$131.86	\$3,851.78	\$10,444.78	
Eureka	Code Enforcement Officer II	\$4,926	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$394.09	-\$98.52	\$0.00	\$443.85	6.75%	\$397.88	\$227.36	\$246.31	\$0.00	\$0.00	\$0.00	\$2,599.02	\$7,525.18	
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	Code Enforcement Officer II	\$6,453	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$516.24	\$0.00	\$0.00	\$776.94	7.25%	\$379.11	\$297.83	\$347.47	\$74.46	\$0.00	\$0.00	\$3,858.35	\$10,311.35	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
City of Fort Bragg	Code Enforcement Officer	\$6,672	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$467.012	-\$66.72	\$0.000	\$737.88	7.25%	\$384.90	\$307.92	\$359.24	\$0.00	\$0.00	\$0.00	\$3,789.29	\$10,460.89	
Median of Comparator Agencies		\$5,577																						\$9,488	
% Above/Below Median		19.63%																							10.25%
Average of Comparator Agencies		\$5,656																							\$9,117
% Above/Below Average		17.97%																							14.73%

NCC - No Comparable Classification

CONSTRUCTION PROJECT MANAGER		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	TOTAL COMPENSATION	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION			
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits	
Arcata	Contracts & Special Projects Manager	\$7,009	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$560.75	-\$70.09	\$0.00	\$983.42	6.75%	\$404.39	\$323.51	\$431.35	\$0.00	\$0.00	\$0.00	\$4,334.77	\$11,344.18	
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	Projects Coordinator	\$6,195	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$495.60	\$0.00	\$0.00	\$756.41	6.75%	\$357.40	\$285.92	\$309.75	\$0.00	\$0.00	\$0.00	\$3,772.89	\$9,967.89	
Sonoma	Public Works Project Manager	\$9,078	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$635.46	-\$136.17	\$0.00	\$1,053.96	7.25%	\$593.39	\$418.98	\$488.82	\$0.00	\$0.00	\$0.00	\$4,582.37	\$13,660.37	
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Project Manager	\$10,212	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$306.36	\$0.00	\$408.48	\$1,110.03	6.75%	\$785.53	\$589.15	\$638.24	\$314.21	\$0.00	\$0.00	\$6,144.19	\$16,356.08	
City of Fort Bragg	Construction Project Manager	\$8,932	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$625.231	-\$89.32	\$0.000	\$987.86	7.25%	\$515.30	\$412.24	\$480.95	\$343.53	\$0.00	\$0.00	\$4,716.64	\$13,648.51	
Median of Comparator Agencies		\$8,044																						\$12,502	
% Above/Below Median		11.04%																							9.17%
Average of Comparator Agencies		\$8,124																							\$12,832
% Above/Below Average		9.95%																							6.36%

NCC - No Comparable Classification

X INFO X INFO INFO X INFO INFO X INFO INFO X* X X INFO X X X X X X X																								
DIRECTOR OF COMMUNITY DEVELOPMENT																								
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Director of Community Development	\$10,530	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$842.41	-\$105.30	\$0.00	\$1,477.37	6.75%	\$607.51	\$486.01	\$648.01	\$0.00	\$0.00	\$0.00	\$5,375.79	\$15,905.90
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Community Services Director	\$10,460	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$836.80	-\$209.20	\$0.00	\$942.45	6.75%	\$844.85	\$482.77	\$523.00	\$0.00	\$0.00	\$0.00	\$3,966.00	\$14,426.00
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	Director of Community Development	\$10,254	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$820.32	\$0.00	\$0.00	\$1,252.01	6.75%	\$788.77	\$473.26	\$512.70	\$0.00	\$0.00	\$0.00	\$5,090.14	\$15,344.14
Sonoma	Development Services Director	\$12,449	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$871.43	-\$186.74	\$0.00	\$1,445.33	7.25%	\$813.73	\$574.57	\$670.33	\$478.81	\$0.00	\$0.00	\$5,959.44	\$18,408.44
Ukiah	Community Development Director	\$14,499	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$1,159.95	\$0.00	\$0.00	\$1,745.73	7.25%	\$851.84	\$669.20	\$780.74	\$167.30	\$0.00	\$0.00	\$6,197.35	\$20,696.77
Willits	Community Development Director	\$11,090	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$887.22	\$0.00	\$0.00	\$1,480.54	6.75%	\$639.82	\$511.86	\$597.16	\$0.00	\$0.00	\$0.00	\$5,462.11	\$16,552.31
Windsor	Community Development Director	\$15,454	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$463.62	\$0.00	\$618.16	\$1,679.86	6.75%	\$1,188.78	\$891.58	\$965.88	\$594.39	\$0.00	\$0.00	\$8,237.19	\$23,691.27
City of Fort Bragg	Director of Community Development	\$10,384	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$726.908	-\$103.84	\$0.000	\$1,148.51	7.25%	\$599.10	\$479.28	\$559.16	\$399.40	\$0.00	\$0.00	\$5,147.68	\$15,532.08
Median of Comparator Agencies		\$11,090																					\$16,552	
% Above/Below Median		-6.36%																						-6.16%
Average of Comparator Agencies		\$12,105																						\$17,861
% Above/Below Average		-14.22%																						-13.04%

NCC - No Comparable Classification

DIRECTOR OF FINANCE																									
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION			
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits	
Arcata	Finance Director	\$10,530	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$842.41	-\$105.30	\$0.00	\$1,477.37	6.75%	\$607.51	\$486.01	\$648.01	\$0.00	\$0.00	\$0.00	\$5,375.79	\$15,905.90	
Clearlake	Director of Finance	\$10,146	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$710.22	\$0.00	\$0.00	\$1,047.07	6.75%	\$507.30	\$468.28	\$468.28	\$0.00	\$0.00	\$0.00	\$4,419.13	\$14,565.18	
Cloverdale	Finance Director	\$11,468	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$802.73	-\$287.84	\$0.00	\$1,246.52	6.75%	\$793.91	\$529.27	\$661.59	\$0.00	\$0.00	\$229.35	\$5,200.46	\$16,668.03	
Eureka	Director of Finance	\$9,962	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$796.96	-\$199.24	\$0.00	\$897.58	6.75%	\$804.62	\$459.78	\$498.10	\$0.00	\$0.00	\$0.00	\$3,842.98	\$13,804.98	
Fortuna	Finance Director	\$9,442	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$755.33	\$0.00	\$0.00	\$1,381.32	6.75%	\$544.71	\$435.77	\$508.40	\$0.00	\$0.00	\$0.00	\$5,163.64	\$14,605.31	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	Finance Director	\$12,449	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$871.43	-\$186.74	\$0.00	\$1,445.33	7.25%	\$813.73	\$574.57	\$670.33	\$478.81	\$0.00	\$0.00	\$5,959.44	\$18,408.44	
Ukiah	Finance Director	\$14,499	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$1,159.95	\$0.00	\$0.00	\$1,745.73	7.25%	\$851.84	\$669.20	\$780.74	\$167.30	\$0.00	\$0.00	\$6,197.35	\$20,696.77	
Willits	Finance Director/Treasurer	\$10,620	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$849.61	\$0.00	\$0.00	\$1,417.79	6.75%	\$612.70	\$490.16	\$571.86	\$0.00	\$0.00	\$0.00	\$5,325.24	\$15,945.41	
Windsor	Deputy Director of Finance	\$12,170	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$365.09	\$0.00	\$486.79	\$1,322.85	6.75%	\$936.14	\$702.10	\$760.61	\$468.07	\$0.00	\$0.00	\$6,975.11	\$19,144.88	

City of Fort Bragg	Director of Finance	\$10,384	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$726.880	-\$103.84	\$0.000	\$1,148.47	7.25%	\$599.08	\$479.26	\$559.14	\$399.38	\$0.00	\$0.00	\$5,147.56	\$15,531.56
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Median of Comparator Agencies		\$10,620																						\$15,945	
% Above/Below Median		-2.22%																							-2.60%

Average of Comparator Agencies		\$11,254																							\$16,638
% Above/Below Average		-7.73%																							-6.65%

NCC - No Comparable Classification

DIRECTOR OF PUBLIC WORKS		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Dir Environmental Services	\$10,447	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$835.74	-\$104.47	\$0.00	\$1,465.68	6.75%	\$602.70	\$482.16	\$642.88	\$0.00	\$0.00	\$0.00	\$5,351.15	\$15,797.93
Clearlake	Public Works Director	\$9,433	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$660.30	\$0.00	\$0.00	\$973.47	6.75%	\$471.64	\$435.36	\$435.36	\$0.00	\$0.00	\$0.00	\$4,244.04	\$13,676.89
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	Director of Public Works	\$10,472	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$837.76	-\$209.44	\$0.00	\$943.53	6.75%	\$845.82	\$483.32	\$523.60	\$0.00	\$0.00	\$0.00	\$3,968.97	\$14,440.97
Fortuna	Public Works Director	\$9,234	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$738.72	\$0.00	\$0.00	\$1,350.93	6.75%	\$532.73	\$426.18	\$497.22	\$0.00	\$0.00	\$0.00	\$5,100.51	\$14,334.51
Lakeport	Director of Public Works	\$9,609	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$768.72	\$0.00	\$0.00	\$1,173.26	6.75%	\$739.15	\$443.49	\$480.45	\$0.00	\$0.00	\$0.00	\$4,899.76	\$14,508.76
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Willits	Public Works Director	\$11,394	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$911.48	\$0.00	\$0.00	\$1,521.04	6.75%	\$657.32	\$525.86	\$613.50	\$0.00	\$0.00	\$0.00	\$5,550.44	\$16,943.97
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Director of Public Works	\$10,384	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$726.908	-\$103.84	\$0.000	\$1,148.51	7.25%	\$599.10	\$479.28	\$559.16	\$399.40	\$0.00	\$0.00	\$5,147.68	\$15,532.08
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Median of Comparator Agencies		\$10,028																						\$14,475	
% Above/Below Median		3.56%																							7.30%

Average of Comparator Agencies		\$10,098																							\$14,951
% Above/Below Average		2.84%																							3.89%

NCC - No Comparable Classification
CLASSIFICATION NOTES:
 Cloverdale: NCC - Director of Environmental Services (Utilities and Streets) requires incumbent to be a Registered Professional Engineer. This is a preferred requirement at Fort Bragg.
 Sonoma: NCC - Director of Public Works/City Engineer requires incumbent to be a Registered Professional Engineer. This is a preferred requirement at Fort Bragg.
 Ukiah: NCC - Director of Public Works/City Engineer requires incumbent to be a Registered Professional Engineer. This is a preferred requirement at Fort Bragg.
 Windsor: NCC - Director of Public Works requires incumbent to be a Registered Professional Engineer. This is a preferred requirement at Fort Bragg.

ENGINEERING TECHNICIAN		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Engineering Technician II	\$5,948	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$475.84	-\$59.48	\$0.00	\$834.50	6.75%	\$343.15	\$274.52	\$366.03	\$0.00	\$0.00	\$0.00	\$4,020.93	\$9,968.93
Clearlake	Engineer Technician	\$6,194	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$433.55	\$0.00	\$0.00	\$639.17	6.75%	\$309.68	\$285.86	\$285.86	\$0.00	\$0.00	\$0.00	\$3,448.76	\$9,642.31
Cloverdale	Engineering Technician II	\$6,119	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$428.33	-\$153.59	\$0.00	\$665.14	6.75%	\$423.62	\$282.42	\$353.02	\$0.00	\$0.00	\$122.38	\$3,720.64	\$9,839.64
Eureka	Engineering Technician II	\$4,284	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$342.72	-\$85.68	\$0.00	\$385.99	6.75%	\$346.02	\$197.72	\$214.20	\$0.00	\$0.00	\$0.00	\$2,440.39	\$6,724.39
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	Engineering Technician II	\$5,177	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$414.16	\$0.00	\$0.00	\$632.11	6.75%	\$298.67	\$238.94	\$258.85	\$0.00	\$0.00	\$0.00	\$3,491.97	\$8,668.97
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	Engineering Technician II	\$6,453	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$516.24	\$0.00	\$0.00	\$776.94	7.25%	\$379.11	\$297.83	\$347.47	\$74.46	\$0.00	\$0.00	\$3,858.35	\$10,311.35
Willits	Engineering Technician	\$5,123	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$409.84	\$0.00	\$0.00	\$683.92	6.75%	\$295.56	\$236.45	\$275.85	\$0.00	\$0.00	\$0.00	\$3,724.51	\$8,847.51
Windsor	Engineering Technician	\$7,257	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$217.72	\$0.00	\$290.30	\$788.89	6.75%	\$558.27	\$418.70	\$453.59	\$0.00	\$0.00	\$0.00	\$4,808.29	\$12,065.75

City of Fort Bragg	Engineering Technician	\$6,353	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$444.687	-\$63.53	\$0.000	\$702.61	7.25%	\$366.50	\$293.20	\$342.07	\$0.00	\$0.00	\$0.00	\$3,706.92	\$10,059.59
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Median of Comparator Agencies		\$6,034																						\$9,741	
% Above/Below Median		5.29%																							3.27%
Average of Comparator Agencies		\$5,819																							\$9,509
% Above/Below Average		9.16%																							5.79%

NCC - No Comparable Classification

ENVIRONMENTAL COMPLIANCE COORDINATOR		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION			
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits	
Arcata	Environmental Compliance Officer	\$5,311	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$424.88	-\$53.11	\$0.00	\$745.13	6.75%	\$306.40	\$245.12	\$326.83	\$0.00	\$0.00	\$0.00	\$3,832.58	\$9,143.58	
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Water Quality Supervisor	\$5,443	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$435.41	-\$108.85	\$0.00	\$490.38	6.75%	\$439.60	\$251.20	\$272.13	\$0.00	\$0.00	\$0.00	\$2,726.60	\$8,169.26	
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	Compliance Coordinator II	\$7,793	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$623.44	\$0.00	\$0.00	\$951.53	6.75%	\$449.60	\$359.68	\$389.65	\$0.00	\$0.00	\$0.00	\$4,213.85	\$12,006.85	
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Environmental Program Manager	\$9,725	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$291.76	\$0.00	\$389.01	\$1,057.14	6.75%	\$748.10	\$561.08	\$607.83	\$0.00	\$0.00	\$0.00	\$5,661.70	\$15,387.00	
City of Fort Bragg	Environmental Compliance Coor	\$7,346	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$514.211	-\$73.46	\$0.000	\$812.45	7.25%	\$423.80	\$339.04	\$395.55	\$0.00	\$0.00	\$0.00	\$3,963.45	\$11,309.32	
Median of Comparator Agencies		\$6,618																						\$10,575	
% Above/Below Median		11.00%																							6.94%
Average of Comparator Agencies		\$7,068																							\$11,177
% Above/Below Average		3.93%																							1.19%

NCC - No Comparable Classification

X INFO X INFO INFO X INFO INFO X INFO INFO X* X X INFO X X X X X X X

FINANCE TECHNICIAN II																								
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS						TOTAL COMPENSATION	
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Finance Specialist	\$4,679	\$404.20	\$2,098.80	\$2,503.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$374.32	-\$46.79	\$0.00	\$656.46	6.75%	\$269.94	\$215.95	\$287.94	\$0.00	\$0.00	\$0.00	\$3,645.71	\$8,324.71
Clearlake	Account Clerk	\$3,897	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$272.81	\$0.00	\$0.00	\$402.21	6.75%	\$194.87	\$179.88	\$179.88	\$0.00	\$0.00	\$0.00	\$2,885.03	\$6,782.38
Cloverdale	Accounting Assistant II	\$5,229	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$366.03	-\$131.25	\$0.00	\$568.39	6.75%	\$362.01	\$241.34	\$301.67	\$0.00	\$0.00	\$104.58	\$3,474.39	\$8,703.39
Eureka	Accounting Technician II	\$4,055	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$324.43	-\$81.11	\$0.00	\$365.39	6.75%	\$327.55	\$187.17	\$202.77	\$0.00	\$0.00	\$0.00	\$2,383.90	\$6,439.23
Fortuna	Accounting Technician	\$4,968	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$397.44	\$0.00	\$0.00	\$726.82	6.75%	\$286.62	\$229.29	\$267.51	\$0.00	\$0.00	\$0.00	\$3,803.68	\$8,771.68
Lakeport	Finance Services Specialist II	\$4,413	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$353.04	\$0.00	\$0.00	\$538.83	6.75%	\$254.60	\$203.68	\$220.65	\$0.00	\$0.00	\$0.00	\$3,281.15	\$7,694.15
Sonoma	Accounting Technician	\$6,616	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$463.12	-\$99.24	\$0.00	\$768.12	7.25%	\$432.46	\$305.35	\$356.25	\$0.00	\$0.00	\$0.00	\$3,926.33	\$10,542.33
Ukiah	Financial Services Specialist II	\$4,681	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$374.51	\$0.00	\$0.00	\$563.64	7.25%	\$275.03	\$216.06	\$252.07	\$54.02	\$0.00	\$0.00	\$3,343.36	\$8,024.74
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	Accounting Specialist	\$5,995	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$179.86	\$0.00	\$239.81	\$651.69	6.75%	\$461.18	\$345.88	\$374.71	\$0.00	\$0.00	\$0.00	\$4,371.82	\$10,367.15

City of Fort Bragg	Finance Technician II	\$5,155	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$360.845	-\$51.55	\$0.000	\$570.14	7.25%	\$297.40	\$237.92	\$277.57	\$0.00	\$0.00	\$0.00	\$3,397.55	\$8,552.48
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Median of Comparator Agencies		\$4,681																					\$8,325
% Above/Below Median		10.12%																					2.74%

Average of Comparator Agencies		\$4,948																					\$8,406
% Above/Below Average		4.18%																					1.75%

NCC - No Comparable Classification

GOVERNMENT ACCOUNTANT II																								
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	Accountant II	\$5,552	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$444.19	-\$111.05	\$0.00	\$500.27	6.75%	\$448.46	\$256.27	\$277.62	\$0.00	\$0.00	\$0.00	\$2,753.71	\$8,306.12
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	Government Accountant	\$7,054	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$564.32	\$0.00	\$0.00	\$861.29	6.75%	\$406.96	\$325.57	\$352.70	\$0.00	\$0.00	\$0.00	\$4,009.92	\$11,063.92
Sonoma	Accountant	\$7,573	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$530.11	-\$113.60	\$0.00	\$879.23	7.25%	\$495.01	\$349.52	\$407.78	\$0.00	\$0.00	\$0.00	\$4,181.34	\$11,754.34
Ukiah	Associate Accountant	\$6,626	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$530.06	\$0.00	\$0.00	\$797.74	7.25%	\$389.26	\$305.80	\$356.77	\$76.45	\$0.00	\$0.00	\$3,908.57	\$10,534.31
Willits	Senior Accountant	\$5,508	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$440.64	\$0.00	\$0.00	\$735.32	6.75%	\$317.77	\$254.22	\$296.58	\$0.00	\$0.00	\$0.00	\$3,836.62	\$9,344.62
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Government Accountant II	\$7,984	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$558.886	-\$79.84	\$0.000	\$883.04	7.25%	\$460.62	\$368.50	\$429.91	\$0.00	\$0.00	\$0.00	\$4,128.30	\$12,112.38
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Median of Comparator Agencies		\$6,626																						\$10,534	
% Above/Below Median		20.50%																							14.98%
Average of Comparator Agencies		\$6,463																							\$10,201
% Above/Below Average		23.54%																							18.74%

NCC - No Comparable Classification

X INFO X INFO INFO X INFO INFO X INFO INFO X* X X INFO X X X X X X

GRANTS COORDINATOR			MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
Agency	Title	Top Monthly Salary	EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Grants Coordinator	\$6,264	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$438.499	-\$62.64	\$0.000	\$692.83	7.25%	\$361.40	\$289.12	\$337.31	\$0.00	\$0.00	\$0.00	\$3,684.08	\$9,948.35
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Median of Comparator Agencies		#NUM!																						#NUM!	
% Above/Below Median	Insufficient Data for Comparison	#NUM!																							#NUM!

Average of Comparator Agencies		#DIV/0!																							#DIV/0!
% Above/Below Average		#DIV/0!																							#DIV/0!

NCC - No Comparable Classification

Arcata - NCC Projects and Grnt Manager is higher level position with broader scope of responsibility (\$84,113/yr)

Clearlake - NCC Grants Technician is lower level class and only class specifically assigned to Grants function.

Cloverdale - NCC City has no specific class assigned to the Grants function

Eureka - NCC City has no specific class assigned to the Grants function

Fortuna - NCC City has no specific class assigned to the Grants function

Lakeport - NCC City has no specific class assigned to the Grants function

Sonoma - NCC City has no specific class assigned to the Grants function

Ukiah - NCC City has no specific class assigned to the Grants function

Willits - NCC City has no specific class assigned to the Grants function

Windsor

HUMAN RESOURCES ANALYST																								
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	Human Resources Analyst II	\$5,552	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$444.16	-\$111.04	\$0.00	\$500.24	6.75%	\$448.43	\$256.25	\$277.60	\$0.00	\$0.00	\$0.00	\$2,753.61	\$8,305.61
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	Human Resources Analyst	\$5,565	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$445.18	\$0.00	\$0.00	\$669.99	7.25%	\$326.93	\$256.83	\$299.64	\$64.21	\$0.00	\$0.00	\$3,600.14	\$9,164.85
Willits	Human Resources Analyst	\$6,303	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$504.24	\$0.00	\$0.00	\$841.45	6.75%	\$363.63	\$290.91	\$339.39	\$0.00	\$0.00	\$0.00	\$4,068.12	\$10,371.12
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Human Resources Analyst	\$5,628	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$393.969	-\$56.28	\$0.000	\$622.47	7.25%	\$324.70	\$259.76	\$303.05	\$0.00	\$0.00	\$0.00	\$3,519.77	\$9,147.90
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Median of Comparator Agencies		\$5,565																						\$9,165	
% Above/Below Median	Insufficient Data for Comparison	1.14%																							-0.18%

Average of Comparator Agencies		\$5,807																							\$9,281
% Above/Below Average		-3.07%																							-1.43%

NCC - No Comparable Classification

CLASSIFICATION NOTES:

Arcata - NCC Payroll/Personnel Specialist class is lower level paraprofessional class.

Clearlake - NCC City has no specific HR class at any level.

Cloverdale - NCC - Finance/HR Analyst has broader responsibility than HR Analyst

Fortuna - NCC Payroll/Benefits Administrator (\$5,620/month) has some similar duties but does not have the same scope of responsibility.

Lakeport - NCC Administrative Analyst (\$5,414/month) supports labor relations but no other HR function. Administrative Specialist (\$4,615/month) is a lower level position. Provides clerical/technical support when assigned to the HR.

Sonoma - NCC City has no specific class assigned to the Grants function

Windsor

MAINTENANCE WORKER II																											
			MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS						TOTAL COMPENSATION				
Agency	Title	Top Monthly Salary	EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits			
Arcata	Senior Maintenance Worker Streets and Utilities	\$4,416	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$353.28	-\$44.16	\$0.00	\$619.56	6.75%	\$254.77	\$203.82	\$271.75	\$0.00	\$0.00	\$0.00	\$3,567.94	\$7,983.94			
Clearlake	Maintenance Worker II	\$3,449	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$241.42	\$0.00	\$0.00	\$355.92	6.75%	\$172.44	\$159.18	\$159.18	\$0.00	\$0.00	\$0.00	\$2,774.91	\$6,223.71			
Cloverdale	Utility Maintenance Worker II	\$6,352	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$444.64	-\$159.44	\$0.00	\$690.46	6.75%	\$439.75	\$293.17	\$366.46	\$0.00	\$0.00	\$127.04	\$3,785.10	\$10,137.10			
Eureka	Facilities Maintenance Technician	\$3,509	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$280.73	-\$70.18	\$0.00	\$316.18	6.75%	\$283.43	\$161.96	\$175.46	\$0.00	\$0.00	\$0.00	\$2,248.98	\$5,758.14			
Fortuna	Streets Maintenance Worker II	\$3,724	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$297.91	\$0.00	\$0.00	\$544.80	6.75%	\$214.84	\$171.87	\$200.51	\$0.00	\$0.00	\$0.00	\$3,425.47	\$7,149.30			
Lakeport	PW Maintenance Worker II	\$4,282	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$342.56	\$0.00	\$0.00	\$522.83	6.75%	\$247.04	\$197.63	\$214.10	\$0.00	\$0.00	\$0.00	\$3,245.00	\$7,527.00			
Sonoma	Maintenance Worker II	\$6,033	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$422.31	-\$90.50	\$0.00	\$700.43	7.25%	\$394.35	\$278.45	\$324.85	\$0.00	\$0.00	\$0.00	\$3,770.99	\$9,803.99			
Ukiah	Maintenance Worker II	\$5,297	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$423.76	\$0.00	\$0.00	\$637.76	7.25%	\$311.20	\$244.48	\$285.22	\$61.12	\$0.00	\$0.00	\$3,522.32	\$8,819.32			
Willits	Maintenance Worker II	\$4,072	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$325.76	\$0.00	\$0.00	\$543.61	6.75%	\$234.92	\$187.94	\$219.26	\$0.00	\$0.00	\$0.00	\$3,418.47	\$7,490.47			
Windsor	Maintenance Worker II	\$6,268	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$188.03	\$0.00	\$250.71	\$681.30	6.75%	\$482.13	\$361.60	\$391.73	\$0.00	\$0.00	\$0.00	\$4,466.02	\$10,733.75			
City of Fort Bragg	Maintenance Worker II	\$4,980	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$348.591	-\$49.80	\$0.000	\$550.77	7.25%	\$287.30	\$229.84	\$268.15	\$0.00	\$0.00	\$0.00	\$3,352.33	\$8,332.20			
Median of Comparator Agencies		\$4,349																						\$7,755			
% Above/Below Median		14.51%																							7.44%		
Average of Comparator Agencies		\$4,740																							\$8,163		
% Above/Below Average		5.06%																							2.08%		

NCC - No Comparable Classification

MECHANIC		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Mechanic (Journey Level)	\$4,642	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$371.36	-\$46.42	\$0.00	\$651.27	6.75%	\$267.81	\$214.25	\$285.66	\$0.00	\$0.00	\$0.00	\$3,634.77	\$8,276.77
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Equipment Mechanic II	\$4,548	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$363.86	-\$90.97	\$0.00	\$409.80	6.75%	\$367.36	\$209.92	\$227.41	\$0.00	\$0.00	\$0.00	\$2,505.66	\$7,053.91
Fortuna	Vehicle & Equipment Mechanic	\$4,606	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$368.48	\$0.00	\$0.00	\$673.86	6.75%	\$265.73	\$212.58	\$248.02	\$0.00	\$0.00	\$0.00	\$3,693.64	\$7,981.24
Lakeport	Equipment Mechanic II	\$4,638	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$371.04	\$0.00	\$0.00	\$566.30	6.75%	\$267.58	\$214.06	\$231.90	\$0.00	\$0.00	\$0.00	\$3,343.24	\$7,981.24
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	Equipment Mechanic	\$6,414	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$513.09	\$0.00	\$0.00	\$772.21	7.25%	\$376.80	\$296.02	\$345.35	\$74.00	\$0.00	\$0.00	\$3,846.92	\$10,260.59
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

City of Fort Bragg	Mechanic	\$5,628	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$393.969	-\$56.28	\$0.000	\$622.47	7.25%	\$324.70	\$259.76	\$303.05	\$0.00	\$0.00	\$0.00	\$3,519.77	\$9,147.90
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Median of Comparator Agencies		\$4,638																					\$8,129	
% Above/Below Median		21.35%																						12.53%

Average of Comparator Agencies		\$4,970																					\$8,393	
% Above/Below Average		13.25%																						8.99%

NCC - No Comparable Classification

OPERATIONS MANAGER		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clearlake	Public Works Superintendent	\$8,148	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$570.39	\$0.00	\$0.00	\$840.92	6.75%	\$407.42	\$376.08	\$376.08	\$0.00	\$0.00	\$0.00	\$3,928.71	\$12,077.16
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Dep. PW Dir Field Operations	\$7,803	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$624.24	-\$156.06	\$0.00	\$703.05	6.75%	\$630.24	\$360.14	\$390.15	\$0.00	\$0.00	\$0.00	\$3,309.66	\$11,112.66
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	Public Works Operation Manager	\$10,684	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$747.88	-\$160.26	\$0.00	\$1,240.41	7.25%	\$698.36	\$493.11	\$575.29	\$328.74	\$0.00	\$0.00	\$5,339.05	\$16,023.05
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Deputy Director of Operations	\$13,033	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$390.98	\$0.00	\$521.31	\$1,416.67	6.75%	\$1,002.52	\$751.89	\$814.55	\$501.26	\$0.00	\$0.00	\$7,306.75	\$20,339.56

City of Fort Bragg	Operations Manager	\$7,677	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$537.390	-\$76.77	\$0.000	\$849.08	7.25%	\$442.90	\$354.32	\$413.38	\$295.27	\$0.00	\$0.00	\$4,344.25	\$12,021.25
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Median of Comparator Agencies		\$9,416																					\$14,050	
% Above/Below Median		-18.47%																						-14.44%

Average of Comparator Agencies		\$9,917																					\$14,888	
% Above/Below Average		-22.59%																						-19.26%

NCC - No Comparable Classification

SYSTEMS ANALYST																								
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	IT Digital & Media Technician	\$5,311	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$424.89	-\$53.11	\$0.00	\$745.15	6.75%	\$306.41	\$245.13	\$326.84	\$0.00	\$0.00	\$0.00	\$3,832.62	\$9,143.75
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Information Technician II	\$5,807	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$464.56	-\$116.14	\$0.00	\$523.21	6.75%	\$469.03	\$268.02	\$290.35	\$0.00	\$0.00	\$0.00	\$2,816.60	\$8,623.60
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	IT Specialist II	\$6,245	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$499.60	\$0.00	\$0.00	\$751.90	7.25%	\$366.89	\$288.23	\$336.27	\$72.06	\$0.00	\$0.00	\$3,797.89	\$10,042.89
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Fort Bragg	Systems Analyst	\$6,264	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$438.50	-\$62.64	\$0.00	\$692.83	7.25%	\$361.40	\$289.12	\$337.31	\$0.00	\$0.00	\$0.00	\$3,684.08	\$9,948.35
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Median of Comparator Agencies		\$5,807																					\$9,144
% Above/Below Median	Insufficient Data for Comparison	7.87%																					8.80%

Average of Comparator Agencies		\$5,788																					\$9,270
% Above/Below Average		8.23%																					7.32%

NCC - No Comparable Classification

Clearlake - NCC - City contracts for IT services

Cloverdale - NCC No IT positions with similar scope of responsibility

Fortuna - NCC - City contracts for IT services

Lakeport - NCC - City contracts for IT services

Sonoma - NCC - City contracts for IT services

Willits - NCC - City contracts for IT services

Windsor - NCC - City contracts for IT services

TREATMENT PLANT OPERATOR II		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Water/Wastewater Operator II	\$5,053	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$404.24	-\$50.53	\$0.00	\$708.94	6.75%	\$291.52	\$233.22	\$310.95	\$0.00	\$0.00	\$0.00	\$3,756.29	\$8,809.29
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Treatment Plant Operator II	\$4,548	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$363.86	-\$90.97	\$0.00	\$409.80	6.75%	\$367.36	\$209.92	\$227.41	\$0.00	\$0.00	\$0.00	\$2,505.66	\$7,053.91
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	Utilities Operator II	\$5,150	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$412.00	\$0.00	\$0.00	\$628.82	6.75%	\$297.12	\$237.69	\$257.50	\$0.00	\$0.00	\$0.00	\$3,484.52	\$8,634.52
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Wastewater Sys. Oper	\$7,620	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$228.59	\$0.00	\$304.79	\$828.26	6.75%	\$586.13	\$439.60	\$476.23	\$0.00	\$0.00	\$0.00	\$4,933.56	\$12,553.29

City of Fort Bragg	Treatment Plant Operator II	\$5,569	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$389.844	-\$55.69	\$0.000	\$615.95	7.25%	\$321.30	\$257.04	\$299.88	\$0.00	\$0.00	\$0.00	\$3,504.55	\$9,073.75
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Median of Comparator Agencies		\$5,102																					\$8,722	
% Above/Below Median		9.17%																						4.03%

Average of Comparator Agencies		\$5,593																					\$9,263	
% Above/Below Average		-0.42%																						-2.04%

NCC - No Comparable Classification

FORT BRAGG
COMPENSATION STUDY NOTES
Rates that will be in effect 7/1/22

Employer Paid Health Benefits	
Arcata	EPO 250 Medical plan through Redwood Empire Municipal Insurance Fund (REMIF).
Cloverdale	Employer pays 95%, Employees pay 5%. Uses REMIF plans.
Clearlake	Waiting for response. Per MOU, the Employer pays 80%, Employees pay 20%. Operating Engineers Local 3 Plan covers medical, dental and vision.
Eureka	Employer pays 80%, Employees pay 20%; cafeteria plan covers teamsters Plan E self-funded Blue Shield high deductible plan, vision, and dental. Spreadsheet includes monthly \$233.34 Employer paid HAS/HRA payment for the high deductible plan.
Fortuna	Anthem Blue Cross, VSP Vision, Delta Dental.
Lakeport	EPO 250 Medical plan through REMIF; Employer pays 1902, Employee pays 601.
Sonoma	EPO 250 Medical plan through REMIF; Employer pays 2002, Employee pays 501.
Ukiah	Employer pays 85%, Employees pay 15%. Three available plans through REMIF. EPO 500 plan shown.
Willits	EPO 500 Medical plan through REMIF.
Windsor	Three available plans - most expensive is Sutter; Employer pays 85% - 2137.16 , Employee pays 15% 377.15.

Employer Paid Retirement Benefits	
Arcata	Classic 2.7% @ 55 (shown on spreadsheet) = 14.03%, Tier 2 - 2% @ 55 = 10.32%, PEPR = 7.47% / Employees pay 1% of Employer's rate
Cloverdale	Classic 2% @ 55 (shown on spreadsheet) = 10.87%, PEPR = 7.47%. Employees pay 2.51% for "after-added benefits". This amount is shown as Employee paid Employer rate.
Clearlake	Classic 2% @ 55 (shown on spreadsheet) = 10.32%, PEPR = 7.47%
Eureka	Classic 2.7% @ 55 (shown on spreadsheet) = 9.01%, No separate PEPR Actuarial = 9.01%
Fortuna	Classic 2.7% @ 55 (shown on spreadsheet) = 14.63%, Tier 2 - 2% @ 55 = 11.36%, PEPR = 7.47%
Lakeport	Classic 2.5% @ 55 (shown on spreadsheet) = 12.21%, PEPR = 7.47%
Sonoma	Classic 2% @ 55 (shown on spreadsheet) = 11.61%, PEPR = 7.76%
Ukiah	Classic 2.7% @ 55 (shown on spreadsheet) = 12.04%, No separate PEPR Actuarial = 12.04%
Willits	Classic 2.7% @ 55 (shown on spreadsheet) = 13.35%, PEPR = 7.47%
Windsor	Classic 2% @ 55 (shown on spreadsheet) = 10.87%, PEPR = 7.47%

Vacation Leave (at completion of year 5)	
Arcata	Accrues: 0-3 yrs = 8 hrs/mo, 4-6 yrs = 10 hrs/mo, 7-11 yrs = 12 hrs/mo, 12-15 yrs = 14 hrs/mo, 16-19 yrs = 16 hrs/mo, 20-23 yrs = 18 hrs/mo, 24+ yrs = 20 hrs/mo
Cloverdale	0-24 mos = 104 hrs/yr (5/8 employees), 25-60 mos = 120 hrs/yr, 61-120 mos = 144 hrs/yr, 121-180 mos = 168 hr/yr, 181+ mos = 264 hrs/yr.
Clearlake	Waiting for response. Per MOU, up to first full year, employee receives 80 hrs/yr, in second full year, employee receives 88 hrs/yr, in years 3 -19, employee receives four additional hrs/yr for each year worked, up to a maximum of 160 hrs.
Eureka	Accrues: 0-2 yrs = 12 days/yr, 3-4 = 13 days/yr, 5-6 = 14 days/yr, 7-8 = 16 days/yr, 9-10 = 17 days/yr, 11-12th = 18 days/yr, 13-14 = 19 days/yr, 15-1 = 20 days/yr, 17-18 = 21 days/yr, 19+ = 22 days/yr
Fortuna	Accrues: 0-5 yrs = 80 hrs/yr, 6-10 yrs = 120 hrs/yr, 11+ yrs = 160 hrs/yr
Lakeport	Starts at 80 hours/yr, increases up to 200 hours/yr based on years of service. 160 hours/yr for at-will EES and 120 hours/yr for all others at 5yrs of service.
Sonoma	1-36 mos = 6.67 hrs/mo, 37-60 mos = 8 hr/mo, 61-120 mos = 11.33 hrs/mo, 121-180 mos = 12.67 hrs/mo, 181+ mos = 14.67 hrs/mo
Ukiah	Accrues: 0-3 yrs = 4 hrs/payperiod, 4-8 yrs = 4.7 hrs/payperiod, 9-15 yrs = 6.2 hrs/payperiod, 16-19 yrs = 6.8 hrs/payperiod, 20+ yrs = 8 hrs/payperiod
Willits	Accrues: 0-2 yrs = 80 hrs/yr, 3-8 yrs = 120 hrs/yr, 9-14 yrs = 160 hrs/yr, 15+ yrs = 200 hrs/yr
Windsor	Accrues 120 hrs after 1 yr, 160 hrs after 4 yrs, 200 hrs after 12 yrs

Sick Leave	
Arcata	Accrues 1 day per month
Cloverdale	Accrues 1 day per month
Clearlake	Waiting for response. Per MOU, accrues 1 day per month.
Fortuna	Accrues 1 day per month
Eureka	Accrues 1 day per month
Lakeport	Accrues 1 day per month
Sonoma	Accrues 1 day per month
Ukiah	Accrues 1 day per month
Willits	Accrues 1 day per month
Windsor	Accrues 1 10-hour day per month

Holiday (Including Floating Holidays)	
Arcata	12 Holidays, 4 Floating Holidays
Cloverdale	11 Holidays, 4 Floating Holidays
Clearlake	Waiting for response. Per MOU, 12 Holidays, 0 Floating Holidays
Eureka	10 Holidays, 3 Floating Holidays
Fortuna	10 Holidays, 4 Floating Holidays
Lakeport	13 Holidays, 0 Floating Holiday
Sonoma	12 Holidays, 2 Floating Holidays
Ukiah	13 Holidays, 1 Floating Holiday
Willits	11 Holidays, 3 Floating Holidays
Windsor	11 Holidays, 3 Floating Holidays

Personal/Administrative Leave	
Arcata	N/A
Cloverdale	N/A
Clearlake	Waiting for response. None in MOU.
Eureka	N/A
Fortuna	N/A
Lakeport	N/A
Sonoma	City Manager receives 20 days, Directors/Exec/Mgmt staff receive 64-80 hours/yr.
Ukiah	3 days per year (can not be accumulated)
Willits	N/A
Windsor	80 hours for Management, N/A for other units

Longevity Pay	
Arcata	10 yrs = 3%, 15 yrs = 6%, 20 ys = 9% Operating Engineers or 20 yrs = 6.5%
Cloverdale	Traditional Longevity: 8.5 yrs = 2%, 13.5 yrs = 4%, 18.5 yrs = 6%, 23.5 + yrs = 8%. In addition, the City contributes to employee ICMA (deferred comp) accounts as follows: 10 yrs svc = 1.5%, 15 yrs svc = 2.0%, 20 yrs svc = 2.5%. Only Traditional Longevity at 23.5 yrs was included in the spreadsheet.
Clearlake	Waiting for response. Per MOU: 5 yrs = 1%, 6 yrs = 2%, 7 yrs = 3% 8 yrs = 4%, 9 yrs = 5%, 10 yrs = 6%, 11 yrs = 7%, 12 yrs = 8%, 13 yrs = 9%, 14 yrs = 10%
Fortuna	10 yrs = 5%
Eureka	5 yrs = 1%, 10 yrs = 2%, 15+ yrs = 3%
Lakeport	N/A
Sonoma	N/A
Ukiah	Only Employees hired before 7/1/90 have been grandfathered into Longevity Pay; other employees participate in a Longevity Performance Program and are eligible for a flat annual payment between \$1000 (yrs 7-11), and \$3500 (20+ yrs). \$3,500 shown on spreadsheet.
Willits	10 yrs = \$750/yr, 20 yrs = \$1,500/yr, 25 yrs = \$3,000/yr. \$3,000 shown on spreadsheet.
Windsor	20 yrs = 1 additional 10 hour Floating Holiday

Certification Pay	
Arcata	Employees that possess a Hazardous Materials Certificate receive 2x base rate for each hour they are required to use this training.
Cloverdale	<p>For Employees hired after 6/30/2017, they receive 2.0% Education Incentive pay for any degree beyond that required by the classification.</p> <p>For employees in the Public Works dept, the City will pay 2.0% for maintaining a Class B Driver's License when required.</p> <p>For water operations employees in most classifications: \$100/mo Backflow Register Certification, \$25-\$50/mo for employees who possess a D-1 or higher Certificate when not required in MQs, \$25-\$50/mo for employees who possess a T-1 or higher Certificate when not required by MQ's.</p> <p>For employees in wastewater: \$25-\$100/mo for various certificates.</p> <p>The City pays a maximum of \$250/mo for all certifications. The \$250 maximum was used in the spreadsheet.</p>
Clearlake	Waiting for response. None in MOU.
Eureka	N/A
Fortuna	<p>Water Distribution Certificate pay: If employee holds a Water Distribution certificate that is greater than that required for the classification for specific classifications. Backflow Prevention Certificate if assigned backflow prevention duties = \$520/yr. Commercial License Pay: specific classifications may receive \$1,560/yr if the license is not required for the classification. Utility Workers: Hired after 7/1/2011, \$630/yr for each T2, BF (Backflow), D2, D3 certificate not required for the classification. Treatment Plan Operators: \$700/yr Class B license, \$1,500/yr Grade 1 Collection System Maintenance Certificate, \$630/y for each T1 or T2, D1 or D2, or WW1 certificate not required by the classification. TPO II/III : \$2,500 for EIT certification. Street Workers: \$630/yr for each D1 or D2 certificate. Vehicle Mechanic: \$1,500 to maintain a Diesel Emission Certificate. Since this varies and is dependent on the employee, no amount was included in the spreadsheet.</p>
Lakeport	N/A
Sonoma	N/A
Ukiah	<p>Employees with a Qualified Applicator's Certificate will be paid at a rate of \$3.00 per hour over salary for every hour of spraying. Since hours will vary, this is not shown on the spreadsheet. Water Division Certificate pay = 2.5% - 7.5% added to base for each additional water treatment, water distribution, or wastewater certificate received over that required for the classification. Since this varies and is dependent on the employee, no amount was included in the spreadsheet.</p>
Willits	<p>Backflow certification - 2.5%, Dual Certification in Water and Wastewater = 2.5%, E-Lab Certification = 2.5%. Available to Public Works, Water and Wastewater employees. Since this varies and is dependent on the employee, no amount was included in the spreadsheet.</p>

Windsor	<p>Monthly Certificate Pays: Utility Maint. Wrkr I/II/Sr: CWEA Collection Sys Maint Grade 1-\$75 (not Sr level), Grade 2-\$125, Grade 3 \$150 (Sr level only). CWEA WW Treatment Plant Maint Grade 1-\$50, Grade 2-\$100, Grade 3-\$150. Max per month: Levels I/II-\$275, Sr level-\$300.</p> <p>Water Sys Op I/II/Sr: DHS Water Dist Op Crade D2 -\$75 (Level I only), Grade D3-\$120 (not Sr level), Grade D4-\$150 (not level I). AWWA Backflow-\$75 (not level I). DHS Water Treatment Op Grade T2 \$75 (level I only), Grade T3-\$150. Max per month: Level I-\$275, Levels II/Sr-\$450.</p> <p>Wastewater Sys Op I/II/Sr: DHS Wastewater Treatment Op Grade II-\$100 (I level only), Grage III-\$150 (level I & II), Grade IV-\$200 (not level I). CWEA Collection Sys Maint Grade 1-\$50 (all), Grade 2-\$100 (all), Grade 3-\$150 (all). CWEA WW Treatment Plant Maint Grade 1-\$50 (all), Grade 2-\$100 (all), Grade 3-\$150 (all). Max per month: Level 1-\$450, Levels II/Sr-\$650.</p> <p>Maint Wrkr I/II/Sr: Playground Inspection Cert-\$75, Pool Op Cert-\$75, Qualified App Cert-\$50, Water Auditor Cert-\$25. Max per month: All-\$225.</p> <p>Collection and Reclamation Sys Supv: CWEA Collection Sys Maint Grade 4-\$175. CWEA WW Treatment Plan Maint Grade 3-\$150, Grade 4-\$200. Max per month: \$375.</p> <p>Water Sys Supv: DHS Water Treatment Op Cert Grade T4-\$175. Max per month: \$175.</p> <p>Wastewater Sys Supv: CWEA Collection Sys Maint Grade 3-\$150, Grade 4-\$175. DWEA WW Treatment Plant Maint Grade 3-\$150, Grade 4-\$200. Max per month: \$375.</p> <p>Parks Maint Supv: Playground Inspection Cert-\$75, Pool Op Cert-\$75, Water Auditor Cert-\$25. Max per month: All-\$175.</p> <p>All represented employees Advanced degrees: AA-\$25, BA-\$50, MA-\$50.</p>
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ATTACHMENT B

INTERNAL SALARY ALIGNMENT CHART

**INTERNAL SALARY ALIGNMENT CHART
2022 TOTAL COMPENSATION STUDY RECOMMENDATIONS**

BENCHMARK CLASSIFICATIONS	CLASSIFICATIONS TIED TO BENCHMARK	INTERNAL SALARY RATIONALE
Administrative Assistant	N/A <i>Administrative Technician</i> <i>Senior Administrative Assistant (Admin Asst III)</i> <i>Administrative Assistant I</i>	Set to Market - Y Rate current salary if above the market Set 5-10% above Sr. Administrative Assistant III Set 10% above Administrative Assistant II Set 10% below Administrative Assistant II
Finance Technician II	Market Finance Technician III Finance Technician I	Set to Market - Y Rate current salary if above the market Set 5-10% above Finance Technician II Set 10% below Finance Technician II
Government Accountant II	N/A Government Accountant III Government Accountant I Administrative Analyst <i>Senior Administrative Analyst</i> <i>Administrative Analyst I</i> Human Resources Analyst <i>Senior Human Resources Analyst</i> <i>Human Resources Analyst I</i> <i>Systems Analyst (Lead)</i> <i>Systems Analyst</i> <i>Grants Coordinator</i>	Set to Market - Y Rate current salary if above the market Set 10% above Government Accountant II Set 10% below Government Accountant II Set equal to Government Accountant II Set 10% above Administrative Analyst Set 10% below Administrative Analyst Set 5-10% above Government Accountant II Set 10% above Human Resources Analyst Set 10% below Human Resources Analyst Set 5% above Systems Analyst Set equal to the Government Accountant I Set equal to Government Accountant I
Assistant Finance Director	N/A City Clerk Assistant Director - Engineering	Set to Market Set equal to Assistant Finance Director Set 10% below the Assistant Finance Director
Associate Planner	N/A Senior Planner Assistant Planner	Set to Market - Y Rate current salary if above the market Set 10% above Associate Planner Set 10% below Associate Planner
Code Enforcement Officer	N/A	Set to Market - Y Rate current salary if above the market

**Vacant Positions
Unallocated classes highlighted in Red*

INTERNAL SALARY ALIGNMENT CHART

2022 TOTAL COMPENSATION STUDY RECOMMENDATIONS

Director of Finance*	N/A Director of Community Development* Director of Public Works	Set to Market Set equal to Director of Finance Set 5-10% above the Director of Finance
Construction Project Manager	N/A	Set to Market - Y Rate current salary if above the market
Operations Manager	N/A Operations Supervisor	Set to Market Set 10% below Operations Manager
Assistant City Engineer	N/A <i>Senior City Engineer</i> <i>Associate City Engineer</i>	Set to Market - Y Rate current salary if above the market Set 10% above Associate City Engineer Set 10% above Assistant City Engineer
Engineering Technician (II)	N/A <i>Senior Engineering Technician (or Eng. Tech. III)</i> <i>Engineering Technician I</i>	Set to Market - Y Rate current salary if above the market Set 5-10% above Engineering Technician II Set 10% below Engineering Technician II
Environmental Compliance Coordinator	N/A	Set to Market - Y Rate current salary if above the market
BENCHMARK CLASSIFICATIONS	CLASSIFICATIONS TIED TO BENCHMARK	INTERNAL SALARY RATIONALE
Maintenance Worker II	N/A Maintenance Worker, Lead Maintenance Worker IV Maintenance Worker III Maintenance Worker I-Janitor	Set to Market - Y Rate current salary if above the market Set 10% above Maintenance Worker IV Set 5% above Maintenance Worker III Set 5% above Maintenance Worker II Set 10% below Maintenance Worker II
Mechanic	N/A <i>Senior Mechanic (or Mechanic III)</i> <i>Mechanic I</i>	Set to Market - Y Rate current salary if above the market Set 5-10% above Mechanic II Set 10% below Mechanic II
Treatment Plant Operator II	N/A Treatment Plant Operator, Lead Water Coll/Dist. Treatment Plant Operator, Lead Wastewater Treatment Plant Operator III Treatment Plant Operator I Treatment Plant Operator in Training	Set to Market - Y Rate current salary if above the market Set 5% above Treatment Plant Operator, Lead WW Set 10% above Treatment Plant Operator III Set 5% above Treatment Plant Operator II Set 10% below Treatment Plant Operator II Set 20% below Treatment Plant Operator I

**Vacant Positions
Unallocated classes highlighted in Red*



CITY OF FORT BRAGG

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COUNCIL COMMITTEE ITEM SUMMARY REPORT

MEETING DATE: JUNE 14, 2023
TO: FINANCE AND ADMINISTRATION COMMITTEE
FROM: PEGGY DUCEY
AGENDA ITEM TITLE: Receive the 2022 City of Fort Bragg Compensation Study and Provide Direction to Staff

BACKGROUND AND OVERVIEW:

In December 2021, the City of Fort Bragg engaged Regional Government Services (RGS) to conduct an agency-wide total compensation survey for all full-time civilian positions. The goals of the study were to:

- Determine the compensation for similar classifications in comparable municipal agencies.
- Determine the level of benefits provided by comparable agencies to similar classifications.
- Evaluate whether the City's compensation and benefits are competitive in the local job market.

The City identified ten (10) comparator agencies to collect compensation data. The City, in cooperation with the bargaining groups selected comparative municipalities based on various factors including shared labor market and similarities in agency size, city population, and annual budget. These comparator agencies are:

- City of Arcata
- City of Clearlake
- City of Cloverdale
- City of Eureka
- City of Fortuna
- City of Lakeport
- City of Sonoma
- City of Ukiah
- City of Willits
- City of Windsor

The following are the agreed upon salary and benefit components included in the compensation study:

- Monthly Base Salary
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Employer Paid Retirement
- Vacation Leave
- Sick Leave
- Holiday Leave
- Administrative/Management Leave
- Longevity Pay
- Certification Pay
- Educational Incentive Pay

RGS provided two different comparisons: salary only and salary plus benefits. To develop recommendations, the City used total compensation, salary and benefits, to determine recommendations. Based on the market survey data collected, the salaries for two classifications are significantly below the market median whether looking at base pay or total compensation. RGS recommends a review of the following classifications for possible salary range adjustments.

TOTAL COMPENSATION – SALARY AND BENEFITS

BENCHMARK CLASSIFICATION TITLE	# of Comps	Fort Bragg Total Comp	Market Median Total Comp	Fort Bragg to Market Median Total Comp	Total Comp to the median of market
Administrative Assistant (non-confidential)	6	\$8,594	\$7,952	8.07%	Above
Assistant City Engineer	4	\$10,877	\$10,497	3.63%	Competitive
Assistant City Manager	5	\$15,532	\$15,822	-1.83%	Competitive
Assistant Finance Director	5	\$12,835	\$13,136	-2.29%	Competitive
Associate Planner	7	\$10,760	\$9,968	7.94%	Above
City Clerk	7	\$12,021	\$13,779	-12.76%	Below
Code Enforcement Officer	5	\$10,461	\$9,488	10.25%	Above
Construction Project Manager	4	\$13,649	\$12,502	9.17%	Above
Director of Community Development	7	\$15,532	\$16,552	-6.16%	Below
Director of Finance	9	\$15,532	\$15,945	-2.60%	Competitive
Director of Public Works	10	\$15,532	\$14,475	7.30%	Above
Engineering Technician	8	\$10,060	\$9,741	3.27%	Competitive
Environmental Compliance Coordinator	4	\$11,309	\$10,575	6.94%	Above
Finance Technician II	9	\$8,552	\$8,325	2.74%	Competitive
Government Accountant II	5	\$12,112	\$10,534	14.98%	Above
Maintenance Worker II	10	\$8,332	\$7,755	7.44%	Above
Mechanic	5	\$9,148	\$8,129	12.53%	Above
Operations Manager	4	\$12,021	\$14,050	-14.44%	Below
Treatment Plant Operator II	4	\$9,074	\$8,722	4.03%	Competitive

As indicated on the chart, nine (9) positions are above the comparable market rates by over 5%. Seven (7) positions are considered “competitive” in a range of less of -2.29% to 4.03%. One (1) position, Director of Community Development is considered below market by -6.16%. However, since all Executive Department Directors have the same salary schedule, a salary adjustment is not recommended at this time. Finally, the compensation for two classifications- City Clerk and the Public Works Operations Manager- are significantly below the market median based on total compensation. Staff recommends that the salary for these two positions be adjusted as follows:

<u>City Clerk</u>	Step 1	Step 2	Step 3	Step 4	Step 5
CURRENT SALARY SCHEDULE					
Monthly	\$6,316.27	\$6,631.73	\$6,962.80	\$7,311.20	\$7,676.93
Annual	\$75,795.20	\$79,580.80	\$83,553.60	\$87,734.40	\$92,123.20
PROPOSED SALARY SCHEDULE					
Monthly	\$7,310.94	\$7,676.76	\$8,060.78	\$8,463.82	\$8,887.01
Annual	\$83,553.60	\$87,734.40	\$92,123.20	\$96,729.36	\$101,565.83
Public Works Operations Manager					
CURRENT SALARY SCHEDULE					
Monthly	\$6,316.27	\$6,631.73	\$6,962.80	\$7,311.20	\$7,676.93
Annual	\$75,795.20	\$79,580.80	\$83,553.60	\$87,734.40	\$92,123.20
PROPOSED SALARY SCHEDULE					
Monthly	\$7,310.94	\$7,676.76	\$8,060.78	\$8,463.82	\$8,887.01
Annual	\$83,553.60	\$87,734.40	\$92,123.20	\$96,729.36	\$101,565.83

Currently, employees in both positions are at Step 5. To achieve this new salary schedule, we eliminated the current Steps 1 and 2 and calculated Steps 4 and 5 with a 5% increase for each step. With these changes, these positions will increase in total by 10%. Additionally, these positions will receive the 2% COLA approved for the Mid-Management Bargaining Group when the new fiscal year begins.

RECOMMENDATION:

Recommend to the City Council approval of a new salary schedule for City Clerk and Public Works Operations Manager.

ATTACHMENTS:

City of Fort Bragg 2022 Compensation Study



City of Fort Bragg

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Text File

File Number: 23-188

Agenda Date: 6/14/2023

Version: 1

Status: Business

In Control: Finance and Administration Committee

File Type: Staff Report

Agenda Number: 3C.

Review Proposed Fees for the CV Starr Center and Receive Recommendation from the Finance & Administration Committee to Conduct a Public Hearing to Review the CV Starr Fees for Fiscal Year 2023-24



AGENCY: Finance & Admin

MEETING DATE: June 14 2023

DEPARTMENT: CV Starr

PRESENTED BY: M. Wooden

AGENDA ITEM SUMMARY

TITLE:

REVIEW PROPOSED FEES AND RECEIVE RECOMMENDATION FROM THE FINANCE & ADMINISTRATION COMMITTEE TO CONDUCT A PUBLIC HEARING TO REVIEW CV STARR FEES FOR FISCAL YEAR 2023-24

ISSUE:

The City reviews and updates the Center's Fees, consistent with the goal to ensure, with only a few exceptions, that fees for the Center's services are sufficient to fully recover the cost of providing those services. The attached proposed fees have been prepared to meet this strategic objective. A comprehensive study of the C V Starr Community Center's fee schedule has never been done. In January the CV Starr Staff began working with the City's finance team and began taking a closer look and a more in-depth approach of analyzing the time each activity described in the fee schedule took to complete. Staff researched and discussed why the historical context of changing fees on an annual basis has never been discussed. During these discussions, it was realized that the current C.V. Starr fee schedule reflects the same rates that were charged in 2012. The conversation evolved to asking the question should the CV Starr/ City do a full analysis of fees charged every year and whether this best serves the Public. Staff time for each task and the cost of any external supplies or services are factored into the estimated average cost of performing the service.

On March 6, 2012, voters in the City of Fort Bragg passed Measure A which enacted Ordinance No. 902-2012 authorizing the City of Fort Bragg to levy one-half of one percent special sales tax to fund operation, maintenance and capital improvements at the C.V. Starr Community Center and to be administered by the State Board of Equalization. The ordinance established that, prior to levying the sales tax, the parties must enter into a property tax sharing agreement and title to the premises must be transferred to the City. Both parties entered into a property tax sharing agreement that allows the City to allocate certain revenues ("Property Tax Revenues") for the operation and maintenance of the C.V. Starr Community Center. The City of Fort Bragg took title of the C.V. Starr Community Center on May 14, 2012

Measure A generates approximately 1.2 million per year. The Property Tax Revenue generates approximately \$275,000 per year. These two revenues together cannot sustain the daily operational cost of the C.V. Starr Community Center, leaving no funds left to put into reserve for the increasingly large list of capital improvements needed.

The attached fee schedule includes a calculation of the cost of providing services offered by the C.V. Starr Community Center.

Legal Requirements

State law contains a number of provisions that affect a City's establishing and updating City fees. They can be summarized generally as follows:

- (i) A City may set fees to recover the full cost of providing services, but fees cannot be levied in excess of the cost of service or for general revenue purposes.
- (ii) A Cost-of-Service Study may be used as the basis to calculate and set fees to recover the full cost of providing services and to make findings that the fees reflect a reasonable estimate of the cost of providing the applicable services.
- (iii) As for the process of adopting fees, State law requires that changes to the City's fees be presented to the City Council at a Public Hearing in accordance with Government Code section 66016, which requires that there be two publications of the meeting notice in the local newspaper, advance notice is provided to any party that requests to be notified of any proposed fee adjustments, and that the full package of the proposal is made available to the Public no less than ten days prior to the Hearing.
- (iv) In addition, approved changes may take effect no less than 60 days after approval.

Cost Recovery Strategy

Staff at the C.V. Starr Community Center used the same basic approach of recovering cost of providing the service. Attached is several program budget sheets. These sheets show each program's current cost and the current fee/revenue collected. Each program has a current budget sheet along with a proposed budget sheet showing the cost and fee/revenue.

Various methods fees charged / revenue collected were used in figuring out each program. Weekend programs used the current and proposed "drop" in daily rate, as these programs consist of mostly "drop" in members from the public. Weekday programs such as river walking and lap pool swimming used the average fee collected from the categories of; Silver Sneakers, Renew Active, memberships and 10 visit punch passes as drop-in rates are less likely to be paid during these times. Each budget sheet contains an explanation of the cost method used. At this time no cost was added to each program for electricity, propane, Co2, chlorine and other miscellaneous items used. Nor was the cost of benefits added to the employee cost. Employee cost consists only of gross wages, employer taxes, and workers compensation. Employee benefits add approximately \$162,000 to the overall cost of employee hourly wages per year. This calculates to an additional expense of running programs at \$3,115.39 per week or \$443.84 per day. Attached to this report is a spreadsheet on both the C.V. Starr Center's propane cost and electricity cost for the purposes of giving a truer picture of what it cost to operate the Center on a day-to-day basis.

FISCAL IMPACT:

Although the exact fiscal effect of the proposed fee changes cannot be accurately estimated, changes in the fees are estimated to bring in an additional \$190,000. The additional funds will help offset the cost of the day-to-day operations of the C.V. Starr Community Center.

RECOMMENDED ACTION:

Following the Committee's review and discussion, the following action is recommended:

Make a recommendation to the City Council to Conduct the Public Hearing and consider adopting the updated fees for the C.V. Starr Community Center

ALTERNATIVE ACTION(S):

Conduct the review and direct Staff to provide additional analysis or changes to the proposed fees for action at a future meeting.

ATTACHMENTS:

1. 2023-2024 Proposed Fee Schedule with Change Comparison
2. Propane Cost Chart
3. Electrical Cost Chart
4. Capital Improvements Chart
5. Program Budget Sheets
6. Facility Survey's

CONSISTENCY

The use of an inflationary index to increase fees with a full analysis every three years is a more efficient method and is consistent with the City Council's financial policy of requiring full cost-recovery for services provided.

IMPLEMENTATION/TIMEFRAMES:

The new fees cannot become effective until at least 60 days after the adoption of the resolutions pursuant to the California Government Code Section 66017(a). The Consolidated Fee Schedule will be updated and distributed to each patron and will be posted on both the C.V. Starr website and C.V. Starr Facebook page.

NOTIFICATION:

None.

City of Fort Bragg- C. V. Starr Community Center

Proposed Master Fee Schedule Update 2023

Schedule of CVSCC Fees

CVSCC Drop In and Membership Category Criteria

Children – Children are age 4 and under and are free of charge as they require a paid adult to accompany them.

Youth – Ages 5-17

Adult – Ages 18-61

Senior – Ages 62+

Couple – Any two persons living in the same household.

Family – A combination of up to 5 people living in the same household with an Adult maximum of 2.

Disabled – Any person with a disability according to the Americans with Disabilities Act.

Resident – Any person who lives in or owns property within the Mendocino Coast Recreation and Park District boundaries.

Non-Resident – Any person who is visiting from outside the Mendocino Coast Recreation and Park District and does not own property within the District boundaries.

		Current Fees	Proposed Fee	% Increase
Daily Drop In Fees- Access to the facility for the day including pools, weight room, drop in fitness classes and locker room. <u>Fees are also charged by resident status, MCRPD Resident/Non Resident</u>				
1	RESIDENT Youth, Senior, Disabled Adult	\$6	\$9	50%
2	RESIDENT Adult	\$8	\$11	38%
3	RESIDENT Family	\$20	\$30	50%
4	RESIDENT Family Member Add	\$5	\$7	40%
5	NON- RESIDENT Youth, Senior, Disabled Adult	\$10	\$13	30%
6	NON- RESIDENT Adult	\$12	\$15	25%
7	NON-RESIDENT Family	\$33	\$45	36%
8	NON-RESIDENT Family member add on	\$8	\$11	38%
10 Visit Punch Pass- Advance purchase of 10 visits, 10 for the price of 9. Visits must be used within one year. Visits will expire one year after purchase date. Non-refundable, non-transferable. Passes may be shared with individuals in the same user category.				
9	Youth, Senior, Disabled Adult	\$54	\$81	50%
10	Adult	\$72	\$99	38%
11	Family	\$180	\$270	50%
12	Family member add on	\$45	\$63	40%
1 month membership – membership can be purchased at any time and will roll into the next month. For example a membership purchased on the 20th will run through the 19th of the following month. Non-refundable, non-transferable, membership can only be utilized by person who's name is on the membership.				
13	Youth, Senior, Disabled Adult	\$37	\$45	22%
14	Adult	\$62	\$70	13%

15	Couple	\$104	\$120	15%
16	Family	\$131	\$160	22%
17	Family member add on	\$15	\$30	100%

Monthly Membership – Recurring- Automatic Payments- 6 month commitment. Members must pay for the remaining of the first month or if after the payment pull date the remainder of the first month and the following month. Automatic payments are required to be set up with credit/debit cards or bank accounts. Memberships are locked in for a minimum of 6 months with no changes, no pauses. Failure to reach the 6 month commitment will result in being disqualified from future purchase of monthly membership. Non-refundable, non-transferable, membership can only be utilized by person who's name is on the membership.

18	Youth, Senior, Disabled Adult	\$32	\$40	25%
19	Adult	\$52	\$60	15%
20	Couple	\$84	\$100	19%
21	Family	\$109	\$140	28%
22	Family member add on	\$10	\$20	100%

Annual Membership – 12 months paid in advance- price is based off the monthly recurring membership times 12 and then less 15% Non-refundable, non-transferable, membership can only be utilized by person who's name is on the membership.

23	Youth, Senior, Disabled Adult	\$346	\$408	18%
24	Adult	\$562	\$612	9%
25	Couple	\$907	\$1,020	12%
26	Family	\$1,177	\$1,428	21%
27	Family member add on	\$110	\$204	85%

Corporate Memberships. Members must set up through their workplace/ corporate account manager. Corporate account managers will be billed monthly for all memberships through their entity. Non-refundable, non-transferable, membership can only be utilized by person who's name is on the membership. Rates at 10% off of recurring memberships.

28	Youth, Senior, Disabled Adult	N/A	\$36	N/A
29	Adult	N/A	\$54	N/A
30	Couple	N/A	\$90	N/A
31	Family	N/A	\$126	N/A
32	Family member add on	N/A	\$18	N/A

C. V. Starr Community Center Facility Rental Fees

33	Multipurpose Room Hourly	\$60	\$60	0%
34	Multipurpose Room Day max	\$250	\$250	0%
35	Leisure Pool/ No features	\$130	\$150	15%
36	Water Slide & Lazy River at the same time	\$200	\$300	50%
37	Water Slide & Lazy River alternating	\$100	\$200	100%
38	Competition Lap Pool	\$130	\$150	15%
39	Swim Team Lane Rental Non Prime Time	\$8.50	\$10.50	24%
40	Swim Team Lane Rental Prime Time	\$8.50	\$13.50	59%
41	Lane Rental non profit	\$16	\$20	25%
42	Lane Rental	\$16	\$40	150%
43	Outdoor Facility (Petanque Court or North Lawn) Hourly	\$25	\$30	20%
44	Outdoor Facility (Petanque Court or North Lawn) Day Max	\$110	\$150	36%
45	Swimming Party	\$225	\$250	11%
46	Staff time	\$20	\$75	275%

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C. V. Starr Community Center Group Activity Fees				
47	Group Swim Lesson (price per 30 min lesson)	\$5	\$7	40%
48	Private Swim Lesson	\$25	\$40	60%
49	Semi Private Lesson (Price per person per 30 minutes)	\$15	\$25	67%
50	Personal Training (60 minutes, one person)	\$40	\$60	50%
51	Enrichment Programs/Activity Fees will be established by the Director or Director's designee; and at a minimum cover direct activity costs at an enrollment level one below the set minimum enrollment level for the given activity.			

$$=(B2-A2)/A2$$

BAPPOA 1/13/2023 Swim Team Lane Rental Survey

Facility and Location	Resident rate	Non-Resident rate	Gr
Not Specified	\$8.00 per Lane Per Hour	\$11.00 per Lane Per Hour	\$17.00 per
City of San Rafael	\$7.00 per Lane Per Hour	\$9.00 per Lane Per Hour	\$19.00 per
Pleasant Hill Recreation and Park District	\$14.00 per Lane Per Hour	\$17.50 per Lane Per Hour	\$17.50 per
Arroyo Swim Center in San Lorenzo	\$24.00 per Lane Per Hour	\$25.83 per Lane Per Hour	\$25.83 per
Orange Pool in City of South San Francisco	\$126.00 Per Hour(How many lanes not specified)	\$140.00 Per Hour(How many lanes not specified)	\$140.00 P many lanes
City of San Ramon	\$13.00 per Lane Per Hour	\$16.25 per Lane Per Hour	\$16.25 per
LARPD Livermore	\$9.00 per Lane Per Hour	\$10.00-\$15.00 per Lane Per Hour	\$10.00-\$1 Pe
City of Pleasanton	\$21.00 per Lane Per Hour	\$21.17 per Lane Per Hour	\$21.30 per
Stanford Aquatics in Stanfors	\$30.00 Per Hour (How many lanes not specified)	Not Specified	Not \$
East Bay Regional Park District in Oakland	Not Specified	Not Specified	Not \$
Mendocino Sports Club	\$25.00 Per Lane Per hr	\$25.00 Per Lane Per hr	\$25.00 Pe
Albany Aquatic Center	\$16.00-\$20.00 Per lane Per hr	Indoor Pool \$20.00 per lane per hr	Outdoor Po lane
	Average	Average	Ave
	\$17.00 Per lane per hr	\$17.08 per lane per hr	\$18.29 Per

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Lane Per Hour
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CV Starr Electrical Cost

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
January	\$ -	\$ 5,741.81	\$ 2,505.91	\$ 8,658.21	\$ 7,027.47	\$ 8,098.46	\$ 7,860.00	\$ 7,986.65	\$ 9,238.77	\$ 2,226.78	\$ 12,963.39	\$ 12,064.98	
February	-	5,751.89	2,454.24	8,351.54	7,079.94	9,307.70	7,738.36	7,782.86	7,955.83	2,154.07	12,582.02	11,913.46	
March	-	5,233.86	2,197.56	8,173.02	7,468.08	7,490.48	7,182.10	7,056.73	6,321.81	3,056.95	10,153.19	11,642.68	
April	-	5,271.09	75,395.66	8,687.09	6,503.79	7,296.57	7,195.62	7,345.12	(638.86)	2,561.57	10,606.27	11,373.47	
May	145.64	5,747.29	11,023.28	13,856.64	9,360.33	9,765.87	10,722.26	10,806.52	616.98	2,496.70	10,590.69		
June	1,199.84	5,942.27	11,508.42	14,019.78	9,946.56	10,777.44	13,433.33	12,517.19	949.14	4,885.72	14,614.40		
July	3,724.81	5,804.88	10,738.70	12,687.87	10,677.05	10,286.33	13,912.42	12,834.63	1,620.49	8,812.18	14,607.00		
August	6,206.66	5,455.93	14,108.96	12,589.93	10,270.05	12,041.86	13,638.87	9,187.77	2,598.07	10,988.66	12,948.10		
September	6,804.31	6,273.01	13,825.30	11,624.78	10,978.76	10,945.28	12,601.66	10,876.25	3,248.87	8,321.73	15,323.64		
October	6,424.04	6,048.80	13,736.94	10,726.80	11,773.02	10,598.81	12,806.91	10,379.03	1,067.78	23,057.94	15,857.39		
November	6,740.14	2,633.36	9,503.49	6,806.69	9,388.48	8,346.68	9,417.25	7,261.10	3,973.23	4,617.21	12,795.05		
December	2,889.33	2,593.38	9,344.24	6,802.57	8,041.86	7,443.85	8,000.07	7,513.40	789.05	12,160.96	12,336.07		
							\$ 124,508.85	\$ 111,547.25	\$ 37,741.16	\$ 85,340.47	\$ 155,377.21	\$ 46,994.59	\$ -

FY12-13	FY13-14	FY14-15	FY15-16	FY16-17	FY17-18	FY18-19	FY19-20	FY20-21	FY21-22	FY23-24	FY24-25
66,477.50	133,894.43	133,003.91	108,624.81	113,865.74	113,794.48	123,872.25	82,495.85	30,679.28	139,468.64	130,861.84	

Closed March 19, 2020 COVID Opened 7/19/2021

CV Starr LPG Usage-Cost

	2012	2013	2014	2015	2016	2017
January	\$ -	\$ 12,572.16	\$ 19,506.34	\$ 11,639.60	\$ 8,743.40	\$ 15,693.78
February	-	14,069.45	19,630.00	5,283.74	7,336.98	12,471.71
March	-	11,294.61	18,957.90	8,966.21	5,489.13	10,429.50
April	-	10,704.19	10,514.53	7,910.93	3,893.55	8,720.66
May	-	6,220.96	8,959.91	5,600.41	4,440.15	8,878.51
June	2,418.81	5,027.30	7,869.95	7,516.14	3,814.05	5,340.67
July	2,601.99	4,321.52	6,804.41	2,680.61	4,081.48	4,875.62
August	8,225.79	5,311.50	6,852.54	3,412.67	4,280.04	5,295.98
September	5,704.25	6,172.73	5,333.24	10,185.36	3,864.57	4,322.20
October	6,353.42	11,502.81	8,619.81	20.00	5,519.46	7,613.12
November	8,768.33	14,642.35	12,870.89	7,988.11	8,312.88	9,006.89
December	12,605.25	21,390.56	3,679.95	8,261.35	11,801.37	9,520.40
Yearly cost	\$ 48,689.84	\$ 125,243.14	\$ 131,613.47	\$ 81,480.13	\$ 73,593.06	\$ 104,186.04

Fiscal Year	FY12-13	FY13-14	FY14-15	FY15-16	FY16-17
	104,147.70	148,780.10	91,077.87	66,265.36	99,394.63

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2018	2019	2020	2021	2022	2023
\$ 10,858.82	\$ 14,257.10	\$ 9,588.44	\$ 2,289.42	\$ 22,819.79	\$ 21,277.73
9,308.34	12,483.54	10,970.94	3,347.91	16,319.49	\$ 16,049.30
7,942.54	9,479.37	5,253.02	5,128.87	21,448.71	\$ 17,340.94
6,728.27	7,040.87	2,375.06	5,097.85	10,401.12	15,078.12
5,576.28	4,493.63	921.54	1,551.81	14,777.21	
6,511.38	3,886.94	933.32	7,400.13	18,668.69	
3,955.16	4,100.06	178.32	7,953.09	11,926.18	
4,700.26	3,469.71	40.91	8,598.59	2,024.46	
6,406.21	4,403.42	35.07	15,668.59	10,088.90	
5,743.50	5,823.31	263.63	17,077.69	12,410.14	
7,687.33	5,689.69	1,036.93	16,944.63	19,192.40	
11,424.52	7,028.44	387.86	17,027.38	14,964.77	
\$ 88,860.61	\$ 84,175.08	\$ 34,005.04	\$ 110,106.96	\$ 177,063.86	\$ 69,746.09

FY17-18	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23
87,559.84	91,558.43	60,556.95	26,758.71	187,704.98	140,352.94

Re-opened after covid 7/19/2021
Closed March 19, 2020 COVID

CV STARR COMMUNITY CENTER CAPITAL IMPROVEMENTS -	FY 20-21	FY 21-22
WATT STOPPER		30,000.00
AHU PROGRAMMER		14,375.00
ADA DOORS NATARORIUM		6,000.00
MENS LOCKER ROOM FLOORING		50,000.00
4 INCH PIPE REPLACEMENT - BOILER ROOM		16,500.00
BECS SYSTEM		24,000.00
LAUNDRY DRYER		5,000.00
ADA POOL CHAIR LIFT		15,000.00
DOMESTIC HOT WATER 1		
DOMESTIC HOT WATER 2		
HOT WATER STORAGE TANK		
UV SYSTEM - COMP AND LEISURE		
VFD REPLACEMENT		
WOMENS LOCKER ROOM FLOORING		
FACILITY ROOF REPAIR - FLAT ROOF		
AIR INTAKE PROJECT		
PARKING LOTS SEAL COAT		
POOL FILTER BACKWASH EQUIPMENT		
FIRE PROGRAMMER BOX		
SKYLIGHTS		
WATER SLIDE STAIRCASE		
LEISURE POOL BOILER		22,000.00
COMPETITION POOL BOILER		30,000.00
SOLAR SYSTEM CONVERSRION - POOL HEATER		
FRONT DESK MODIFICATION		
LAUNDRY WASHER		
TOTAL	0.00	212,875.00

FY 22-23	FY 23-24	FY 24-25	FY 25-26
67,500.00			
67,500.00			
5,000.00			
100,000.00			
18,200.00			
		50,000.00	
150,000.00			
	1,600,000.00		
	40,000.00		
	50,000.00		
		325,000.00	
		280,800.00	
			80,000.00
			80,000.00
			250,000.00
408,200.00	1,690,000.00	655,800.00	410,000.00

CVSCC Program Planning Sheet

Class Title	Swim Team (per week)
Class Dates	Year round
Class Days of Week	Mon-Thurs
Class Times	Mon/Wed 4:30-6:00 Tues/Thurs 4:00-6:00
Hours per week	34
per lane per hr	\$8.50
Supply Fee per Session	
Supply Description	
Class Description:	
Notes for Staff	Per Week Current Rate per lane per hour

Revenue	Participants	Minimum	1	Maximum	1
			\$289.00		\$289.00

Expense	Rental Fees/Supplies
	Total Rental/Supply Cost

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Lifeguard	1	7	\$ 20.30	\$ 153.65
Recreation Coordinator	1	7	\$ 25.48	\$ 178.36
Custodial	1	1	\$ 21.85	\$ 21.85
Admin Assistant	1	4	\$ 21.68	\$ 86.72
Recreation Supervisor	1	0.5	\$ 37.22	\$ 18.61
			Total Wages	\$ 459.19

Net Profit/(Loss)	Participants	Minimum	1	Maximum	1
			-\$170.19		-\$170.19

Supervisor Signature _____ Date _____

CVSCC Program Planning Sheet

Class Title	Swim Team
Class Dates	Year round
Class Days of Week	Mon-Thurs
Class Times	Mon/Wed 4:30-6:00 Tues/Thurs 4:00-6:00
Hours per week	34
per lane per hr	\$10.50
Supply Fee per Session	
Supply Description	
Class Description:	
Notes for Staff	Per Week Proposed Rate per lane per hour (Non-Prime Time hours)

Revenue	Participants	Minimum	1	Maximum	1
			\$357.00		\$357.00

Expense	Rental Fees/Supplies	
	Total Rental/Supply Cost	

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Lifeguard	1	7	\$ 20.30	\$ 175.63
Recreation Coordinator	1	7	25.48	\$ 178.36
Custodial	1	1	\$ 21.85	\$ 21.85
Admin Assistant	1	4	\$ 21.68	\$ 86.72
Recreation Supervisor	1	0.5	\$ 37.22	\$ 18.61
			Total Wages	\$ 481.17

Net Profit/(Loss)	Participants	Minimum	1	Maximum	1
			-\$124.17		-\$124.17

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Swim Team
Class Dates	Year round
Class Days of Week	Mon-Thurs
Class Times	Mon/Wed 4:30-6:00 Tues/Thurs 4:00-6:00
Hours per week	34
per lane per hr	\$13.50
Supply Fee per Session	
Supply Description	
Class Description:	
Notes for Staff	Per Week Proposed Rate per lane per hour (Prime Time hours 6:30-8:00am & 5:30-6:30pm)

Revenue	Participants	Minimum	1	Maximum	1
			\$459.00		\$459.00

Expense	Rental Fees/Supplies
	Total Rental/Supply Cost

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Lifeguard	1	7	\$ 20.30	\$ 175.63
Recreation Coordinator	1	7	25.48	\$ 178.36
Custodial	1	1	\$ 21.85	\$ 21.85
Admin Assistant	1	4	\$ 21.68	\$ 86.72
Recreation Supervisor	1	0.5	\$ 37.22	\$ 18.61
			Total Wages	\$ 481.17

Net Profit/(Loss)	Participants	Minimum	1	Maximum	1
			-\$22.17		-\$22.17

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	SSS
Class Dates	Year Round
Class Days of Week	Sat/Sun
Class Times	1:00-4:00
Session	1
Daily Fee	\$6.00
Supply Fee per Session	
Supply Description	
Class Description:	Swim Slide Splash (Weekend Recreation swim with slide and River open)
Notes for Staff	Current rate of \$6.00 was calculated by taking the current drop in Youth admission rate due to the demographic participating in the program. Swim Slide Splash on Weekends is comprised of Drop In rates only.

Revenue	Participants	Minimum	60	Maximum	80
			\$360.00		\$480.00

Expense	Rental Fees/Supplies			
	Advertising, chems and pool deck supplies			50
	Total Rental/Supply Cost			

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Supervisor	1	3	\$ 37.22	\$ 111.66
Lifeguard	8	24	\$ 20.30	\$ 487.20
Head Lifeguard	1	3	\$ 22.73	\$ 68.19
Costodial Staff	2	4	\$ 21.85	\$ 174.80
Front Desk staff	2	3	\$ 26.27	\$ 157.62
Total Wages				\$ 999.47

Net Profit/(Loss)	Participants	Minimum	60	Maximum	80
			-\$689.47		-\$569.47

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	SSS
Class Dates	Year Round
Class Days of Week	Sat/Sun
Class Times	1:00-4:00
Session	1
Daily Fee	\$9.00
Supply Fee per Session	
Supply Description	
Class Description:	Swim Slide Splash (Weekend Recreation swim with slide and River open)
Notes for Staff	Proposed rate of \$9.00 was calculated by taking the Proposed Drop In Youth admission rate due to the demographic participating in the program. Swim Slide Splash on Weekends is comprised of Drop In rates only.

Revenue	Participants	Minimum	60	Maximum	80
			\$540.00		\$720.00

Expense	Rental Fees/Supplies			
	Advertising, chems and pool deck supplies			50
	Total Rental/Supply Cost			50

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Supervisor	1	3	\$ 37.22	\$ 111.66
Lifeguard	8	24	\$ 20.30	\$ 487.20
Head Lifeguard	1	3	\$ 22.73	\$ 68.19
Costodial Staff	2	4	\$ 21.85	\$ 174.80
Front Desk staff	2	3	\$ 26.27	\$ 157.62
Total Wages				\$ 999.47

Net Profit/(Loss)	Participants	Minimum	60	Maximum	80
			-\$509.47		-\$329.47

Supervisor Signature _____ Date _____

CVSCC Program Planning Sheet

Class Title	Lap pool Per Day
Class Dates	Year Round
Class Days of Week	Sat-Thurs
Class Times	6:30am-6:30pm
hours	12
Daily Fee	\$2.67
Supply Fee per Session	
Supply Description	
Class Description:	Lap Swim Mon-Thurs 6:30-am -6:30pm
Notes for Staff	<p style="text-align: center;">Current rate of \$2.67 was calculated by taking the average of all admission rates excluding drop in rates due to the demographic participating in the program. Lap Pool during the week is mainly comprised of Membership participants. (Rates included in calculation: Silver Sneakers, Renew Active, Prime, 1 Month Passes, Reoccurring Passes, Annual Passes, Punch Passes All Age categories.)</p>

Revenue	Participants	Minimum	0	Maximum	8
			\$0.00		\$256.32

Expense	Rental Fees/Supplies			
	incidentals			\$ 7.00
	Total Rental/Supply Cost			

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Coordinator	2	10	\$ 25.47	\$ 254.70
Lifeguard	3	8	\$ 20.30	\$ 162.40
Head Lifeguard	1	6	\$ 22.73	\$ 136.38
Costodial Staff	1	1	\$ 21.85	\$ 21.85
Front Desk staff	1	2	\$ 23.98	\$ 47.96
			Total Wages	\$ 623.29

Net Profit/(Loss)	Participants	Minimum	0	Maximum	8
			-\$623.29		-\$366.97

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Lap pool Per Day
Class Dates	Year Round
Class Days of Week	Sat-Thurs
Class Times	6:30am-6:30pm
hours	12
Daily Fee	\$2.67
Supply Fee per Session	
Supply Description	
Class Description:	Lap Swim Mon-Thurs 6:30-am -6:30pm
Notes for Staff	<p style="text-align: center;">Current rate of \$2.67 was calculated by taking the average of all admission rates excluding drop in rates due to the demographic participating in the program. Lap Pool during the week is mainly comprised of Membership participants. (Rates included in calculation: Silver Sneakers, Renew Active, Prime, 1 Month Passes, Reoccurring Passes, Annual Passes, Punch Passes All Age categories.)</p>

Revenue	Participants	Minimum	0	Maximum	8
			\$0.00		\$256.32

Expense	Rental Fees/Supplies				
		incidentals			\$ 7.00
	Total Rental/Supply Cost				

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Coordinator	2	10	\$ 25.47	\$ 254.70
Lifeguard	3	8	\$ 20.30	\$ 162.40
Head Lifeguard	1	6	\$ 22.73	\$ 136.38
Costodial Staff	1	1	\$ 21.85	\$ 21.85
Front Desk staff	1	2	\$ 23.98	\$ 47.96
			Total Wages	\$ 623.29

Net Profit/(Loss)	Participants	Minimum	0	Maximum	8
			-\$623.29		-\$366.97

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Open Swim
Class Dates	Year Round
Class Days of Week	Mon-Thurs
Class Times	10:30-11:30 and 4:00-5:00
hours	2
Daily Fee	\$4.34
Supply Fee per Session	
Supply Description	
Class Description:	Open Swim
Notes for Staff	Current rate of \$4.34 was calculated by taking the average of all admission rates due to the demographic participating in the program. Open Swim on Weekdays is comprised of all rates including drop in participants. (Rates included in calculation: Silver Sneakers, Renew Active, Prime, 1 Month Passes, Reoccurring Passes, Annual Passes, Punch Passes, Drop In, All Age categories.)

Revenue	Participants	Minimum	0	Maximum	9
			\$0.00		\$78.12

Expense	Rental Fees/Supplies			
	Incidentals			\$ 5.00
	Total Rental/Supply Cost			\$ 5.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Coordinator	1	1	\$ 25.47	\$ 25.47
Lifeguard	2	3	\$ 20.30	\$ 60.90
Head Lifeguard	1	1	\$ 22.73	\$ 22.73
Costodial Staff	1	0.5	\$ 21.85	\$ 10.93
Front Desk staff	1	0.5	\$ 23.98	\$ 11.99
			Total Wages	\$ 132.02

Net Profit/(Loss)	Participants	Minimum	0	Maximum	11
			-\$137.02		-\$58.90

Supervisor Signature _____ Date _____

CVSCC Program Planning Sheet

Class Title	Open Swim
Class Dates	Year Round
Class Days of Week	Mon-Thurs
Class Times	10:30-11:30 and 4:00-5:00
hours	2
Daily Fee	\$6.06
Supply Fee per Session	
Supply Description	
Class Description:	Open Swim
Notes for Staff	Proposed rate of \$6.06 was calculated by taking the average of all proposed admission rates due to the demographic participating in the program. Open Swim on Weekdays is comprised of all rates including drop in participants. (Rates included in calculation: Silver Sneakers, Renew Active, Prime, 1 Month Passes, Reoccurring Passes, Annual Passes, Punch Passes, Drop In, All Age categories.)

Revenue	Participants	Minimum	0	Maximum	9
			\$0.00		\$109.08

Expense	Rental Fees/Supplies			
	Incidentals			\$ 5.00
	Total Rental/Supply Cost			\$ 5.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Coordinator	1	1	\$ 25.47	\$ 25.47
Lifeguard	2	3	\$ 20.30	\$ 60.90
Head Lifeguard	1	1	\$ 22.73	\$ 22.73
Costodial Staff	1	0.5	\$ 21.85	\$ 10.93
Front Desk staff	1	0.5	\$ 23.98	\$ 11.99
			Total Wages	\$ 132.02

Net Profit/(Loss)	Participants	Minimum	0	Maximum	11
			-\$137.02		-\$27.94

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Adult only and River Walking
Class Dates	Year Round
Class Days of Week	Sat-Thurs
Class Times	8:00-9:00 and 12:00-1:00
hours	2
Daily Fee	\$2.67
Supply Fee per Session	
Supply Description	
Class Description:	Adult only and river walking Leisure pool
Notes for Staff	<p>Current rate of \$2.67 was calculated by taking the average of all admission rates excluding drop in rates due to the demographic participating in the program. Adult only and river walking time is mainly comprised of Silver sneaker/Renew Active participants. (Rates included in calculation: Silver Sneakers, Renew Active, Prime, 1 Month Passes, Reoccurring Passes, Annual Passes, Punch Passes All Age categories.)</p>

Revenue	Participants	Minimum	0	Maximum	17
			\$0.00		\$90.78

Expense	Rental Fees/Supplies	
Total Rental/Supply Cost		

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Coordinator	2	3	\$ 25.47	\$ 76.41
Lifeguard	2	3	\$ 20.30	\$ 60.90
Head Lifeguard	1	1	\$ 22.73	\$ 22.73
Costodial Staff	1	0.5	\$ 21.85	\$ 10.93
Front Desk staff	1	0.5	\$ 26.27	\$ 13.14
Total Wages				\$ 184.10

Net Profit/(Loss)	Participants	Minimum	0	Maximum	11
			-\$184.10		-\$93.32

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Adult only and River Walking
Class Dates	Year Round
Class Days of Week	Sat-Thurs
Class Times	8:00-9:00 and 12:00-1:00
hours	2
Daily Fee	\$3.12
Supply Fee per Session	
Supply Description	
Class Description:	Adult only and river walking Leisure pool
Notes for Staff	Proposed rate of \$3.12 was calculated by taking the average of all proposed admission rates excluding drop in rates due to the demographic participating in the program. Adult only and river walking time is mainly comprised of Silver sneaker/Renew Active participants. (Rates included in calculation: Silver Sneakers, Renew Active, Prime, 1 Month Passes, Reoccurring Passes, Annual Passes, Punch Passes All Age categories.)

Revenue	Participants	Minimum	0	Maximum	17
			\$0.00		\$106.08

Expense	Rental Fees/Supplies	
	Total Rental/Supply Cost	

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Coordinator	2	3	\$ 25.47	\$ 76.41
Lifeguard	2	3	\$ 20.30	\$ 60.90
Head Lifeguard	1	1	\$ 22.73	\$ 22.73
Costodial Staff	1	0.5	\$ 21.85	\$ 10.93
Front Desk staff	1	0.5	\$ 26.27	\$ 13.14
			Total Wages	\$ 184.10

Net Profit/(Loss)	Participants	Minimum	0	Maximum	11
			-\$184.10		-\$78.02

Supervisor Signature _____ Date _____

CVSCC Program Planning Sheet

Class Title	Drop in Gym Weekend
Class Dates	Year Round
Class Days of Week	Sat/Sun
Class Times	10:00-5:00
hours	7
Daily Fee	\$2.67
Supply Fee per Session	
Supply Description	
Class Description:	Weekend Gym hours are 10:00am-5:00pm
Notes for Staff	<p style="text-align: center;">Current rate of \$2.67 was calculated by taking the average of all admission rates excluding drop in rates due to the demographic participating in the program. Drop in Gym on Weekends is comprised of Membership participants. (Rates included in calculation: Silver Sneakers, Renew Active, Prime, 1 Month Passes, Reoccurring Passes, Annual Passes, Punch Passes All Age categories.)</p>

Revenue	Participants	Minimum	2	Maximum	9
			\$37.38		\$168.21

Expense	Rental Fees/Supplies				
	Incidentals				\$ 10.00
	Equipment				\$ 5.00
	Total Rental/Supply Cost				\$ 15.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Costodial Staff	1	4	\$ 21.85	\$ 87.40
Front Desk staff	1	5	\$ 26.27	\$ 131.35
Recreation Supervisor	1	0.5	\$ 37.22	\$ 18.61
				\$ -
				\$ -
Total Wages				\$ 237.36

Net Profit/(Loss)	Participants	Minimum	2	Maximum	9
			-\$214.98		-\$84.15

Supervisor Signature _____ Date _____

CVSCC Program Planning Sheet

Class Title	Drop in Gym Weekend
Class Dates	Year Round
Class Days of Week	Sat/Sun
Class Times	10:00-5:00
hours	7
Daily Fee	\$3.12
Supply Fee per Session	
Supply Description	
Class Description:	Weekend Gym hours are 10:00am-5:00pm
Notes for Staff	Proposed rate of \$3.12 was calculated by taking the average of all proposed admission rates excluding drop in rates due to the demographic participating in the program. Drop in Gym on Weekends is comprised of Membership participants. (Rates included in calculation: Silver Sneakers, Renew Active, Prime, 1 Month Passes, Reoccurring Passes, Annual Passes, Punch Passes All Age categories.)

Revenue	Participants	Minimum	2	Maximum	9
			\$43.68		\$196.56

Expense	Rental Fees/Supplies				
					\$ 10.00
					\$ 5.00
	Total Rental/Supply Cost				\$ 15.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Custodial Staff	1	4	\$ 21.85	\$ 87.40
Front Desk staff	1	5	\$ 26.27	\$ 131.35
Recreation Supervisor	1	0.5	\$ 37.22	\$ 18.61
				\$ -
				\$ -
Total Wages				\$ 237.36

Net Profit/(Loss)	Participants	Minimum	2	Maximum	9
			-\$208.68		-\$55.80

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Drop in Gym Weekday
Class Dates	Year Round
Class Days of Week	Mon-Thurs
Class Times	6:00am-7:00pm
hours	13
Daily Fee	\$2.67
Supply Fee per Session	
Supply Description	
Class Description:	Gym is Open Mon-Thursday 6:00am-7:00pm
Notes for Staff	<p style="text-align: center;">Current rate of \$2.67 was calculated by taking the average of all admission rates excluding drop in rates due to the demographic participating in the program. Drop in Gym on Weekdays is comprised of Membership participants. (Rates included in calculation: Silver Sneakers, Renew Active, Prime, 1 Month Passes, Reoccurring Passes, Annual Passes, Punch Passes All Age categories.)</p>

Revenue	Participants	Minimum	2	Maximum	9
			\$69.42		\$312.39

Expense	Rental Fees/Supplies				
	incidental				\$ 10.00
	Equipment				\$ 5.00
	Total Rental/Supply Cost				\$ 15.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Custodial Staff	1	4	\$ 21.85	\$ 87.40
Front Desk staff	1	5	\$ 23.98	\$ 119.90
Recreation Supervisor	1	0.5	\$ 37.22	\$ 18.61
				\$ -
				\$ -
	Total Wages			\$ 225.91

Net Profit/(Loss)	Participants	Minimum	2	Maximum	9
			-\$171.49		\$71.48

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Drop in Gym Weekday
Class Dates	Year Round
Class Days of Week	Mon-Thurs
Class Times	6:00am-7:00pm
hours	13
Daily Fee	\$3.12
Supply Fee per Session	
Supply Description	
Class Description:	Gym is Open Mon-Thursday 6:00am-7:00pm
Notes for Staff	Proposed rate of \$3.12 was calculated by taking the average of all proposed admission rates excluding drop in rates due to the demographic participating in the program. Drop in Gym on Weekdays is comprised of Membership participants. (Rates included in calculation: Silver Sneakers, Renew Active, Prime, 1 Month Passes, Reoccurring Passes, Annual Passes, Punch Passes All Age categories.)

Revenue	Participants	Minimum	2	Maximum	9
			\$81.12		\$365.04

Expense	Rental Fees/Supplies				
	incidental				\$ 10.00
	Equipment				\$ 5.00
	Total Rental/Supply Cost				\$ 15.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Custodial Staff	1	4	\$ 21.85	\$ 87.40
Front Desk staff	1	5	\$ 23.98	\$ 119.90
Recreation Supervisor	1	0.5	\$ 37.22	\$ 18.61
				\$ -
				\$ -
	Total Wages			\$ 225.91

Net Profit/(Loss)	Participants	Minimum	2	Maximum	9
			-\$159.79		\$124.13

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Personal Training
Class Dates	Varies
Class Days of Week	Sat-Thurs
Class Times	Varies
Classes per Session	1
Daily Fee	\$40.00
Supply Fee per Session	
Supply Description	Hula hoops, rings supplies
Class Description:	
Notes for Staff	Personal Trainer

Revenue	Participants	Minimum	1	Maximum	1
			\$40.00		\$40.00

Expense	Rental Fees/Supplies				
	Supplies				\$ 5.00
	Total Rental/Supply Cost				\$ 5.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
PT/Fit inst	1	1	\$ 35.48	\$ 35.48
Recreation Supervisor	1	0.25	\$ 37.22	\$ 9.31
Front Desk staff	1	0.25	\$ 26.27	\$ 6.57
			\$ -	\$ -
			Total Wages	\$ 51.36

Net Profit/(Loss)	Participants	Minimum	1	Maximum	1
			-\$16.36		-\$16.36

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Personal Training
Class Dates	Varies
Class Days of Week	Sat-Thurs
Class Times	Varies
Classes per Session	1
Daily Fee	\$60.00
Supply Fee per Session	
Supply Description	Hula hoops, rings supplies
Class Description:	
	Personal Trainer
Notes for Staff	

Revenue	Participants	Minimum	1	Maximum	1
			\$60.00		\$60.00

Expense	Rental Fees/Supplies				
	Supplies				\$ 5.00
	Total Rental/Supply Cost				\$ 5.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
PT/Fit inst	1	1	\$ 35.48	\$ 35.48
Recreation Supervisor	1	0.25	\$ 37.22	\$ 9.31
Front Desk staff	1	0.25	\$ 26.27	\$ 6.57
			\$ -	\$ -
			Total Wages	\$ 51.36

Net Profit/(Loss)	Participants	Minimum	1	Maximum	1
			\$3.64		\$3.64

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Private Swim Lessons
Class Dates	Varies
Class Days of Week	Sat-Thurs
Class Times	Varies
Classes per Session	1
Daily Fee	\$25.00
Supply Fee per Session	
Supply Description	Hula hoops, rings supplies
Class Description:	
Notes for Staff	5:00-5:30 Preschool 1-3, 5:30-6:00Level 1&2, 6:00-6:30 Level 3&4 Assesment day Saturday 2/18/22 at 4:00 (Lucas Will Teach) \$30 Per Session

Revenue	Participants	Minimum	1	Maximum	1
			\$25.00		\$25.00

Expense	Rental Fees/Supplies				
	Supplies				\$ 7.00
	Total Rental/Supply Cost				\$ 7.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Lifeguard	1	0.5	\$ 20.30	\$ 10.15
Recreation Instructor	1	1	\$ 23.30	\$ 23.30
Front Desk staff	1	0.25	\$ 21.68	\$ 5.42
			\$ -	\$ -
			Total Wages	\$ 38.87

Net Profit/(Loss)	Participants	Minimum	1	Maximum	1
			-\$20.87		-\$20.87

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Private Swim Lessons
Class Dates	Varies
Class Days of Week	Sat-Thurs
Class Times	Varies
Classes per Session	1
Daily Fee	\$40.00 - \$50.00
Supply Fee per Session	
Supply Description	Hula hoops, rings supplies
Class Description:	
Notes for Staff	5:00-5:30 Preschool 1-3, 5:30-6:00 Level 1&2, 6:00-6:30 Level 3&4 Assesment day Saturday 2/18/22 at 4:00 (Lucas Will Teach) \$30 Per Session

Revenue	Participants	Minimum	1	Maximum	1
			\$40.00		\$40.00

Expense	Rental Fees/Supplies				
	Supplies				\$ 7.00
	Total Rental/Supply Cost				\$ 7.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Lifeguard	1	0.5	\$ 20.30	\$ 10.15
Recreation Instructor	1	1	\$ 23.30	\$ 23.30
Front Desk staff	1	0.25	\$ 21.68	\$ 5.42
			\$ -	\$ -
			Total Wages	\$ 38.87

Net Profit/(Loss)	Participants	Minimum	1	Maximum	1
			-\$5.87		-\$5.87

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	PM Swim Lessons Mon & Wed
Class Dates	May 15, 17, 22, 24, 31 June 5, 7
Class Days of Week	Mon/ Wed
Class Times	5:00-6:30
Classes per Session	21
Daily Fee	\$5.00
Supply Fee per Session	
Supply Description	Hula hoops, rings supplies
Class Description:	
Notes for Staff	5:00-5:30 Preschool 1-3, 5:30-6:00Level 1&2, 6:00-6:30 Level 3&4 Assesment day Thursday 3/30/23 at 6:30 (Lucas Will Teach) \$40 Per Session No Class May 29 Memorial day

Revenue	Participants	Minimum	4	Maximum	6
			\$420.00		\$630.00

Expense	Rental Fees/Supplies		
	Supplies		\$ 7.00
	Total Rental/Supply Cost		\$ 7.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Head Lifeguard	1	14	\$ 22.73	\$ 318.22
Recreation supervisor	1	3	\$ 37.22	\$ 111.66
Front Desk staff	1	4	\$ 21.68	\$ 86.72
Costodial Staff	1	3	\$ 21.85	\$ 56.01
			-	-
			Total Wages	\$ 572.61

Net Profit/(Loss)	Participants	Minimum	4	Maximum	6
			-\$159.61		\$50.39

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	PM Swim Lessons Mon & Wed
Class Dates	March 20, 22, 27, 29 April 3, 5
Class Days of Week	Mon/ Wed
Class Times	5:00-6:30
Classes per Session	18
Daily Fee	\$7.00
Supply Fee per Session	
Supply Description	Hula hoops, rings supplies
Class Description:	
Notes for Staff	5:00-5:30 Preschool 1-3, 5:30-6:00Level 1&2, 6:00-6:30 Level 3&4 Assesment day Saturday 2/18/22 at 4:00 (Lucas Will Teach) \$42 Per Session

Revenue	Participants	Minimum	4	Maximum	6
			\$504.00		\$756.00

Expense	Rental Fees/Supplies				
	Supplies				\$ 7.00
	Total Rental/Supply Cost				\$ 7.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Head Lifeguard	1	14	\$ 22.73	\$ 318.22
Recreation supervisor	1	3	\$ 37.22	\$ 111.66
Front Desk staff	1	4	\$ 21.68	\$ 86.72
Costodial Staff	1	3	\$ 21.85	\$ 56.01
			\$ -	\$ -
			Total Wages	\$ 572.61

Net Profit/(Loss)	Participants	Minimum	4	Maximum	6
			-\$75.61		\$176.39

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	PM Swim Lessons Tues/Thurs
Class Dates	May 16, 18, 23, 25, 30 June 1, 6, 8
Class Days of Week	Tues/Thursdays
Class Times	5:00-6:30
Classes per Session	24
Daily Fee	\$5.00
Supply Fee per Session	
Supply Description	Hula hoops, rings supplies
Class Description:	
Notes for Staff	5:00-5:30 Preschool 1-3, 5:30-6:00 Level 1&2, 6:00-6:30 Level 3&4 Assesment day Thursday 3/30/23 at 6:30 (Kathy will teach)\$40.00 per session

Revenue	Participants	Minimum	4	Maximum	6
			\$480.00		\$720.00

Expense	Rental Fees/Supplies				
	Supplies				\$ 7.00
	Total Rental/Supply Cost				\$ 7.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation supervisor	1	2	\$ 37.22	\$ 37.22
Recreation instructor 1	1	16	\$ 25.24	\$ 403.84
Front Desk staff	1	4	\$ 21.68	\$ 86.72
Costodial Staff	1	3	\$ 21.85	\$ 65.55
			\$ -	\$ -
			Total Wages	\$ 593.33

Net Profit/(Loss)	Participants	Minimum	4	Maximum	6
			-\$120.33		\$119.67

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	PM Swim Lessons Tues/Thurs
Class Dates	March 21, 23, 28, 30 April 4, 6
Class Days of Week	Tues/Thursdays
Class Times	5:00-6:30
Classes per Session	18
Daily Fee	\$7.00
Supply Fee per Session	
Supply Description	Hula hoops, rings supplies
Class Description:	
Notes for Staff	5:00-5:30 Preschool 1-3, 5:30-6:00 Level 1&2, 6:00-6:30 Level 3&4 Assesment day 2/18/23 at 4:00 (Kathy will teach)\$42.00 per session

Revenue	Participants	Minimum	4	Maximum	6
			\$504.00		\$756.00

Expense	Rental Fees/Supplies	
	Supplies	\$ 7.00
	Total Rental/Supply Cost	\$ 7.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation supervisor	1	2	\$ 37.22	\$ 74.44
Recreation instructor 1	1	14	\$ 25.24	\$ 353.36
Front Desk staff	1	4	\$ 21.68	\$ 86.72
Costodial Staff	1	3	\$ 21.85	\$ 65.55
			\$ -	\$ -
			Total Wages	\$ 580.07

Net Profit/(Loss)	Participants	Minimum	4	Maximum	6
			-\$83.07		\$168.93

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Saturday Swim Lessons
Class Dates	April 22, 29, May 6, 13, 20, 27, June 3
Class Days of Week	Saturdays
Class Times	10:00-11:30
Classes per Session	42
Daily Fee	\$5.00
Supply Fee per Session	
Supply Description	
Class Description:	
	10:00-10:30 Preschool Aquatics Level 1, 2, & 3 (x2), 10:30-11:00 Learn to Swim Level 1 & 2(x2), 11:00-11:30 Parent and Me(x1), 11:00-11:30 Level 3 & 4 (x1)
Notes for Staff	Assesment day Thursday 3/30/23 at 6:30 (\$35.00 per session) Sydney and Sallie will teach

Revenue	Participants	Minimum	4	Maximum	6
			\$840.00		\$1,260.00

Expense	Rental Fees/Supplies				
	Supplies			\$	7.00
				Total Rental/Supply Cost	\$ 7.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Supervisor	1	3	\$ 37.22	\$ 111.66
Recreation instructor 1	2	28	\$ 23.30	\$ 1,304.80
Front Desk staff	1	4	\$ 26.27	\$ 105.08
Costodial Staff	1	3	\$ 21.85	\$ 65.55
	0		\$ -	\$ -
			Total Wages	\$ 1,587.09

Net Profit/(Loss)	Participants	Minimum	4	Maximum	6
			-\$754.09		-\$334.09

Supervisor Signature _____ Date _____

CVSCC Program Planning Sheet

Class Title	Saturday Swim Lessons
Class Dates	April 22, 29, May 6, 13, 20, 27, June 3
Class Days of Week	Saturdays
Class Times	10:00-11:30
Classes per Session	42
Daily Fee	\$7.00
Supply Fee per Session	
Supply Description	
Class Description:	10:00-10:30 Preschool Aquatics Level 1, 2, & 3 (x2), 10:30-11:00 Learn to Swim Level 1 & 2(x2), 11:00-11:30 Parent and Me(x1), 11:00-11:30 Level 3 & 4 (x1)
Notes for Staff	Assesment day Thursday 3/30/23 at 6:30 (\$35.00 per session) Sydney and Sallie will teach

Revenue	Participants	Minimum	4	Maximum	6
			\$1,176.00		\$1,764.00

Expense	Rental Fees/Supplies			
		Supplies		\$ 7.00
		Total Rental/Supply Cost		\$ 7.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Supervisor	1	3	\$ 37.22	\$ 111.66
Recreation instructor 1	2	28	\$ 23.30	\$ 1,304.80
Front Desk staff	1	4	\$ 26.27	\$ 105.08
Costodial Staff	1	3	\$ 21.85	\$ 65.55
			\$ -	\$ -
			Total Wages	\$ 1,587.09

Net Profit/(Loss)	Participants	Minimum	4	Maximum	6
			-\$418.09		\$169.91

Supervisor
Signature _____

Date _____

CVSCC Program Planning Sheet

Class Title	Bday Parties
Class Dates	Year Round
Class Days of Week	Sat/Sun
Class Times	1:00-4:00
Session	1
Daily Fee	\$225.00
Supply Fee per Session	
Supply Description	
Class Description:	
Notes for Staff	

Revenue	Participants	Minimum	1	Maximum	1
			\$225.00		\$225.00

Expense	Rental Fees/Supplies			
	Towels Cleaning Supplies			\$ 15.00
	Total Rental/Supply Cost			\$ 15.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Supervisor	1	1	\$ 37.22	\$ 37.22
Lifeguard	8	0	\$ 20.30	\$ -
Head Lifeguard	1	0	\$ 22.73	\$ -
Costodial Staff	2	4	\$ 21.85	\$ 174.80
Front Desk staff	2	1	\$ 26.27	\$ 52.54
			Total Wages	\$ 264.56

Net Profit/(Loss)	Participants	Minimum	1	Maximum	80
			-\$54.56		-\$54.56

Supervisor Signature _____ Date _____

CVSCC Program Planning Sheet

Class Title	Bday Parties
Class Dates	Year Round
Class Days of Week	Sat/Sun
Class Times	1:00-4:00
Session	1
Daily Fee	\$250.00
Supply Fee per Session	
Supply Description	
Class Description:	
Notes for Staff	

Revenue	Participants	Minimum	1	Maximum	1
			\$250.00		\$250.00

Expense	Rental Fees/Supplies			
	Towels Cleaning Supplies			\$ 15.00
	Total Rental/Supply Cost			\$ 15.00

Staff Title	# of Staff	Hours per Session	Rate of Pay with Benefits	Total Wages
Recreation Supervisor	1	1	\$ 37.22	\$ 37.22
Lifeguard	8	0	\$ 20.30	\$ -
Head Lifeguard	1	0	\$ 22.73	\$ -
Costodial Staff	2	4	\$ 21.85	\$ 174.80
Front Desk staff	2	1	\$ 26.27	\$ 52.54
			Total Wages	\$ 264.56

Net Profit/(Loss)	Participants	Minimum	1	Maximum	80
			-\$29.56		-\$29.56

Supervisor
Signature _____

Date _____

From: [Jaime Ries](#)
To: [Lemos, June](#)
Cc: [City Clerk](#)
Subject: Public Comment- 6/14/23 Finance & Administration Committee Meeting; Agenda Item # 3C
Date: Tuesday, June 13, 2023 2:50:37 AM

Committee Members,

My name is Jaime Ries. I'm the Board President of the Mendocino Coast Sea Dragons youth swim team, the parent of three swimmers, and a community member who frequently utilizes the CV Star Community Center facilities. I've appeared before the City Council previously (in December and January) and provided public comment on this issue, strongly urging the council not to increase pool lane rental fees, which will almost exclusively impact the Sea Dragons—the only year-round user group on the coast.

The proposed fee schedule will increase our cost to rent pool lanes for practice by 24% and 59% during “prime time hours” (between 5:30 and 6:00 for every afternoon practice). While I understand the financial issues the council is seeking to address by way of this proposed fee schedule adjustment, I will reiterate that our small non-profit swim club serving 50 youth swimmers here on the coast will suffer financial hardship severe enough to threaten our continued ability to operate. And I will also note that no one from CV Starr has reached out to our organization to discuss the potential impact of a fee increase or to seek our input at any time.

CV Starr appears to have also provided you with a survey that purports to provide a comparison of lane rental fees paid by other swim teams. I would like to point out that with the exception of the Mendocino Sports Club (which no longer has a pool) none of the facilities listed in the survey are in similarly-situated communities.

For one, no input was provided by other facilities in Mendocino county, Humboldt county, or Sonoma county. There are, in fact, swimming facilities in Ukiah, Willits, Arcata, Santa Rosa, Rohnert Park, Sebastopol, and Petaluma. These facilities rent lanes to swim teams that we regularly visit for away meets. Yet none of them were included in the survey. Instead the survey contains incomplete (“unspecified”) information from affluent communities in the East Bay, Palo Alto, and Marin county.

Which leads to my second point: 60% of the kids in Fort Bragg Unified School District are socio-economically disadvantaged, thereby qualifying the entire school district for free breakfast and lunch grants from the State. I wonder if even one of the facilities listed in the survey serves a similar youth demographic.

In summary, the proposed fee schedule will be catastrophic for youth swimming on the coast. The information provided to you as support for the fee schedule is irrelevant and unhelpful. I strongly urge you to reject the proposed fee schedule or to at least gather better information before adopting CV Starr's proposal.

Sincerely,
Jaime Ries
Mendocino Coast Sea Dragons

From: [Ronda Wasco](#)
To: [Jaime Ries](#)
Cc: [Lemos, June](#); [City Clerk](#)
Subject: Re: Public Comment- 6/14/23 Finance & Administration Committee Meeting; Agenda Item # 3C
Date: Tuesday, June 13, 2023 6:25:43 AM

Great job Jaime! Now go enjoy your vacation!
Ronda

Sent from my mobile device.

On Jun 13, 2023, at 2:50 AM, Jaime Ries <jaimen107@yahoo.com> wrote:

Committee Members,

My name is Jaime Ries. I'm the Board President of the Mendocino Coast Sea Dragons youth swim team, the parent of three swimmers, and a community member who frequently utilizes the CV Star Community Center facilities. I've appeared before the City Council previously (in December and January) and provided public comment on this issue, strongly urging the council not to increase pool lane rental fees, which will almost exclusively impact the Sea Dragons—the only year-round user group on the coast.

The proposed fee schedule will increase our cost to rent pool lanes for practice by 24% and 59% during “prime time hours” (between 5:30 and 6:00 for every afternoon practice). While I understand the financial issues the council is seeking to address by way of this proposed fee schedule adjustment, I will reiterate that our small non-profit swim club serving 50 youth swimmers here on the coast will suffer financial hardship severe enough to threaten our continued ability to operate. And I will also note that no one from CV Starr has reached out to our organization to discuss the potential impact of a fee increase or to seek our input at any time.

CV Starr appears to have also provided you with a survey that purports to provide a comparison of lane rental fees paid by other swim teams. I would like to point out that with the exception of the Mendocino Sports Club (which no longer has a pool) none of the facilities listed in the survey are in similarly-situated communities.

For one, no input was provided by other facilities in Mendocino county, Humboldt county, or Sonoma county. There are, in fact, swimming facilities in Ukiah, Willits, Arcata, Santa Rosa, Rohnert Park, Sebastopol, and Petaluma. These facilities rent lanes to swim teams that we regularly visit for away meets. Yet none of them were included in the survey. Instead the survey contains incomplete (“unspecified”) information from affluent communities in the East Bay, Palo Alto, and Marin county.

Which leads to my second point: 60% of the kids in Fort Bragg Unified School District are socio-economically disadvantaged, thereby qualifying the entire school district for free breakfast and lunch grants from the State. I wonder if even one of the facilities listed in the survey serves a similar youth demographic.

In summary, the proposed fee schedule will be catastrophic for youth swimming on the coast. The information provided to you as support for the fee schedule is irrelevant and unhelpful. I strongly urge you to reject the proposed fee schedule or to at least gather better information before adopting CV Starr's proposal.

Sincerely,
Jaime Ries
Mendocino Coast Sea Dragons

From: [Jacob Patterson](#)
To: [City Clerk](#)
Cc: jaimen107@yahoo.com; [Cervenka, Neil](#); [Ducey, Peggy](#)
Subject: Public Comment -- 6/14/23 Finance & Admin, Item No. 3C
Date: Wednesday, June 14, 2023 9:28:14 AM

F&A Committee,

I read the materials and the two public comments and I agree that the comparisons were odd and inappropriate and the comparisons should be recalculated using reasonable comparables (as we did for the salary survey), ideally from within Mendocino, Humboldt, Lake, and Sonoma Counties, not the East Bay. However, since CV Starr is still operating at "2012 prices" as discussed during the budget meetings, it makes sense to increase the fees.

I have an alternative suggestion to address the concerns of the Sea Dragons, which is to offer a fee waiver or a reduced rental rate for groups such as theirs that are non-profit and youth (or possibly senior) oriented. In fact, I would not be surprised if we could get grant funding to help cover reduced or waived rentals fees for such groups. I suggest doing that rather than leaving the rental rates at the same 2012 levels. We need to cover our costs but that doesn't mean they have to be with rental fees when we want to encourage youth-oriented recreation.

Actually, don't we have a lot of asset forfeiture money at the moment? I know we can use it for equipment to support our PD like the awesome new electric trucks, but we might be able to also set up a fund to subsidize youth sports group's rental fees like the Sea Dragons. (Asset forfeiture supports other youth sports and the P.A.L. activities and swimming is much better than our youth getting into trouble with drugs or gangs.) I would be happy if we didn't charge them any fees and just cover it with some of the more than half a million dollars the City paid back into the asset forfeiture fund earlier this year.

Regards,

--Jacob



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
Fax: (707) 961-2802

Text File

File Number: 23-179

Agenda Date: 6/14/2023

Version: 1

Status: Business

In Control: Finance and Administration Committee

File Type: Staff Report

Agenda Number: 3D.

Receive Reportable Items Report: Includes Treasury Report, Approved Intradepartmental Budget Transfers, Contracts Under \$25k Approved by the City Manager, Contract Change Orders Not Exceeding 10% of Contract, and Disbursements Listing



Contracts - \$25,000 & Under

January 1, 2023 - March 31, 2023

Date	Consultant/ Contractor	Project	Not to Exceed Amount	Term
10/10/2022	PUBLIC AGENCY RETIREMENT SERVICES (PARS) 4350 Von Karman Ave., Ste. 100 Newport Beach, CA 92660	Establishing of Section 115 Trust for pre-funding the City's future unfunded liability with CalPERS	\$25,000.00	10/10/2022 – 9/30/2025
10/19/2022	FOSTER & FOSTER CONSULTING ACTUARIES, INC. 13420 Parker Commons Blvd, Ste. 104 Fort Myers, FL 33912	GASB 75 Report and Financial Statements	\$2,500.00	10/19/2022 – 2/28/2023
10/20/2022	WATERWORKS INDUSTRIES, INC. 930 Shiloh Road, Building 38, Suite D Windsor, CA 95492	CV Starr Center Water Slide Tower Repair	\$13,130.00	10/20/2022 – 12/20/2022



PW Contract Change Orders

Approved by City Manager (not CC)

January 2023- March 2023

Date	Project Name & Contractor	Change Order No. and Description	Amount
03/24/2023	Bollard and Street Lights Project/ Fort Bragg Electric	CCO #1 Add labor and equipment for extra work on Pine Street and purchase and install 72 LED Lights on existing poles	\$6139.28
02/16/2023	Water Meter Replacement Project WTR-00020	CCO #1 to account for difference in tax rates Fort Bragg vs. Lake County	\$29,343.14

CITY OF FORT BRAGG

TREASURER'S REPORT

March 31, 2023



OVERVIEW

The City's investment objectives in order of priority are to provide safety, ensure the preservation of capital, provide sufficient liquidity for cash needs and earn a competitive rate of return (yield) within the confines of the California Government Code and the City Investment Policy.

- **Safety** – Safety of principal is the foremost objective of the investment program. Investments for the City will be made in a manner that seeks to ensure the preservation of capital in the overall Portfolio.
- **Liquidity** – The City's investment portfolio will remain sufficiently liquid to enable the City to meet all operating requirements, which might be reasonably anticipated.
- **Yield** – The City's investment portfolio shall be designed with the objective of attaining a market rate of return throughout the budgetary and economic cycles, taking into account the investment risk constraints, liquidity needs, and cash flow characteristics of the Portfolio.

To view the City's Investment and Fiscal policy, refer to the City's Annual Budget.

Reports on the City's investment portfolio and cash position are developed by the Finance Director/City Treasurer and reviewed by the Finance & Administration Committee quarterly.

California statutes authorize cities to invest idle or surplus funds in a variety of credit instruments as provided for in the California Government Code, Section 53600, Chapter 4 – Financial Affairs. The table below identifies the investment types that are authorized for the City by the California Government Code (or the City's investment policy, where more restrictive) that address interest rate risk, credit risk, and concentration of credit risk. During the quarter ended, the City's permissible investments included the following instruments:

Authorized Investment Type	Maximum Maturity	Maximum Percentage of Portfolio	Maximum Investment in One Issuer
Local Agency Investment Fund (State Pool)	N/A	Unlimited	\$50 Million
U.S. Treasury Obligations	5 years	Unlimited	None
U.S. Government Agency Issues	5 years	Unlimited	None
Repurchase Agreements	90 days	10%	None
Bankers' Acceptances (must be dollar denominated)	270 days	40%	None
Commercial Paper - A rated minimum	180 days	15%	None
Certificates of Deposits - FDIC insured	5 years	50%	None
General obligations of any State or Political subdivision - AA rated minimum	5 years	30%	None
Money market mutual funds holding - Cash and U.S. Government Obligations	N/A	None	None

Governmental Accounting Standards Board Statement 31 requires the City to recognize the fair market value of its investments at the end of each fiscal year. The market values of investments included in this report were obtained from the State Controller's office for Local Agency Investment Funds (LAIF) and from the City's registered investment advisor STIFEL.



ANALYSIS

As of March 31, 2023, the City's Cash and Investment portfolio balances at market value were \$19,739,658 a decrease of 14% from the prior quarter. The investment portfolio consists primarily of CDs purchased at a maximum of \$250k (FDIC insured), Government Bonds, and investments in the California Local Agency Investment Fund (LAIF).

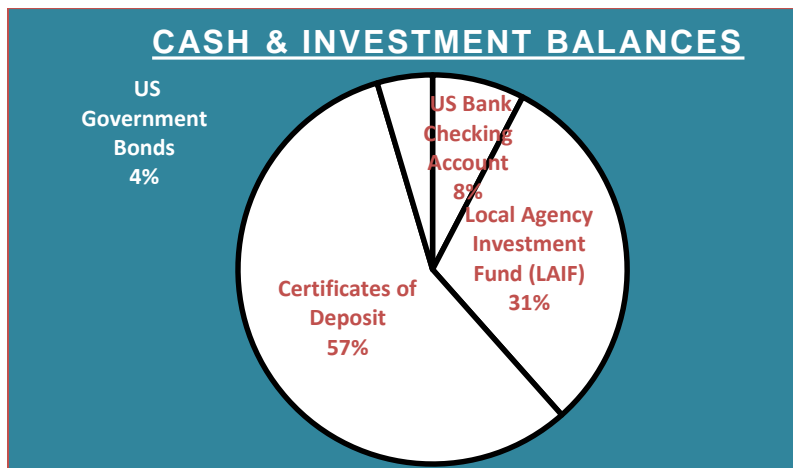
LAIF interest rates have begun climbing back up from 135 basis points to 274 basis points at the end of the third quarter as the Treasury yields have increased. The weighted average rate of return on CDs were 3.56%, and the weighted average rate of return on the entire Portfolio is over 350 basis points (3.50%).

C

QQQ	Q4 FY 21/22	Q1 FY 22/23	Q2 FY 22/23	Q2 FY 22/23	Interest Rate
US Bank Checking Account	\$ 4,279,196	\$ 2,654,638	\$ 3,103,582	\$ 1,512,703	0.16% *
Local Agency Investment Fund (LAIF)	10,963,909	10,984,435	9,521,811	6,075,469	2.74%
Certificates of Deposit	6,829,805	8,598,222	9,082,959	11,244,821	3.56% **
Government Bonds	923,790	883,045	889,230	906,665	1.76%
	\$ 22,996,700	\$ 23,120,340	\$ 22,597,582	\$ 19,739,658	

*Earnings Allowance **Weighted Average

HECKING AND INVESTMENT BALANCE



	FY 22/23 Budget	Actual 3/31/23	Budget Variance
Interest Income - All Funds	\$ 195,350	\$ 264,364	135%

The net investment income earned for the Q3 was \$264,364 and market value adjustments (Unrealized Gains) of \$294,054 as required by GASB 31. The daily change in the market is temporary, as the City mostly holds its CDs investments until maturity when they can be redeemed at par value.



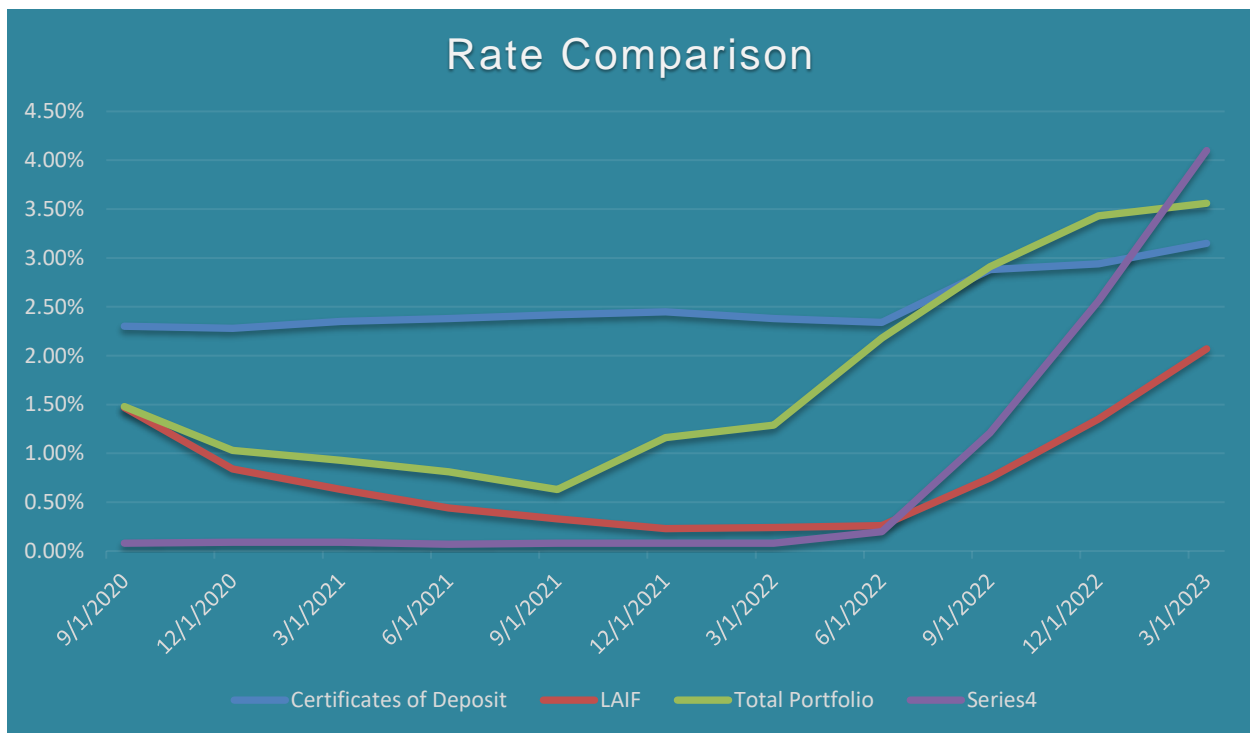
INVESTMENT LIQUIDITY

The Portfolio is highly liquid, with 38% available within 30 days and 12% within one year.

Aging Interval	Market Value	% Portfolio
< 30 Days	\$ 7,588,172	38%
31 days - 1 Year	2,435,623	12%
1 - 2 years	3,124,234	16%
2 - 4 Years	5,174,063	26%
4 - 5 Years	1,417,566	7%
	\$ 19,739,658	

HISTORICAL RATE TREND

The graph below depicts the historical interest rate trend for the entire Portfolio and certificates of deposits.



Investment in Local Agency Investment Fund (LAIF)

The City is a voluntary participant in the California Local Agency Investment Fund (LAIF), which is regulated by the California Government Code Section under the oversight of the Local Investment Advisory Board (Board). The Board consists of five members as designated by state statute and is chaired by the State Treasurer, responsible for the day-to-day administration of LAIF.



Investment in Certificates of Deposits

Holding	Par Value	Market Value	Est. Yield	Maturity Date	
Citibank	246,000	245,845	2.92%	04/11/23	STIFEL
First Tech Federal Credit Union	249,000	248,114	3.27%	06/14/23	STIFEL
Goldman Sachs	245,000	243,447	3.37%	08/15/23	STIFEL
Jefferson Financial Credit Union	246,000	243,734	3.21%	10/19/23	STIFEL
Forbright Bank	249,000	246,189	4.60%	10/22/23	STIFEL
California Credit Union	244,000	241,345	4.54%	02/23/23	TV1
TVA Community	249,000	242,840	3.21%	08/05/24	STIFEL
APEX Bank	249,000	242,568	3.22%	08/30/24	STIFEL
Community Bank	245,000	238,701	3.16%	08/12/24	TV1
Farmers Insurance Group	249,000	242,840	5.00%	08/26/24	STIFEL
State Bank of India	249,000	233,071	0.80%	10/28/24	TV1
Synchrony Bank	249,000	233,039	0.75%	10/24/24	TV1
Lafayette Federal Credit Union	249,000	240,865	3.10%	12/16/24	STIFEL
Technology Credit Union	249,000	249,085	5.00%	1/21/2025	STIFEL
Wells Fargo	245,000	243,160	4.58%	2/18/2025	STIFEL
Barclays Bank	247,000	232,061	1.81%	03/17/25	STIFEL
Liberty Fed Credit Union	248,000	250,339	5.40%	03/27/25	STIFEL
Live Oak Banking Co	249,000	239,418	3.15%	05/23/25	STIFEL
Connexus Credit Union	249,000	239,120	3.00%	05/27/25	STIFEL
Morgan Stanley PVT	246,000	236,819	3.22%	05/27/25	STIFEL
MeriTrust Credit Union	249,000	240,527	3.35%	07/05/25	STIFEL
Sallie Mae Bank	245,000	237,020	3.53%	08/04/25	TV1
USF Fedl Credit Union	249,000	249,710	4.84%	09/15/25	STIFEL
Bankers Bank	249,000	235,838	2.90%	11/06/25	STIFEL
United Heritage Credit Union	249,000	250,828	4.86%	11/17/25	STIFEL
City National Bank	245,000	241,416	4.35%	01/26/26	STIFEL
True Sky Fedl	248,000	225,447	1.60%	02/04/26	STIFEL
Belco Credit Union	249,000	248,631	4.71%	02/24/26	STIFEL
Coastline Credit Union	249,000	247,294	4.68%	02/13/26	STIFEL
Lyon's National Bank	244,000	243,646	4.85%	03/16/26	TV1
Beal Bank	247,000	228,895	2.41%	04/01/26	STIFEL
Ally Bank	245,000	235,249	3.69%	08/04/26	TV1
Baxter Credit Union	249,000	237,880	3.19%	06/22/26	STIFEL
Austin Telco	249,000	246,879	4.65%	10/30/26	STIFEL
Alabama Credit Union	249,000	248,492	4.86%	11/23/26	STIFEL
Greenstate Credit Union	249,000	223,644	2.28%	03/01/27	STIFEL
Capital One NA	246,000	229,203	3.23%	05/04/27	STIFEL
Capital One Bank	246,000	229,203	3.23%	05/04/27	STIFEL
Numerica Credit Union	249,000	232,235	3.28%	05/04/27	STIFEL
Discover Bank	246,000	232,235	3.37%	05/19/27	STIFEL
Morgan Stanley Bank	246,000	230,384	3.37%	05/26/27	STIFEL
Farmers & Merchants	249,000	232,529	3.38%	08/05/27	TV1
Sharonview FCU	249,000	235,382	3.65%	08/16/27	STIFEL
Medallion Bank	249,000	233,821	3.52%	08/30/27	STIFEL
Toyota Financials	245,000	232,532	3.74%	09/09/27	STIFEL
USA Alliance FCU	249,000	237,143	3.83%	09/29/27	STIFEL
Liberty First Credit Union	250,000	246,160	4.50%	2/28/2028	STIFEL

Total Certificates of Deposit \$ 11,639,000 \$ 11,244,821

Bank Reconciliation

Board Audit



User: IWhippy
Printed: 06/08/2023 - 9:02AM
Date Range: 01/01/2023 - 03/31/2023
Systems: 'AP'

Check No.	Vendor/Employee	Transaction Description
Fund: 110 General Fund		
Department: 0000		
3426	EDWARD JONES	Simple IRA- Jan 2023
3466	EDWARD JONES	Simple IRA Feb 2023
11610	PACIFIC GAS & ELECTRIC CO.	FORT BLDG MUSEUM 11/19/22-12/19/2022
11631	RICHARD D. JONES APLC	
11632	MOTEL 6 FORT BRAGG	Emer Winter Shelter - Nov 2022
11641	CALIFORNIA INTERGOVERNMENT	Feb 2023 EAP
11644	ISOLVED BENEFIT SOLUTIONS	Isolved - FSA plan
11653	FORT BRAGG HIGH SCHOOL	Refund- Deposit for Town Hall Rental on 12/17/2022
11665	MOTEL 6 FORT BRAGG	Emergency Weather Shelter Program Dec 2022
11684	CALIFORNIA INTERGOVERNMENT	Jeanette (Jan 2023), Ar Roberts Refund, Leinen not on bill.
11685	CALIFORNIA STATE DISBURSEMEN	Nicholas Perry
11714	CALIFORNIA INTERGOVERNMENT	CV STARR FY22-23
11791	CHRISTINA MATTHEWS	REFUND DIFFERENCE FROM CIVIL SUBPOENA
11811	MICHAEL ST JOHN	BP Refund
11829	CALIFORNIA INTERGOVERNMENT	March 2023 - Medical
11830	CALIFORNIA INTERGOVERNMENT	EAP
11833	ISOLVED BENEFIT SOLUTIONS	FSA plan Jan 2023
11850	RICHARD D. JONES APLC	
11861	GARY A SWANSON	overbilled for Business License
11973	REMIF	CV STARR - PROPERTY PREMIUM Q4 CONTRIBUTION FY21
11986	CALIFORNIA INTERGOVERNMENT	EAP April 2023
11987	CALIFORNIA STATE DISBURSEMEN	
11989	ISOLVED BENEFIT SOLUTIONS	FSA fees Feb 2023
11999	GIRL SCOUTS OF NORTHERN CA	REFUND DEPOSIT & RENTAL FEE DUE TO CANCELLED EVENT
12002	MARK KALINA	
12019	RICHARD D. JONES APLC	FORT BRAGG CODE ENFORCEMENT
12023	PACIFIC GAS & ELECTRIC CO.	FORT BLDG MUSEUM 01/20/23-02/20/2023
12031	UNITED STATES POSTAL SERVICE	ADD TO POSTAGE METER 15999243 CALL (707)9612825 EXT 121 FOR C
20230107	UNITED STATES TREASURY	PR 101.01.2023 PR TAX
20230120	EMPOWER Retirement	Empower Def Comp 01-20-2023
20230121	AFLAC	Dec 2022
20230122	CA PUBLIC EMPLOYEES RETIREME	PERS SP
20230123	CA PUBLIC EMPLOYEES RETIREME	PERS MP
20230124	CA PUBLIC EMPLOYEES RETIREME	PERS MC
20230125	CA PUBLIC EMPLOYEES RETIREME	PERS SC
20230126	UNITED STATES TREASURY	IRS PR Tax 01-20-2023
20230127	EMPLOYMENT DEVELOPMENT DEF	PR TAX 01-20-2023
20230128	EMPLOYMENT DEVELOPMENT DEF	PR TAX 01-20-2023 PIT
20230204	UNITED STATES TREASURY	PR Taxes PPE 01-28-2023
20230205	EMPLOYMENT DEVELOPMENT DEF	PR 01-28-2023 Batch 101.02.2023 SDI
20230206	EMPLOYMENT DEVELOPMENT DEF	PR 01-28-2023 Batch 101.02.2023 pit
20230303	UNITED STATES TREASURY	PR 03-03-2023 PR BATCH 101.03.2023
20230306	EMPOWER Retirement	PR 3/3/23 Batch 101.03.2023
20230307	CA PUBLIC EMPLOYEES RETIREME	PERS PR BATCH 101.03.2023 SP
20230308	CA PUBLIC EMPLOYEES RETIREME	PERS PR BATCH 101.03.2023 MC
20230309	CA PUBLIC EMPLOYEES RETIREME	PERS PR BATCH 101.03.2023
20230310	CA PUBLIC EMPLOYEES RETIREME	PERS PR BATCH 101.03.2023 SC
20230323	EMPLOYMENT DEVELOPMENT DEF	PR 03-17-2022 PIT

20230324
20230336

EMPLOYMENT DEVELOPMENT DEF PR 03-17-2022 SDI
CA PUBLIC EMPLOYEES RETIREME PR AP MISC PEPR

20230337	CA PUBLIC EMPLOYEES RETIREME PR AP SAFE PEPRA
20230338	CA PUBLIC EMPLOYEES RETIREME PR AP SAFE CLASSIC
20230339	CA PUBLIC EMPLOYEES RETIREME PR AP MISC CLASSIC
80220105	UNITED STATES TREASURY Payroll Batch 801.01.2023- Payroll Taxes PPE 12/31/22
80220106	EMPLOYMENT DEVELOPMENT DEF Payroll Batch # 801.01.2023- Payroll Taxed PPE 12/31/22
80220107	BLUE SHIELD Payroll Batch 801.01.2023- Jan 2023
80220108	AFLAC Payroll Batch 801 & 802.12 2022 - Dec 2022
80220119	UNITED STATES TREASURY Payroll Batch 802.01.2023- Payroll Taxed PPE 01/14/23
80220120	EMPLOYMENT DEVELOPMENT DEF Payroll Batch 802.01.2023- Payroll Taxes PPE 01/14/23
80220202	UNITED STATES TREASURY Payroll Batch #801.02.2023- Payroll Taxed PPE 01/28/23
80220203	EMPLOYMENT DEVELOPMENT DEF Payroll Batch #801.02.2023- Payroll taxed PPE 01/28/23
80220204	BLUE SHIELD Payroll Batch 801.02.2023- Feb 2023
80220216	UNITED STATES TREASURY Payroll Batch 802.02.2023- Payroll taxes PPE 02/11/23
80220217	EMPLOYMENT DEVELOPMENT DEF Payroll Batch 802.02.2023- Payroll Taxes PPE 02/11/23
80220218	AFLAC Payroll Batch 802.02.2023- Jan 2023
80220302	UNITED STATES TREASURY Payroll Batch 801.03.2023- Payroll Taxes PPE 02/25/23
80220303	EMPLOYMENT DEVELOPMENT DEF Payroll Batch 801.03.2023- Payroll Taxes PPE 02/25/23
80220304	BLUE SHIELD Payroll- March 2023
80220315	UNITED STATES TREASURY Payroll Taxes Batch 802.03.2023- Taxes PPE 03/11/23
80220316	EMPLOYMENT DEVELOPMENT DEF Payroll Taxes Batch 802.03.2023- Taxes PPE 03/11/23
80220317	AFLAC Payroll Batch 802.03.2023- Feb 2023
80220330	UNITED STATES TREASURY Payroll Batch 804.03.2023- Payroll Taxes PPE 03/25/23
80220331	EMPLOYMENT DEVELOPMENT DEF Payroll Batch 804.03.2023- Payroll Taxes PPE 03/25/23

Total for Department: 0000

Department: 4110 City Council

11611	LINDY PETERS	NEW MAYORS & COUNCIL MEMBERS ACADEMY 01/17-1/20/23
11613	MARCIA RAFANAN	NEW MAYORS & COUNCIL MEMBERS ACADEMY 1/17-1/20/23
11722	JASON GODEKE	REIMBURSE. FOR TRAVEL DURING NEW MAYORS & COUCIL MEMB.
11726	COUNTY OF MENDOCINO	COSTS INCURRED FOR 11/3/2022 ELECTION
11731	BERNIE NORVELL	SACRAMENTO CACTY
11734	LINDY PETERS	REIMBURSE. PARKING DURING LEAUGE OF CA CITIES -1/17-1/20/23
11738	MARCIA RAFANAN	CHILDCARE COST DUEING LEAGUE OF CA CITIES 1/17-1/20/23
11816	TESS ALBIN-SMITH	CITY COUNCIL & MAYOR'S ACADEMY
11842	CALIFORNIA INTERGOVERNMENTA	CITY COUNCIL
11868	JOHN BIRCHARD PHOTORAPHY	DIGITAL PHOTO OF JASON GODEKE
11938	HEATHER PAULSEN	Facilitate City Council Goal Setting Retreat- March 1, 2023
11939	MARCIA RAFANAN	SHERWOOD VALLEY TRAVEL REIMBURSMENT 02/28/2023
11973	REMIF	CITY COUNCIL - WC Q4 CONTRIBUTION FY21

Total for Department: 4110 Cit

Department: 4130 City Manager

11602	RICHARD D. JONES APLC	
11631	RICHARD D. JONES APLC	
11671	REGIONAL GOVERNMENT SERVICE	Contract Services- Comp Class Study Dec 2022
11720	PEGGY DUCEY	CITY COUNCIL ORIENTATION- LEAGUE OF CITIES
11771	CALIFORNIA NEWSPAPERS PARTNI	HR ADD
11807	Diana Sanchez	PARMA 2/7-2/10/2023
11842	CALIFORNIA INTERGOVERNMENTA	CITY MANAGER
11850	RICHARD D. JONES APLC	ATTORNEY FEES
11851	LIEBERT, CASSIDY, WHITMORE	FO278-000001
11858	REGIONAL GOVERNMENT SERVICE	Contract Services- Comp Class Study
11884	Colin McHugh	RELAIANT HIRING EXPO, SACRAMENTO
11888	ANTOINETTE MOORE	RELAIANT HIRING EXPO, SACRAMENTO
11960	GIRL SCOUTS OF NORTHERN CA	REFUND DEPOSIT & RENTAL FEE DUE TO CANCELLED EVENT
11964	KUTAK ROCK LLP	Legal Services & Support to acquire & develop Georgia Pacific Pr
11973	REMIF	ADMIN - WC Q4 CONTRIBUTION FY21
11977	MICHAEL JAMES TUFTS	APPLICANT CREDIT HISTORY AUDDO, C.
11995	STATE OF CALIFORNIA DOJ	PRE- EMPLOYMENT
12019	RICHARD D. JONES APLC	ATTORNEY FEES
12021	SARAH MILLION McCORMICK	DECADAL MNGMT REVIEW- MARINE PROTECTION ACT 3/14-3/16/23

12022	OCCU-MED, LTD.	SEDENTARY (DRIVING) ARELLANO, H. 2/6/23
12027	REGIONAL GOVERNMENT SERVICE	Contract Services- Comp Class Study Feb 2023
12048	CALIFORNIA NEWSPAPERS PARTN	EMPLOYMENT ADD GOV ACCT I/II & CDD DIRECTOR
12055	LIEBERT, CASSIDY, WHITMORE	CITY ATTORNEY FEES FEB 2023
12056	Matrix Consulting Group Ltd	Professional Services to conduct a General Plan Maintenance Fee

Total for Department: 4130 Cit

Department: 4150 Finance

11600	GARDA CL WEST, INC	JAN 2022 PICK UPS
11629	GARDA CL WEST, INC	EXCESS TIME- 12/07/22 & 12/28/22
11730	MUNISERVICES, LLC	CLEARVIEW SRV 2ND QTR 2022
11748	ISAAC WHIPPY	CSMFO CONFERENCE
11782	GARDA CL WEST, INC	EXCESS TIME 1/4/23, 1/11/23 X2, 1/18/23, 1/25/23
11842	CALIFORNIA INTERGOVERNMENT	FINANCE
11854	ANABEL ORTEGA	REFUND HALF OF BL FEE
11931	GARDA CL WEST, INC	CITY HALL SMART SAFE
11973	REMIF	FIN - WC Q4 CONTRIBUTION FY21
12015	GARDA CL WEST, INC	ACCT# 683973 EXCESS TIME FEB 2023
12045	LAURA BIANCHI LIMBIRD	REIMBURSE FOR 2 LAZY BOY DESK CHAIRS PURCHASED AT RE-FIN

Total for Department: 4150 Fir

Department: 4190 Non-departmental

11576	SUBURBAN PROPANE L.P.	TOWN HALL 12/20/2022
11595	BETHANY BREWER	CH WORKPLACE WELLNESS DEC 2022
11610	PACIFIC GAS & ELECTRIC CO.	GUEST HOUSE 11/29/22-12/27/2022
11612	QUADIENT LEASING USA, INC	FEB 1 2023- APR 30 2023
11617	TOSHIBA AMERICA BUSINESS SOLU	PD LEASE FEE
11640	AMWINS GROUP BENEFITS INC	Retiree Medical - Feb 2023
11644	ISOLVED BENEFIT SOLUTIONS	Isolved - FSA plan Underpayment from 11/9/23 invoice
11648	AT&T CALNET	Guest House Services 12/13/22-01/12/23
11674	SUBURBAN PROPANE L.P.	Propane- City Hall 01/06/23
11708	ARAMARK UNIFORM SERVICES, INC	CITY HALL MATS
11710	AT&T CALNET	PHONE LINES CH SRVC 12/13/22-1/12/23
11712	BETHANY BREWER	CH WORKPLACE WELLNESS #10
11714	CALIFORNIA INTERGOVERNMENT	CYBER PREMIUM FY22-23
11718	DEEP VALLEY SECURITY	MONITORING FEE DEC 2022
11725	LEAGUE OF CA CITIES	MEMBERSHIP DUES FOR CALENDAR YEAR 2023
11728	MIDAMERICA ADMIN & RETIREMEI	DAF1675971572913 Roberts Rx Feb 2023
11737	RACINE'S OF FORT BRAGG	NAMEPLATE: DUCEY & WHIPPY
11741	SUBURBAN PROPANE L.P.	TOWN HALL 01/16/2023
11743	TOSHIBA AMERICA BUSINESS SOLU	PD LEASE
11746	VERIZON BUSINESS	PUB WORKS CELL PHONES DEC 19 2022 -JAN 18 2023
11765	AT&T CALNET	VIDEO CONFRENCING 1/11/23-2/10/23
11768	BROKEN LEG SPORTS	ERC - CHRIS BRIANS YOS GIFT
11770	CALIFORNIA INTERGOVERNMENT	LIABILITY PREM FY 22/23
11781	ALEXIA FRAZER	Reimburse for Stamp purchase for City
11786	IMAGE SALES, INC.	GENERAL SUPPLIES
11814	SUBURBAN PROPANE L.P.	CITY HALL PROPANE 02/03/23
11825	WHISPERING PINES WATER	CH WATER BOTTLES x8 & WATER EQUIP RENTAL
11828	AMWINS GROUP BENEFITS INC	Retiree Medical
11829	CALIFORNIA INTERGOVERNMENT	March 2023 - Retiree VIsion
11833	ISOLVED BENEFIT SOLUTIONS	FSA plan Jan 2023
11834	MIDAMERICA ADMIN & RETIREMEI	Roberts March 2023
11840	AT&T CALNET	AS400 MODEM SRVC 01/15/23-02/24/23
11860	SUBURBAN PROPANE L.P.	CITY HALL 02/10/23
11866	AT&T CALNET	CITY HALL PHONE LINES SRCV 1/13-2/12/23
11870	BETHANY BREWER	CITY HALL WORKPLACE WELLNESS FEB 2023
11885	MENDO LITHO	#10 W/O INDICIA
11898	SUBURBAN PROPANE L.P.	CITY HALL 02/17/2023
11901	TOSHIBA AMERICA BUSINESS SOLU	FINANCE & ADMIN COPIERS LEASES
11903	VERIZON BUSINESS	PUBLIC WORKS CELL PHONES FEB 2023

11916	ROSSI'S BLDG MATERIALS	North Trail- Goof Spray, Sprypaint
11922	ARAMARK UNIFORM SERVICES, INC	CITY HALL MATS/ TOWELS
11936	ODP BUSINESS SOLUTIONS LLC	PAPER
11943	TOSHIBA AMERICA BUSINESS SOLUTIONS	PD COPIER
11945	WHISPERING PINES WATER	CITY HALL 5GAL WATER BOTTELS x12 & EQUIPMENT RENTAL
11963	INTEGRITY SHRED	CITY HALL SHRED 3/9/23
11966	MIDAMERICA ADMIN & RETIREMENT	RETIREE HRA VENDOR
11973	REMIF	NON DEPARTMENTAL - PROPERTY PREMIUM Q4 CONTRIBUTION FY
11985	AMWINS GROUP BENEFITS INC	Retiree Medical April 2023
11989	ISOLVED BENEFIT SOLUTIONS	FSA fees Feb 2023
12003	PACIFIC GAS & ELECTRIC CO.	GUEST HOUSE
12005	SUBURBAN PROPANE L.P.	CITY HALL PROPANE 2/24/23
12009	AT&T CALNET	CITY HALL PHONE LINES
12023	PACIFIC GAS & ELECTRIC CO.	CITY FACILITIES 01/20/23-02/20/2023
12030	SUBURBAN PROPANE L.P.	GUEST HOUSE 3/9/2023
12042	AT&T CALNET	GUEST HOUSE 2/13/23-3/12/23
12047	CALIFORNIA INTERGOVERNMENTAL	LIAB DEDUCT.
12053	IMAGE SALES, INC.	ID CARD CITY HALL: ARELLANO, H & AUDDO, C.

Total for Department: 4190 No

Department: 4200 Police - Operations

11597	NEIL CERVENKA	COMMAN COLLEGE, DEL MAR 2/7-2/10/2023
11612	QUADIANT LEASING USA, INC	FEB 1 2023-APR 30 2023
11618	CITY OF UKIAH	DISPATCH SERVICES
11625	STATE OF CALIFORNIA DOJ	Fingerprint APPS/FBI, Child Abuse Index, Record Review
11638	SUBURBAN PROPANE L.P.	Propane- Acct #1426-185589
11639	WHISPERING PINES WATER	Water Delivery Dec 2022
11648	AT&T CALNET	Video Confrencing Srvc 12/11/22-01/10/23
11658	IDVILLE	PD- Nameplate
11659	INTEGRITY SHRED	PD- Shred
11663	MENDOCINO COAST HUMANE SOCIETY	Animal Services Contract for Dec 2022
11664	MIKE'S CLASSIC CAR WASH	PD- Car Wash Nov and Dec 2022
11666	HANNAH NANEZ	Travel Advance- BHJIS Learning Collavorative, San Jose
11667	ORCA TOWING	Tow 12/31/22 FG2201450
11668	JANETTE ORNELAS	Travel Advance- BHJIS learning Collaborative, San Jose
11678	WEST PUBLISHING CORPORATION	PD- Online/Software Subscription Charges
11710	AT&T CALNET	PHONE LINES PD SRVC 12/13/22-1/12/23
11713	LESLEY BRYANT	EXCECUTIVE ASSISTANCT - FOLSOM
11723	DUSTIN ANDREW GOLYER	LOST, STOLEN, OR DAMAGED PERSONAL PROPERTY
11729	ANTOINETTE MOORE	TRAVEL TO LAKEPORT FOR SEX OFFENDER TRACKING/ REGISTRAT
11746	VERIZON BUSINESS	PD CELL PHONES DEC 19 2022 -JAN 18 2023
11747	ANTHONY WELTER	SUPERVISORY COURSE MILPITAS 3/19/23-3/25/23
11763	AMAZON CAPITAL SERVICES	CRU LAPTOPS
11765	AT&T CALNET	VIDEO CONFRENCING 1/11/23-2/10/23
11769	STATE OF CALIFORNIA DOJ	BLOOD ALCOHOL ANALYSIS
11777	CRITICAL REACH INC	2023 APBnet ANNUAL SUPPORT FEE
11778	DASH MEDICAL GLOVES INC.	EXAM GLOVES
11779	DATA TICKET, INC.	DEC 2022 CITATION PROCESSING
11787	INTEGRITY SHRED	2x 64 GAL SHRED DOC
11793	MENDO MILL & LUMBER CO	PICTURE HANGING EQUIP
11800	PLAYHOUSE CREATIVE INC	#10 RET ADDRESS ENVELOPES & #10 WINDOW ENVELOPES
11801	QUADIANT LEASING USA, INC	PD MAIL SCALE
11802	QUILL CORPORATION	PD SUPPLIES
11804	REDWOOD COAST FUELS	CRU FUEL
11805	REDWOOD TOXICOLOGY LABORATORY	TESTING FOR AMPHETAMINES & URINE PANEL
11812	STERICYCLE	STERILIZING CHARGE
11814	SUBURBAN PROPANE L.P.	PD PROPANE 01/27/23
11815	SYMBOL ARTS LLC	FT BRAGG PD BADGE x2, BADGE TIN, BADGE CASE
11818	CITY OF UKIAH	INCIDENT COMMAND SYSTEM TRAINING FOR CHIEF
11824	WEST PUBLISHING CORPORATION	ONLINE/ SOFTWARE SUB CHRG
11825	WHISPERING PINES WATER	PD WATER BOTTLES x8 & WATER EQUIP RENTAL
11840	AT&T CALNET	PD INTERNET SRVC 01/11/23-02/10/23

11841	LESLEY BRYANT	SUPPLIES FOR PD
11842	CALIFORNIA INTERGOVERNMENTAL	POLICE- OPERATIONS
11846	DATA TICKET, INC.	CITATION PROCESSING JAN 2023
11849	HARD DRIVE GRAPHICS	EMBROIDERED SHOLDER PATCHES
11855	QUILL CORPORATION	AAG STND DESKPAD
11856	REDWOOD COAST FUELS	CRU FUEL
11866	AT&T CALNET	POLICE PHONE LINES SRCV 1/13-2/12/23
11877	FASTRAK VIOLATION PROCESSING	RICHMOND BRIDGE TOLL CRU CAR LICENSE PLATE: CA 1636241
11886	MENDOCINO COAST HUMANE SOCI	ANIMAL SERVICES CONTRACT FOR JAN 2023
11899	SYMBOL ARTS LLC	FORT BRAGG POLICE BADGE x2
11903	VERIZON BUSINESS	PD CELL PHONES FEB 2023
11909	RHOADS AUTO PARTS INC	Exhaust fan
11916	ROSSI'S BLDG MATERIALS	PD- bungee cord, ican 4w nitelight 4pk
11926	COPWARE, INC	CA PEACE OFFICERS LEGAL SOURCEBOOK MAY 2023-APRIL 2024
11948	Carson Word	REFUND FOR RANGE TRAINING EQUIPMENT PURCHASED
11950	RORY BEAK	REFUND FOR CPOA TRAINING PURCHASED WITH PERSONAL CREDI
11954	BUSINESS RADIO LICENSING	FCC LICENSE APPLICATION REVIEW
11955	STATE OF CALIFORNIA DOJ	FEB 23 LIVE SCAN
11956	CALIFORNIA INTERGOVERNMENTAL	DEDUCTIBLE
11971	QUILL CORPORATION	PD SUPPLIES
11972	REDWOOD COAST FUELS	CRU FUEL
11973	REMIF	PD - WC Q4 CONTRIBUTION FY21
11976	SYMBOL ARTS LLC	FORT BRAGG POLICE DEPARTMENT BAGDGE & TIN
11981	WHISPERING PINES WATER	5 GAL x7 & EQUIP RENTAL
12001	INTEGRITY SHRED	PD SHRED 3/9/23
12009	AT&T CALNET	POLICE PHONE LINES
12035	MENDO MILL & LUMBER CO	PD- Scrubr Pad SOS 10Ct
12042	AT&T CALNET	VIDEO CONFERENCING 2/11/23-3/10/23
12043	BADGE AND WALLET	8 BADGES
12044	BALD HILL TOWER CO, LLC	Q2 PAYMENT
12046	STATE OF CALIFORNIA DOJ	BLOOD ALCOHOL ANALYSIS FEB 2023
12049	NEIL CERVENKA	ICS 300 & 400- UKIAH 4/24-4/28/2023
12057	MENDO MILL & LUMBER CO	PD SUPPLIES
12060	THOMAS O'NEAL	ICS 300 & 400 - UKIAH 4/24-4/28/2023
12061	QUILL CORPORATION	PD SUPPLIES
12063	REDWOOD TOXICOLOGY LABORAT	TOXICOLOGY SERVICES
12064	SUBURBAN PROPANE L.P.	PD PROPANE 2/26/23
12065	SYMBOL ARTS LLC	CODE ENFORCEMENT

Total for Department: 4200 Pol

Department: 4220 Fire - District/city

11929	FORT BRAGG FIRE PROTECTION	Q4 FY 22/23
12069	WEST PUBLISHING CORPORATION	ONLINE SOFTWARE SUB CHARGES

Total for Department: 4220 Fir

Department: 4320 Community Development

11604	MARIE JONES CONSULTING	Independent Contractor to Provide Land use Expertise & Services
11727	METROPOLITAN PLANNING GROUP	CCO #1- Additional Review Required
11771	CALIFORNIA NEWSPAPERS PARTN	CDD ADD
11790	MARIE JONES CONSULTING	Independent Contractor to Provide Land use Expertise & Services
11842	CALIFORNIA INTERGOVERNMENTAL	COMMUNITY DEV
11887	METROPOLITAN PLANNING GROUP	As needed environmental consultation input on CEQA determination
11965	MARIE JONES CONSULTING	Independent Contractor to Provide Land use Expertise & Services
12004	REMIF	CDD - WC Q4 CONTRIBUTION FY21
12040	AMAZON CAPITAL SERVICES	JOURNAL NOTEBOOK WITH PEN HOLDER

Total for Department: 4320 Co

Department: 4321

11594	KATHERINE BABCOCK	REIMBURSEMENT FOR WINTER WONDERLAND SUPPLIES
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11599	CREATIVE THINKING	Creative Marketing Agency Services for 12 months (Contract Exp.
11607	MENDOCINO COAST CHILDRENS F	VFB WINTER WONDERLAND SPONSORED BY MENDO COAST CAROI
11776	CREATIVE THINKING	Creative Marketing Agency Services for 12 months (Contract Exp.
11876	EPPERSON MUSIC	VFB SPONSORED CAFE MUSICIAN FOR 1ST FRIDAY 2/3/23
11882	JASON GREENBERG	VFB CAFE MUSICIAN FOR 1ST FRIDAY 2/3/23
11896	ABIGAIL ROSE SANER	VFB CAFE MUSICIAN FOR 1ST FRIDAY 2/3/23
11927	CREATIVE THINKING	Creative Marketing Agency Services for 12 months (Contract Exp.
12028	THE RENTAL PLACE	canopy 10x10 EZ-UP

Total for Department: 4321

Department: 4330 Engineering

11577	BRANDON WILBER	BOOT ALLOWANCE (ANNUAL)
11842	CALIFORNIA INTERGOVERNMENT	ENGINEERING
11852	CHANTELL O'NEAL	
11973	REMIF	ENGINEERING - WC Q4 CONTRIBUTION FY21

Total for Department: 4330 En,

Department: 4392 Parks & Facilities

11799	PHOENIX FIRE DEFENCE	EXTINGUISHERS
11823	WAXIE SANITARY SUPPLY	SPITFIRE POWER CLEANER
11915	GRAINGER INC.	I.Sanderson- Batteries
11916	ROSSI'S BLDG MATERIALS	Waste Water- Pinesol, Bait liquid, bags
11996	COAST HARDWARE & RADIO SHAC	TOWN HALL
12011	BMC PROTECT	GLOVES: PW
12034	GRAINGER INC.	H.Daniels- Couupling Steel
12035	MENDO MILL & LUMBER CO	Noyo Beach- Supplies
12038	ROSSI'S BLDG MATERIALS	City Hall- Master Key, Interlocking Spring Snap, glue
12068	WAXIE SANITARY SUPPLY	MAINT TOOLS

Total for Department: 4392 Pai

Department: 4520 Street Maintenance

11575	PACIFIC GAS & ELECTRIC CO STRE	STREET LIGHTS 11/16/22-12/16/22
11733	PACIFIC GAS & ELECTRIC CO STRE	ACCT 7607664068-9 SRVC 12/15/22-01/13/23
11873	CALMAT CO	LATE FEE
11890	PACIFIC GAS & ELECTRIC CO STRE	STREET LIGHTS
11916	ROSSI'S BLDG MATERIALS	CorpYard- Tarp

Total for Department: 4520 Str

Department: 4522 Streets-Storm Drains

11916	ROSSI'S BLDG MATERIALS	StormWater- Rake FBBls Hndl Steel Tine
12033	USA BLUE BOOK	FLAG CARRIER/ PROBE

Total for Department: 4522 Str

Department: 4570 Corporation Yard

11624	Justin Archimede	Boot Cost Reimbursement
11656	HAYWIRE, INC	PW- Jacket
11708	ARAMARK UNIFORM SERVICES, IN	PUBLIC WORKS MATS/ TOWELS
11732	DARRELL ORSI	BOOT COST REIMBURSEMENT ORSI, D.
11842	CALIFORNIA INTERGOVERNMENT	ENGINEERING
11865	ASBURY ENVIRONMENTAL SERVIC	USED OIL/ MIXED OILS & OIL SERVICE
11916	ROSSI'S BLDG MATERIALS	PW- Memo Book, Gloves
11922	ARAMARK UNIFORM SERVICES, IN	PUBLIC WORKS UNIFORMS
11973	REMIF	CORP - WC Q4 CONTRIBUTION FY21
12010	JASON BALASSI	BOOT COST REIMURSEMENT REQUEST 2023
12018	HAYWIRE, INC	SCRAP LEATHER, LARBOR, CONSTRUCTION SIGN REPAIR

Total for Department: 4570 Co

Department: 4840 Traffic Safety

11610	PACIFIC GAS & ELECTRIC CO.	SINGALS 11/19/22-12/19/2022
11628	FORT BRAGG ELECTRIC INC	Project: Speed Radar Signs Replacement Project Removal & Replace
11679	ZUMAR INDUSTRIES INC	PW- Job #251939 - signs
11826	ZUMAR INDUSTRIES INC	SIDEWALK PARKING PAINTING
11933	LEAGUE OF CA CITIES	2023 LOCAL STREET AND ROADS NEEDS ASSESSMENT
11949	ZUMAR INDUSTRIES INC	2-1/2" I.D. x12' ROUND POST 12GA
11968	PACIFIC GAS & ELECTRIC CO.	SIGNAL MAIN @ LAUREL
12023	PACIFIC GAS & ELECTRIC CO.	SIGNAL 01/20/23-02/20/2023
12028	THE RENTAL PLACE	BOOMLIFT 34' TOWABLE
12029	SOLID WASTES OF WILLITS INC	REFUSE PER CAN/ BAG x5, METALS PER CU. YD x1
12038	ROSSI'S BLDG MATERIALS	Traffic Safety- Bulls Eye Level, Glue/Weld cold

Total for Department: 4840 Tre

Department: 4916

11619	US BANK	ADMIN FEES (JOIN POWERS FIN AUTH 12/01/22-11/30/2023
11979	US BANK TRUST N.A.	DEBT SERVICE PYMT- JOINT FIN AUTH 2021 LEASE - INTEREST

Total for Department: 4916

Total for Fund:110 General Fu

Fund: 117 Housing Trust Fund

Department: 0000

11897

SHN CONSULTING ENGINEERS

PREAPPROVED AUD ENGINEERING SITE CONSULT & PLANSET- 2111

Total for Department: 0000

Total for Fund:117 Housing Tr

Fund: 119 Development Projects Fund

Department: 0000

617	MARIE JONES CONSULTING	DDA-00093 CALTRANS SR1
618	METROPOLITAN PLANNING GROUP	DDA-00102 PROFESSIONAL SERVICES THROUGH 11/30/2022
619	DENOVO PLANNING GROUP	Grocery Outlet Environmental Impact Report.
620	MARIE JONES CONSULTING	DDA GROCERY OUTLET
621	ADVENTIST HEALTH MENDOCINO	DDA REFUND AHMC DDA 110
622	BRANDY MOULTON	DDA 103 REFUND FOR SUNSHINE HOLISTIC
623	MARIE JONES CONSULTING	CALTRANS SR 1
624	RICHARD D. JONES APLC	GROCERY OUTLET

Total for Department: 0000

Total for Fund: 119 Developme

Fund: 125 St Mandated Disab Access Fee

Department: 0000

11719

DIVISION OF THE STATE ARCHITEC 10% OF DSA FEES COLL. CA 22 JAN -DEC 22 PER CHPT 383/12 (SB1186

11854

ANABEL ORTEGA

REFUND HALF OF BL FEE

Total for Department: 0000

Total for Fund:125 St Mandate

Fund: 167 Police Asset Seizure Revenue

Department: 4215 State Asset Forfeiture

11595	BETHANY BREWER	PD WORKPLACE WELLNESS DEC 2022
11712	BETHANY BREWER	PD WORKPLACE WELLNESS #18
11924	BETHANY BREWER	PD WORKPLACE WELLNESS FEB 2023
11959	FLOCK SAFETY	Falcon, Professional Services- Standard Implementation Fee, Adva

Total for Department: 4215 Sta

Department: 4216 St.asset Forfeiture-educatn

11616	THREE RIVERS CHARTER SCHOOL	FUND THE MOCK TRIAL TEAM COMP
11844	CDW GOVERNMENT, INC	Panasonic Toughbook, Recyclingn Fee
11857	REDWOOD COMMUNITY SERVICES	DONATION FUND FOR FITNESS AND KARATE CLASSES FOR 14 YOU

Total for Department: 4216 St.:

Total for Fund:167 Police Asse

Fund: 329 Other State Grants

Department: 4873

11953 BURLINGTON ASSOCIATES IN COM Requesting remaining balance from PO #12650-closed by mistake an
11994 BURLINGTON ASSOCIATES IN COM Requesting remaining balance from PO #12650-closed by mistake an

Total for Department: 4873

Department: 5077

11790 MARIE JONES CONSULTING Independent Contractor to Provide Land use Expertise & Services
11965 MARIE JONES CONSULTING LAND TRUST

Total for Department: 5077

Total for Fund:329 Other State

Fund: 333 CDBG 2017

Department: 0000

11591 ADAMS COMMERCIAL GENERAL C(General Contractor for Construction for PFI RCFE at 350 Cypress
11623 ADAMS COMMERCIAL GENERAL C(General Contractor for Construction for PFI RCFE at 350 Cypress
11707 ADAMS COMMERCIAL GENERAL C(PFI RCFE 350 CYPRESS

Total for Department: 0000

Department: 4869

11592 AMAZON CAPITAL SERVICES CDBG RECORDS REORG

Total for Department: 4869

Department: 5041

11591 ADAMS COMMERCIAL GENERAL C(General Contractor for Construction for PFI RCFE at 350 Cypress
11623 ADAMS COMMERCIAL GENERAL C(General Contractor for Construction for PFI RCFE at 350 Cypress
11672 SHN CONSULTING ENGINEERS PFI SUPPORT
11707 ADAMS COMMERCIAL GENERAL C(General Contractor for Construction for PFI RCFE at 350 Cypress

Total for Department: 5041

Total for Fund:333 CDBG 2017

Fund: 334 CDBG 2020

Department: 5062

11596	CALIFORNIA ASSOCIATION OF COE TRAINING MODULE 1 FOR NEW CODE ENFORCMENT OFFICER
11603	GEORGE LEINEN CODE ENFORCEMENT MODULE -UKIAH 2/6-2/10/2023
11802	QUILL CORPORATION CODE ENFORCEMENT SUPPLIES
11904	WEX BANK CODE ENFORCEMENT VEHICLE FUEL FEB 2023
11935	MENDO MILL & LUMBER CO CODE ENFORCEMENT SUPPLIES
12054	GEORGE LEINEN CODE ENFORCEMENT - MODULE 2, UKIAH 4/17-4/21/2023

Total for Department: 5062

Total for Fund:334 CDBG 2020

Fund: 335 CDBG- COVID Grants

Department: 5065

11578	AMERIGAS
11579	FT BRAGG WATER WORKS
11580	KEMGAS
11581	PACIFIC GAS & ELECTRIC CO.
11586	FERRELLGAS
11587	FT BRAGG WATER WORKS
11588	KEMGAS
11589	PACIFIC GAS & ELECTRIC CO.
11590	REDWOOD WASTE SOLUTIONS
11620	FT BRAGG WATER WORKS
11621	PACIFIC GAS & ELECTRIC CO.
11622	THOMPSON GAS
11680	FT BRAGG WATER WORKS
11681	PACIFIC GAS & ELECTRIC CO.
11682	THOMPSON GAS
11749	AMERIGAS
11750	FT BRAGG WATER WORKS
11751	KEMGAS
11752	PACIFIC GAS & ELECTRIC CO.
11753	REDWOOD COAST FUELS
11754	REDWOOD WASTE SOLUTIONS
11756	FT BRAGG WATER WORKS
11757	KEMGAS
11758	PACIFIC GAS & ELECTRIC CO.
11759	REDWOOD WASTE SOLUTIONS
11760	THOMPSON GAS
11838	FT BRAGG WATER WORKS
11839	PACIFIC GAS & ELECTRIC CO.
11862	FT BRAGG WATER WORKS
11863	PACIFIC GAS & ELECTRIC CO.
11917	AMERIGAS
11918	FT BRAGG WATER WORKS
11919	PACIFIC GAS & ELECTRIC CO.
11920	THOMPSON GAS
11983	FT BRAGG WATER WORKS
11984	SUBURBAN PROPANE L.P.
12007	FT BRAGG WATER WORKS
12008	PACIFIC GAS & ELECTRIC CO.
12070	PACIFIC GAS & ELECTRIC CO.

Total for Department: 5065

Department: 5066

11669	PARKER, LUCAS AND ASSOCIATES BALP/ME/BALP-CV Service Dec 2022
11798	PARKER, LUCAS AND ASSOCIATES CDBG - Services B/Assistance Loan Program-June 2026
11969	PARKER, LUCAS AND ASSOCIATES CDBG - Services B/Assistance Loan Program-June 2026

Total for Department: 5066

Total for Fund:335 CDBG- CC

Fund: 421 2022 Street Rehab

Department: 0000

11879 FORT BRAGG ELECTRIC INC Project: Bollard & Street Light Proj PWP-00127- Contractor to pr

Total for Department: 0000

Department: 4870

11879 FORT BRAGG ELECTRIC INC Project: Bollard & Street Light Proj PWP-00127- Contractor to pr

11892 R.E.Y ENGINEERS INC Change Order #1-Additional Services Cha

12026 R.E.Y ENGINEERS INC Change Order #1-Additional Services Cha

Total for Department: 4870

Total for Fund:421 2022 Street

Fund: 424 Main Street Fire Station Rehab

Department: 6126

11848

GUTIERREZ & ASSOCIATES ARCHIT Fire Station Rehabilitation Planning- Not to Exceed \$199,000- Pr

Total for Department: 6126

Total for Fund:424 Main Street

Fund: 520 Facilities Maint & Repair

Department: 4393 Maint & Repair

11670	RANTALA HEATING & SHEET METASERVICE CALL- PD
11889	NORTH COAST PLUMBING HEATING WORK ON GLASS BEACH BATHROOMS
11915	GRAINGER INC. I.Sanderson- Tape
11916	ROSSI'S BLDG MATERIALS Coast Trl Bthrom Mtn- Supplies
12034	GRAINGER INC. I.Sanderson- All Weather Pen, Ballpoint pens
12038	ROSSI'S BLDG MATERIALS Town Hall- Fillr PC woody
12062	RANTALA HEATING & SHEET METASERVICE CALL

Total for Department: 4393 Ma

Total for Fund:520 Facilities M

Fund: 521 Technology Maint & Repair
 Department: 4394 Maint & Replacement

11598	COMCAST	TOWN HALL
11609	MATEO ORTIZ	TUITION & BOOKS FOR CONTINUING EDUCATION
11626	COMCAST	Acct #8155300560230468- Srvc 01/06/23-02/0523
11627	DELL	Inspiron Desktop 3910 Intel- Cust #530029704914
11633	NOR-CAL TELECOM	Telephone Repair Services- service call 01/02/23
11649	CDW GOVERNMENT, INC	Domain upgrade and GPO Remediation
11715	COMCAST	SRCV 01/17/23-02/16/23
11763	AMAZON CAPITAL SERVICES	MONITOR 30'
11772	CDW GOVERNMENT, INC	SERVER PLACEMENT
11775	COMCAST	CITY HALL INTERNET 2/3/23-3/2/23
11808	SHI INTERNATIONAL CORP.	ADOBE PDF READER
11813	STORMWIND LLC	STORM WIND DISTANCE LEARNING
11842	CALIFORNIA INTERGOVERNMENTAL	MAINT & REPLACEMENT
11844	CDW GOVERNMENT, INC	EXCHANGE EMAIL 9/14/22-9/23/22 & 9/24/22-10/23/22
11845	COMCAST	CITY HALL SRVC 02/6/23-3/5/23
11874	COMCAST	COMCAST VPN CITY HALL TO PD
11941	SHI INTERNATIONAL CORP.	ADOBE ENTERPRISE AGREEMENT
11942	TEAMVIEWER GERMANY GmbH	SUBSCRIPTION FOR REMOTE ACCESS
11958	COMCAST	PEG & CITY HALL INTERNET
11997	COMCAST	TOWN HALL WIRELESS 0112468
12004	REMIF	IT & ADMIN - WC Q4 CONTRIBUTION FY21
12013	DOWNHOME SOLUTIONS	OLM CLOUD SUBSCRIPTION CLOUD ANALYTICS MODULE
12059	NOR-CAL TELECOM	RESET VM PASSWORDS AT EXT 111 & 114 CITY HALL
12066	TELCION COMMUNICATIONS	CONSULTING ON AD SERVERS' GROUP POLICY ISSUES

Total for Department: 4394 Ma

Total for Fund:521 Technology

11630	HANSEL FORD	Parts
11634	NORTH COAST TIRE INC.	TPMS INSTALL/TPMS RLEARN
11635	O'REILLY AUTOMOTIVE	Cust #1084776
11637	THE RENTAL PLACE	Propane
11650	COAST HARDWARE & RADIO SHAC	PW71- Supplies
11652	FORT BRAGG DIESEL	Diesel
11655	HANSEL FORD	PW- Parts
11739	REDWOOD COAST FUELS	PW FUEL PICKUP 1/1-1/13/2023
11785	HANSEL FORD	MOTOR & RESISTOR
11789	LEHR AUTO ELECTRIC & EMERGEN	MAGNETIC MIC KIT
11794	MIKE'S CLASSIC CAR WASH	FORD ESCAPE
11795	OCEAN VIEW RV	HERCULES 10 PLY RADICA & TIRE TAX
11796	O'REILLY AUTOMOTIVE	CABIN FILTER
11804	REDWOOD COAST FUELS	LOW RED DYED DIESEL
11806	THE RENTAL PLACE	PROPANE
11809	SOUTHERN TIRE MART, LLC	TIRES
11819	UNITED ROTARY BRUSH CORP	STEEL BLUE SNAPON
11842	CALIFORNIA INTERGOVERNMENTA	FLEET SRVS
11853	O'REILLY AUTOMOTIVE	PW SUPPLIES
11856	REDWOOD COAST FUELS	PD FUEL
11859	SOUTHERN TIRE MART, LLC	20 TIRES
11880	FORT BRAGG TRANSMISSION	PAN GASKET (METAL W/ RUBBER SEAL)
11883	HANSEL FORD	PRETENSION
11891	PULSE CUSTOM AUDIO AND AUTO	WINDSHIELD REPAIR
11894	REDWOOD COAST FUELS	PW FUEL JAN 2023
11895	THE RENTAL PLACE	PROPANE x9.6
11900	TERRY EQUIPMENT INC	RUBBER FLAP LEAF GATE & END, DIRT DEFECTOR
11904	WEX BANK	PD VEHICLE FUEL FEB 2023
11905	WOODY'S WELD-ALL	BLAST AND PRIME WATER TANK TRAILER
11906	HARE CREEK NURSERY & POWER E	Rider- WWT Mower
11909	RHOADS AUTO PARTS INC	PW SHOP- Sockets
11915	GRAINGER INC.	I.Sanderson- Water Hose
11916	ROSSI'S BLDG MATERIALS	PW6- Supplies
11930	FUTURE CHEVROLET OF SACRAME	2022 Chevrolet 5500 with a Schelzi Dump Bed (\$91,717), DMV & Tra
11937	O'REILLY AUTOMOTIVE	CAR WASH, TIRE WET, NTRL SHNE WP, VENT CLIP
11940	REDWOOD COAST FUELS	PW FUEL
11944	USA BLUE BOOK	VAC TRAILER HOSE REPLACEMENT
11946	WILLITS POWER EQ - FT BRAGG	6PK 1GAL MIX HIGH PERFORMANCE, 1 GAL HIGH PERFORMANCE
11972	REDWOOD COAST FUELS	PD FUEL
11973	REMIF	FLEET - WC Q4 CONTRIBUTION FY21
12012	CORNING FORD	2023 Ford F150 Super Crew Hybrid plus Tire Fee (\$65,371.75), Tax
12014	FORT BRAGG DIESEL	PIP ELBOW
12017	HANSEL FORD	WITCH ASY REFER TO CREDIT SLIP 38649
12025	PRECISION WIRELESS SERVICE	Goods & Services Purchased: Build Kit for Police Vehicles. Price
12028	THE RENTAL PLACE	OVERPAYMENT ON 494622 3/7/2023
12034	GRAINGER INC.	I.Sanderson- Drwinsrt gray, tote tray
12037	RHOADS AUTO PARTS INC	PD500- Lamp, Oil Filter
12038	ROSSI'S BLDG MATERIALS	PW6- Spraypaint
12039	ACCU-TECH AUTO BODY	WORK FOR 2018 CHRY PACIFICA HYBRID
12051	HANSEL FORD	COVER

Total for Department: 4550 Fle

Total for Fund:522 Fleet Servic

Fund: 610 Water Works O & M

Department: 0000

11690	MARY CHARLEBOIS	Refund Check 006373-001, 488 1/2 S HAROLD ST
11691	DARIUS KIDD	Refund Check 016483-000, 531 ALDER ST
11692	MARISSA LIVINGSTON	Refund Check 014973-000, 450 1/2 N McPherson St
11693	LADONNA LONG	Refund Check 017713-000, 159 HOCKER LANE
11694	GUADALUPE ARENAS	Refund Check 016582-000, 990 CHESTNUT ST APT D
11695	TABETHA CONNELL	Refund Check 017905-000, 328 1/2 N MCPHERSON ST
11696	CHARITY DREW	Refund Check 017911-000, 527 N MCPHERSON STREET
11697	DAVID DRIVER	Refund Check 017695-000, 300 N HARBOR DR
11698	BERNILLO'S PIZZERIA	Refund Check 005561-000, 220 REDWOOD AVE
11699	KIMBERLY BUFORD	Refund Check 018214-000, 220 DENNISON LANE A
11700	LORI CHAMBERS	Refund Check 005315-001, 315 1/2 CHESTNUT STREET
11701	HONEYDA CORTES-PACHECO	Refund Check 017780-000, 420 ALDER STREET
11702	TYLER GUSTAFSON	Refund Check 017607-000, 531 CYPRESS ST APT I
11703	ANNA LEVY	Refund Check 014528-001, 120 S FRANKLIN ST
11704	LEOPOLDO MAGANA	Refund Check 013084-000, 129 N MCPHERSON ST
11705	SOFIA MARTINEZ	Refund Check 012779-001, 630 ESPEY WAY APT B
11706	THOMAS SANDERS	Refund Check 017445-000, 144 1/2 N CORRY ST
11773	TIMOTHY CHACON	Refund Check 017627-000, 547 ALDER STREET

Total for Department: 0000

Department: 4610 Water Administration

11612	QUADIENT LEASING USA, INC	FEB 1 2023- APR 30 2023
11614	SPRINGBROOK FINANCE HOLDING	IVR TRANSACTION FEE/ PAY PAD TRANSACTION DEC 2022
11648	AT&T CALNET	Scada Line Services 12/20/22-01/19/23
11689	UNITED STATES POSTAL SERVICE	DEPOSIT TO USPS PERMIT #15 BULK MAIL ACCT # 2975096
11710	AT&T CALNET	PHONE LINES WTR ADM SRVC 12/13/22-1/12/23
11714	CALIFORNIA INTERGOVERNMENTA	WATER FY22-23
11764	AT&T	WATER ALARM 2/1-2/28/23
11802	QUILL CORPORATION	CITY SUPPLIES
11810	SPRINGBROOK FINANCE HOLDING	ONLINE PAYMENT PROCESSING/ SUB FEB 2023
11820	UNITED STATES POSTAL SERVICE	DEPOSIT TO ACCT# 2975096 BULK MAIL PERMIT #15 UB STATMENTS
11842	CALIFORNIA INTERGOVERNMENTA	WATER ADMIN
11866	AT&T CALNET	SCADA LINE
11885	MENDO LITHO	#10 W/ INDICIA
11974	SPRINGBROOK FINANCE HOLDING	CIVIC PAY
11993	AT&T	WATER ALARM
12004	REMIF	WATER - WC Q4 CONTRIBUTION FY21
12009	AT&T CALNET	WTR ADM PHONE LINES
12032	UNITED STATES POSTAL SERVICE	DEPOSIT TO ACCT# 2975096 FOR BULK MAIL PERMIT # 15
12042	AT&T CALNET	SCADA LINE SRVC 2/20/23-3/19/23
12058	NATIONAL BUSINESS FURNITURE, I	PLANED TEAK DESK

Total for Department: 4610 Wa

Department: 4611 Water Maintenance

11637	THE RENTAL PLACE	Gas CO2 Refill
11716	CRESO EQUIPMENT RENTALS & A	Equipment Rental for Halsey Way Water Connection (4 Week Rental.
11745	USA BLUE BOOK	FLANGE KITS 2' & 1&1/2 METER, COMPRESS COUPLING,
11766	BADGER METER INC.	BEACON MBL HOSTING/ CELLULAR LTE SERVICE
11792	MCMaster-CARR SUPPLY CO.	CURVED WEDGE
11867	BADGER METER INC.	BEACON MBL HOSTING & ORION CELLULAR LTE SRV FEB 2023
11873	CALMAT CO	LATE FEE
11881	GEO AGGREGATES LLC	3/4" CLASS II BASE (NATIVE) X2
11902	USA BLUE BOOK	FLANGE KIT FOR 1-1/2' METER CAST IRON
11907	MENDO MILL & LUMBER CO	Water- CMNT PVC RDHOT LOVOC16OZ
11908	PACE SUPPLY CORP. 03381-00	PW- Wedge Gate Valve Mueller- shipping fees and tax only
11915	GRAINGER INC.	Ridgid Super Freeze SF-2500/Pipe Freezing unit
11916	ROSSI'S BLDG MATERIALS	Guest House- Supplies
11947	WOODY'S WELD-ALL	WELD ENDS ON FOUR NEW WATER SHUT OFF WRENCHES FOR BAX

11957	CALMAT CO	LATE FEE
12016	GEO AGGREGATES LLC	SAND
12033	USA BLUE BOOK	SOCKET FLANGE x2, FLANGE PACK x2
12034	GRAINGER INC.	I.Sanderson- Long Nose Plier
12035	MENDO MILL & LUMBER CO	Water- Pipe Galve TBE, Unthread Rod Stl
12036	PACE SUPPLY CORP. 03381-00	PW- Supplies
12038	ROSSI'S BLDG MATERIALS	Water Meters- SDS Sanp Lock Mandrel system
12067	USA BLUE BOOK	PROJECT WATER: ALLOY T- PROBE

Total for Department: 4611 We

Department: 4612 Water Treatment

11593	HUMBERTO ARELLANO	T3 EXAM FEE
11610	PACIFIC GAS & ELECTRIC CO.	WATER PUMP 11/19/22-12/19/2022
11615	SUBURBAN PROPANE L.P.	DELIVERY 12/9/2022
11660	MERLE LARSON	Reimbursement- Distribution Certification Renewal
11661	LECHOWICZ & TSENG MUNICIPAL	(Services from 11/16/22-12/31/22- Nexus Study
11673	STATE WATER RESOURCES CONTR	Water System Annual Fees FY22/23 7/01/22-06/30/23
11674	SUBURBAN PROPANE L.P.	Propane- WWTP 01/09/23
11708	ARAMARK UNIFORM SERVICES, IN	WATER PLANT UNIFORMS
11709	HUMBERTO ARELLANO	APPLICATION FOR T3 WATER TREATMENT OPERATOR CERT
11711	BRENNTAG PACIFIC INC	8 totes of cc950s- insurance and security fee
11735	PHOENIX FIRE DEFENCE	MAINT
11740	RYAN PROCESS	NEON MULTLOCK
11741	SUBURBAN PROPANE L.P.	CORP YARD 01/20/2023
11744	US BANK	SAFE DRINKING WATER LOAN NO SRF01CX126
11761	ADVANCED FLOW MEASUREMENT	COMPLANCE TEST AT WTP & WWTP
11767	BRELJE & RACE LABORATORIES, IN	NITRRATE & RES HANDELING & DISPOSAL
11784	HACH COMPANY	LAB SUPPLIES
11788	LECHOWICZ & TSENG MUNICIPAL	(Impact Fee Nexus Study
11843	CARUS LLC	CARUS 8100 342 LB DRUM
11847	EXAMINETICS, INC	HEARING & RESPERATOR EVAL
11872	CALIFORNIA DEPT OF TAX & FEE A	WATER RIGHTS
11893	ALDEN RAMOS	T3 LICENSE RENEWAL & D2 LICENSE RENEWAL
11898	SUBURBAN PROPANE L.P.	WATER TREATMENT PLANT
11902	USA BLUE BOOK	SLR DAMAGE
11906	HARE CREEK NURSERY & POWER E	maint- chain saw
11907	MENDO MILL & LUMBER CO	Waterplant- muriatic Acid
11915	GRAINGER INC.	H.Daniels- Water Hose
11916	ROSSI'S BLDG MATERIALS	Newm Gulch- Maint
11922	ARAMARK UNIFORM SERVICES, IN	WATER PLANT MATS/ TOWELS
11923	BRELJE & RACE LABORATORIES, IN	COMBINED AND RAW TESTING OF MATERIALS
11925	COAST HARDWARE & RADIO SHAC	2PK 1.5V BATTERY
11934	LECHOWICZ & TSENG MUNICIPAL	(Impact Fee Nexus Study
11944	USA BLUE BOOK	MAINT SLR DAMAGE
11961	HAYWIRE, INC	CARHARTT HV SD LSEFIT XL
11975	SUBURBAN PROPANE L.P.	WWTP 2/24/23
12003	PACIFIC GAS & ELECTRIC CO.	SUMMERS LANE RESERVIOR
12023	PACIFIC GAS & ELECTRIC CO.	WATER PUMP 01/20/23-02/20/2023
12024	PNC BANK	INTEREST
12034	GRAINGER INC.	H.Daniels- SLR Damage
12035	MENDO MILL & LUMBER CO	#51- Packout Lrg toolbx, organizer
12038	ROSSI'S BLDG MATERIALS	Noyo- Maint Supplies
12050	COMCAST	CORP YARD/ WATER INTERNET 0247660
12064	SUBURBAN PROPANE L.P.	WATER TREATMENT PLANT 3/10/23

Total for Department: 4612 We

Total for Fund:610 Water Worl

Fund: 651 Water Capital Projects

Department: 6006 Water Treatment Plant

11601	HDR ENGINEERING, INC	Water Treatment Plant Upgrade - Design
11932	HDR ENGINEERING, INC	Water Treatment Plant Upgrade - Design

Total for Department: 6006 We

Department: 6007 Raw Water Line Replacement

11608	MENDOCINO COUNTY PLANNING & Coastal Development Permit Fee
11774	COLEMAN ENGINEERING INC Design Eng Services - Raw Water Line Replacement Project
11871	BURKE, WILLIAMS & SORENSEN, LICIP Raw Water Line, Legal Services
11952	BURKE, WILLIAMS & SORENSEN, LICIP Raw Water Line, Legal Services

Total for Department: 6007 Ra

Department: 6127 Water Meter Replacement

11980	WATERSMART SOFTWARE INC	WaterSmart Platform Utility Analytics Dashboard, Customer Portal
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Total for Department: 6127 We

Department: 6129 Raw Water Reservoir CIP

12020	LOCAL AGENCY FORMATION COMI DEPOSIT FOR LAFCO SRVC PROCESS APP TO ANNEX RESERVOIR PR
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Total for Department: 6129 Ra

Total for Fund:651 Water Capi

Fund: 710 Wastewater O & M

Department: 0000

11692 MARISSA LIVINGSTON Refund Check 014973-000, 450 1/2 N McPherson St

Total for Department: 0000

Department: 4710 Wastewater Administration

11612 QUADIEN LEASING USA, INC FEB 1 2023- APR 30 2023
11614 SPRINGBROOK FINANCE HOLDING IVR TRANSACTION FEE/ PAY PAD TRANSACTION DEC 2022
11710 AT&T CALNET PHONE LINES WW ADM SRVC 12/13/22-1/12/23
11714 CALIFORNIA INTERGOVERNMENTAL WASTE WATER FY22-23
11721 FEDERAL EXPRESS CORP DELIVERIES 1/3/23
11810 SPRINGBROOK FINANCE HOLDING ONLINE PAYMENT PROCESSING/ SUB FEB 2023
11866 AT&T CALNET WW ADM PHONE LINES SRCV 1/13-2/12/23
11885 MENDO LITHO #10 W/ INDICIA
11973 REMIF WASTE WATER - PROPERTY PREMIUM Q4 CONTRIBUTION FY21
11974 SPRINGBROOK FINANCE HOLDING CIVIC PAY
12009 AT&T CALNET WW ADM PHONE LINES

Total for Department: 4710 Wastewater Administration

Department: 4711 Wastewater Maintenance

11783 GEO AGGREGATES LLC W SAND GCA 001T
11822 USA BLUE BOOK COLLECTIONS
11873 CALMAT CO LATE FEE
11907 MENDO MILL & LUMBER CO Noyo Harbor Supplies
11916 ROSSI'S BLDG MATERIALS North Harbor- Yard Pea Gravel
11967 MY-TANA MANUFACTURING CO., INC PW SUPPLIES
12011 BMC PROTECT GLOVES: PW
12036 PACE SUPPLY CORP. 03381-00 PW- Supplies
12038 ROSSI'S BLDG MATERIALS Sewer- Supplies

Total for Department: 4711 Wastewater Maintenance

Department: 4712 Wastewater Treatment

11605 MCMaster-CARR SUPPLY CO. 2023 CALENDARS & EXTENSION CORD
11606 COUNTY OF MENDOCINO FACILITY ID HZ236508
11610 PACIFIC GAS & ELECTRIC CO. SEWER PUMP 11/19/22-12/19/2022
11640 AMWINS GROUP BENEFITS INC Retiree Medical - Feb 2023
11651 FEDERAL EXPRESS CORP Acct #1657-9297-1 Delivery 12/21/22 to Brelje & Race Lab
11654 HACH COMPANY Lab- Brilliant Green Tubes
11657 HWY 20 FEED Acct # 0001272- Rice Straw
11662 MCMaster-CARR SUPPLY CO. Data Connector, Shielded Snap-On, Straight for 6A Cable
11670 RANTALA HEATING & SHEET METAL Service Call- WW Lab
11674 SUBURBAN PROPANE L.P. Propane- WW Facility 12/24/22
11675 SYNAGRO-WWT, INC July 2022- Transport & Dispose of Biosolids
11676 THOMPSON GAS Propane- Delivered 12/21/22
11677 UNIVAR USA INC. WWTP- SOD HYPO
11689 UNITED STATES POSTAL SERVICE DEPOSIT TO USPS PERMIT #15 BULK MAIL ACCT # 2975096
11708 ARAMARK UNIFORM SERVICES, INC LAB UNIFORMS
11717 HEATH DANIELS BOOT COST REIMBURSEMENT 2023
11721 FEDERAL EXPRESS CORP DELIVERIES 1/6 & 1/11/23
11735 PHOENIX FIRE DEFENCE MAINT
11736 POLYDYNE, INC CLARIFLOC
11761 ADVANCED FLOW MEASUREMENT COMPLIANCE TEST AT WTP & WWTP
11762 ALPHA ANALYTICAL LABORATORIES COLIFORM TUBE
11767 BRELJE & RACE LABORATORIES, INC BOD & RES HANDLING & DISPOSAL
11780 FEDERAL EXPRESS CORP DELIVERY 01/19/2023 & 01/25/2023
11788 LECHOWICZ & TSENG MUNICIPAL Impact Fee Nexus Study
11803 RANTALA HEATING & SHEET METAL SERVICE CALL- NO HEAT
11806 THE RENTAL PLACE PROPANE

11817	THOMPSON GAS	PROPANE x6.1
11820	UNITED STATES POSTAL SERVICE	DEPOSIT TO ACCT# 2975096 BULK MAIL PERMIT #15 UB STATMENTS
11821	UNIVAR USA INC.	CHange Order #2 - Bulk Del of 12/.5% sodium Hypochlorite NaOCI &
11822	USA BLUE BOOK	AMMONIA REAGENT, PIPET TIPS, HACH NITRITE, PHOSPHORUS REA
11828	AMWINS GROUP BENEFITS INC	Retiree Medical
11829	CALIFORNIA INTERGOVERNMENTA	March 2023 - Retiree Medical
11842	CALIFORNIA INTERGOVERNMENTA	WASTEWATER TREATMENT
11847	EXAMINETICS, INC	HEARING & RESPERATOR EVAL
11864	ALPHA ANALYTICAL LABORATORI	COLIFORM
11869	BRELJE & RACE LABORATORIES, IN	BOD, SUSPENDED SOLIDS, RES HANDLING & DISPOSAL
11875	E AND M	HYDRORANGER 200
11878	FEDERAL EXPRESS CORP	DELIVERY ON 2/8/2023
11906	HARE CREEK NURSERY & POWER E	Maint
11907	MENDO MILL & LUMBER CO	Waste Water- Groundng Plug, CM Nut Driver
11915	GRAINGER INC.	A.Ramos- Disposable Gloves
11916	ROSSI'S BLDG MATERIALS	Water Waste- Nylon Hose, Contractor Bag
11921	ALPHA ANALYTICAL LABORATORI	ANALYSIS/ DESCRIPTION
11922	ARAMARK UNIFORM SERVICES, IN	SEWER PLANT MATS/ TOWELS
11928	FEDERAL EXPRESS CORP	02/15/23 DELIVERY
11934	LECHOWICZ & TSENG MUNICIPAL	Impact Fee Nexus Study
11951	BRELJE & RACE LABORATORIES, IN	BOD, TTL SUSPENDED SOLIDS, RES HANDLING & DISPOSAL
11962	HWY 20 FEED	SODIUM BICARBONATE
11970	POLYDYNE, INC	CLARIFLOC DRUMS X2
11973	REMIF	WWT - WC Q4 CONTRIBUTION FY21
11978	UNIVAR USA INC.	CHange Order #2 - Bulk Del of 12/.5% sodium Hypochlorite NaOCI &
11982	WILLITS POWER EQ - FT BRAGG	1 1/2" WATER PUMP
11985	AMWINS GROUP BENEFITS INC	Retiree Medical April 2023
11998	FORT BRAGG ELECTRIC INC	TROUBLESHOOT INFLUENT PUMP
12000	HWY 20 FEED	RICE STRAW 16@ \$10
12006	SYNAGRO-WWT, INC	Trans of biosolids to agribultural fields or landfill (\$228,500)
12023	PACIFIC GAS & ELECTRIC CO.	SEWER PUMP 01/20/23-02/20/2023
12032	UNITED STATES POSTAL SERVICE	DEPOSIT TO ACCT# 2975096 FOR BULK MAIL PERMIT # 15
12034	GRAINGER INC.	A.Ramos- Air filter
12038	ROSSI'S BLDG MATERIALS	Credit Memo
12041	AQUA SIERRA CONTROLS, INC.	TROUBLESHOOT SERVER ISSUE
12052	HWY 20 FEED	RICE STRAW 16 @ \$10
12067	USA BLUE BOOK	REMAINING AMOUNT FROM INV 049562. MISC CHARGE

Total for Department: 4712 We

Total for Fund:710 Wastewater

Fund: 810 CV Starr Center

Department: 0000

3415	MENDOCINO RECREATION AND PA	Dec 2022- Skate Night
3487	TOM COSTELLO	Membership Refund
3490	MARCEL GUARACHI	Refund- Canceled party for March 12th, 2023
3494	MENDOCINO RECREATION AND PA	Jan 2023 Revenue- Aquathon & Silent Auction
3498	AIMEE PRICER	Refund- Canceled Party due to weather

Total for Department: 0000

Department: 4812 CV Administrative Expenses

3412	KLH Consulting	IT Services- Data Watch
3415	MENDOCINO RECREATION AND PA	Dec2022- Cost Allocation- Communications/Cell Phone
3416	ODP Business Solutions	Office Supplies
3420	SESAC RIGHTS MANAGEMENT INC.	Municipalities 01/01/23-12/31/2023 Music Lic
3422	TOPHAT COMMUNICATIONS, LLC	Communicatinos/Phone Jan 01-31 2023
3424	CARLY WELLS	Reimbursement- Office Supplies- Protection for Company Cell Ph
3425	AMERICAN SOCIETY OF COMPOSEF	License Fee 01/01/23-12/31/23
3427	KLH Consulting	IT Services- Monthly DataWatch Services Feb 2023
3428	MONEQUE WOODEN	Reimbursement- Feb 2023 Cell phone
3433	Toshiba America Business Solut	Equipment Rental (9/13/22-12/12/22)
3437	COMCAST	Acct #8155300560221582- Service 01/25/23-02/24/23
3443	KLH Consulting	IT Services- Billing Period for January 2023
3448	ODP Business Solutions	Office Supplies
3451	Kimberly Ramey	Reimbursement- Cell Phone Replacement
3458	TOPHAT COMMUNICATIONS, LLC	Cust #1289- Communications Telephone
3462	CALIFORNIA ASSOCIATION FOR PA	Work Comp-Q4 July 2022-June 2023
3464	COMCAST	Acct #8155300560221582- Services 02/25/23-03/24/23
3470	KLH Consulting	IT Services & Monitoring- Monthly Data Watch March 2023
3472	MENDOCINO RECREATION AND PA	Jan 2023 Cost Allocation- Simple IRA
3473	MONEQUE WOODEN	Reimbursement- Medical March 2023
3474	ODP Business Solutions	Office Supplies
3482	TOPHAT COMMUNICATIONS, LLC	IT- Communications/Telephone 03/01/23-03/31/23
3485	CARLY WELLS	Shipping Cost- Return of incorrect membership Cards for CVSCC
3488	CREATIVE FORMS & CONCEPTS INC	CV Starr Deposit Slips
3491	KLH Consulting	IT Services- Monthly DataWatch Services
3495	ODP Business Solutions	Office Supplies
3500	STATE OF CALIFORNIA	Amusement Ride- Lazy River Cal OSHA Report
3502	TOSHIBA AMER BUSINESS SOLUTIC	Copier Machine- CPC Billing 12/13/22-03/12/23
11724	KNORR SYSTEMS INC	Beccs Chemical Controller Replacement units and Install/Materials
11742	THERMA LLC	MAIN FOR CV STARR NO HEAT

Total for Department: 4812 CV

Department: 4813

3408	City of Fort Bragg	Water/Sewer 12/01/22-12/31/22
3410	Eureka Oxygen Co.	Cust #10045100- Inv #U195907, Inv #DM841786
3411	PAUL KELLEY	Reimbursement- Purchase of Fuel for pressure Washer
3413	KNORR SYSTEMS INTL	Repair Parts
3415	MENDOCINO RECREATION AND PA	Sept2022- Cost Allocation-Marketing-Record Bee Paul Bunyan Days
3419	Rossi Building Materials	Maint- Facility Supplies
3421	Suburban Propane	Propane- 01/02/23
3423	WAXIE Sanitary Supply	Facility Supplies
3429	Parker Pest Pro	Pest Control
3431	REDWOOD WASTE SOLUTIONS	Garbage Dec 2022
3432	Suburban Propane	Acct #1426-210584 - Propane 01/09/23
3434	ZERO WASTE USA	Dog Bags/Ground Supplies
3436	City of Fort Bragg	Acct #013337-002- Water/Sewer 12/01/22-12/31/22
3438	Deep Valley Security	Central Station Monitoring Fee- 02/01/23-02/28/23
3439	Eureka Oxygen Co.	Cust #10045100- Pool Chemicals
3440	Franco Gardening Maintenance	Grounds Maintenance
3441	Grainger	Facility Supplies

3445	SCP DISTRIBUTORS LLC	Repair Parts- Replacment Belt for Pool Vacuum
3446	MENDO MILL & LUNBER CO	Facility Supplies
3447	MONEQUE WOODEN	Reimbursement- Vacuum Replaement roller head
3450	Pacific Gas and Electric	Acct #4518650976-1- Srvc 12/27/22-01/25/23
3452	REDWOOD COAST FUELS	Fuel
3453	REDWOOD WASTE SOLUTIONS	Garbage- Services 01/01/23-01/31/23
3454	Rossi Building Materials	Facility Supplies
3455	SOLID WASTE OF WILLITS	Waste Disposal
3456	STANLEY ACCESS TECHNOLOGIES	Fixed Front Door
3457	Suburban Propane	Acct #1426-210584- Propane 01/30/23
3459	WAXIE Sanitary Supply	Facility Supplies
3463	City of Fort Bragg	Acct #013337-002- Water Service
3465	Deep Valley Security	Alarm/Security- Central Station Monitoring Fee 03/01/23-03/31/23
3467	Eureka Oxygen Co.	Pool Chemicals
3468	Franco Gardening Maintenance	Maintenance- Grounds and Parking Lot Feb 2023
3469	Grainger	Facility Supplies-Battery Jump Starter
3471	SCP DISTRIBUTORS LLC	Facility Equipment- Swimsuite dryer/Spinner for Womens Restroom
3473	MONEQUE WOODEN	Reimbursement- Repair Parts- Handle for cleaning machine
3475	Parker Pest Pro	Pest control
3476	Peak Software Systems, Inc	Fob Cards for Membership
3478	REDWOOD WASTE SOLUTIONS	Waste Disposal Feb 2023
3479	Rossi Building Materials	Facility Supplies
3480	RYAN PROCESS	Pool Chemicals
3481	Suburban Propane	Propane- 02/13/23
3484	WAXIE Sanitary Supply	Facility Supplies
3486	City of Fort Bragg	Cust #013337-002 Service 02/01/23-02/28/23
3489	Grainger	Facility Supplies
3493	SCP DISTRIBUTORS LLC	Pool Chemicals
3496	Pacific Gas and Electric	Acct #4518650976-1 Servicec 01/26/23-02/26/23
3497	Peak Software Systems, Inc	Membership Fobs for sign in
3501	Suburban Propane	Propane- 03/06/23
3504	WAXIE Sanitary Supply	Facility Supplies
3505	ZERO WASTE USA	Poop Bags for dog park

Total for Department: 4813

Department: 4814

3418	Kimberly Ramey	Reimbursement- Red Cross Certified/provider fee
3419	Rossi Building Materials	Winter Workshop- Enrichment Program Supplies
3424	CARLY WELLS	Reimbursement- Purchase of Swim Diapers for Resale
3433	Toshiba America Business Solut	Printing (01/12/23-02/11/23)
3435	ART EXPLORERS	Art Sale-Jonas Knutson
3460	CARLY WELLS	Reimbursement- Merchandise for Resale
3461	ART EXPLORERS	Art Sale- Rolalyn Jackson Deyerle
3483	Toshiba America Business Solut	Printing & Duplications- 02/12/23-03/11/23
3503	Toshiba America Business Solut	printing & Copy

Total for Department: 4814

Department: 4815

3409	ELIZABETH COLLINS	Reimbursement- Enrichment Prgm Supplies- Winter Workshop Snacks
3414	Les Mills United States Trading, Inc	License and Permits- Fitness
3418	Kimberly Ramey	Reimbursement- Enrichment Supplies Winter Workshop & Waves Supp.
3430	Kimberly Ramey	Reimbursement- Enrichment Prgm Supplies- Pocket Mask
3442	KIEFER AQUATICS	Uniforms for Life Guards
3444	Les Mills United States Trading, Inc	Virtual Spin Class
3449	ORIGINAL WATERMAN, INC	Life Guard Uniforms
3477	Kimberly Ramey	Reimbursement- Training- Lifeguard Instructor Review Course
3492	Les Mills United States Trading, Inc	Cust #009199- Virtual Spin Class
3499	Kimberly Ramey	Reimbursement- Employee Incentives- Feb Honorarium

Total for Department: 4815

Grand Total

BR-Board Audit (06/08/2023 - 9:02 AM)



Date	Amount
01/27/2023	808.52
03/09/2023	532.82
01/13/2023	256.46
01/20/2023	1,346.50
01/20/2023	1,752.00
01/24/2023	193.12
01/24/2023	77.13
01/27/2023	200.00
01/27/2023	21,024.00
02/08/2023	-123.52
02/08/2023	777.69
02/10/2023	69,153.63
02/17/2023	258.64
02/17/2023	766.40
02/23/2023	93,755.92
02/23/2023	193.12
02/23/2023	77.13
02/24/2023	45.00
02/24/2023	19.00
03/17/2023	8,492.64
03/17/2023	195.96
03/17/2023	777.69
03/17/2023	77.13
03/17/2023	200.00
03/17/2023	236.72
03/23/2023	45.00
03/23/2023	660.71
03/23/2023	3,600.00
01/06/2023	47,375.95
01/22/2023	4,505.00
01/23/2023	1,312.68
01/23/2023	9,147.52
01/23/2023	14,361.53
01/23/2023	5,813.60
01/23/2023	5,018.12
01/22/2023	48,568.38
01/22/2023	1,272.26
01/22/2023	7,399.57
02/03/2023	44,778.47
02/03/2023	1,265.29
02/03/2023	6,357.60
03/03/2023	46,012.40
03/06/2023	4,755.00
03/03/2023	8,474.06
03/03/2023	5,701.41
03/03/2023	14,441.80
03/03/2023	5,112.71
03/17/2023	6,781.18

03/17/2023
03/31/2023

1,225.27
14,385.79

03/31/2023	8,587.95
03/31/2023	5,058.38
03/31/2023	5,389.18
01/09/2023	10,783.01
01/06/2023	2,779.35
01/09/2023	7,823.09
01/09/2023	151.94
01/20/2023	7,331.75
01/20/2023	1,553.25
02/03/2023	7,880.27
02/03/2023	1,639.27
02/06/2023	7,823.09
02/14/2023	7,301.40
02/14/2023	1,439.53
02/14/2023	151.94
03/01/2023	7,907.98
03/01/2023	1,407.62
03/01/2023	7,823.09
03/15/2023	7,556.50
03/15/2023	1,242.24
03/15/2023	151.94
03/29/2023	7,763.16
03/28/2023	1,289.40

620,300.33

01/13/2023	1,656.25
01/13/2023	1,656.24
02/10/2023	1,304.18
02/10/2023	8,883.03
02/10/2023	1,412.68
02/10/2023	75.00
02/10/2023	1,416.00
02/17/2023	480.82
02/24/2023	337.69
03/03/2023	150.00
03/10/2023	7,500.00
03/10/2023	44.25
03/17/2023	72.03

y Council

24,988.17

01/13/2023	17,191.49
01/20/2023	19,326.50
01/27/2023	66.70
02/10/2023	444.00
02/17/2023	865.70
02/17/2023	398.13
02/24/2023	7,282.86
02/24/2023	14,138.49
02/24/2023	1,105.00
02/24/2023	167.05
03/03/2023	50.00
03/03/2023	50.00
03/17/2023	25.00
03/17/2023	570.00
03/17/2023	1,440.60
03/17/2023	85.00
03/17/2023	49.00
03/23/2023	11,394.02
03/23/2023	195.00

03/23/2023	304.50
03/23/2023	2,291.70
03/30/2023	691.35
03/30/2023	2,480.00
03/30/2023	8,700.00

y Manager	89,312.09
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01/13/2023	811.09
01/20/2023	45.24
02/10/2023	5,731.77
02/10/2023	208.89
02/17/2023	979.24
02/24/2023	5,033.32
02/24/2023	41.50
03/10/2023	850.45
03/17/2023	1,044.44
03/23/2023	97.41
03/30/2023	213.59

iance	15,056.94
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01/06/2023	355.03
01/13/2023	500.00
01/13/2023	5,785.84
01/13/2023	1,350.10
01/13/2023	788.32
01/24/2023	11,856.00
01/24/2023	0.10
01/27/2023	106.45
01/27/2023	1,033.19
02/10/2023	38.42
02/10/2023	548.24
02/10/2023	600.00
02/10/2023	53,272.95
02/10/2023	480.00
02/10/2023	4,699.00
02/10/2023	235.00
02/10/2023	257.88
02/10/2023	701.56
02/10/2023	2,293.14
02/10/2023	1,573.01
02/17/2023	59.36
02/17/2023	37.43
02/17/2023	240,726.00
02/17/2023	60.00
02/17/2023	107.25
02/17/2023	653.68
02/17/2023	56.00
02/23/2023	10,944.00
02/23/2023	16,171.20
02/23/2023	0.05
02/23/2023	8,715.20
02/24/2023	47.30
02/24/2023	986.40
03/03/2023	549.21
03/03/2023	200.00
03/03/2023	1,157.42
03/03/2023	392.60
03/03/2023	1,681.55
03/03/2023	826.29

03/09/2023	52.86
03/10/2023	76.84
03/10/2023	102.32
03/10/2023	611.59
03/10/2023	124.00
03/17/2023	60.00
03/17/2023	225.00
03/17/2023	5,661.76
03/17/2023	12,312.00
03/17/2023	0.05
03/17/2023	406.86
03/17/2023	530.94
03/23/2023	549.51
03/23/2023	5,834.32
03/23/2023	1,460.23
03/30/2023	106.59
03/30/2023	525.00
03/30/2023	35.02

n-departmental 398,520.06

01/13/2023	225.00
01/13/2023	419.40
01/13/2023	101,328.01
01/20/2023	1,334.00
01/20/2023	1,169.98
01/20/2023	32.00
01/27/2023	19.38
01/27/2023	35.63
01/27/2023	60.00
01/27/2023	2,625.00
01/27/2023	51.00
01/27/2023	256.12
01/27/2023	290.00
01/27/2023	256.12
01/27/2023	237.04
02/10/2023	1,359.26
02/10/2023	544.77
02/10/2023	250.00
02/10/2023	50.00
02/10/2023	1,573.01
02/10/2023	2,294.00
02/17/2023	2,011.12
02/17/2023	729.79
02/17/2023	2,186.00
02/17/2023	235.00
02/17/2023	241.49
02/17/2023	120.23
02/17/2023	120.00
02/17/2023	94.01
02/17/2023	365.00
02/17/2023	1,388.88
02/17/2023	779.21
02/17/2023	69.71
02/17/2023	40.56
02/17/2023	331.00
02/17/2023	785.19
02/17/2023	867.32
02/17/2023	675.00
02/17/2023	237.04
02/17/2023	78.00
02/24/2023	48.02

02/24/2023	130.67
02/24/2023	108,485.03
02/24/2023	59.12
02/24/2023	1,317.97
02/24/2023	37.65
02/24/2023	54.37
03/03/2023	603.74
03/03/2023	7.00
03/03/2023	2,625.00
03/03/2023	322.83
03/03/2023	826.29
03/03/2023	14.13
03/09/2023	180.38
03/10/2023	705.00
03/10/2023	86.73
03/17/2023	50.00
03/17/2023	160.00
03/17/2023	1,454.00
03/17/2023	7,403.49
03/17/2023	276.47
03/17/2023	93.35
03/17/2023	18,349.61
03/17/2023	161.54
03/17/2023	70.00
03/17/2023	60.00
03/23/2023	604.06
03/24/2023	4.75
03/30/2023	777.00
03/30/2023	1,189.00
03/30/2023	1,201.97
03/30/2023	245.00
03/30/2023	175.00
03/30/2023	7.17
03/30/2023	175.00
03/30/2023	174.32
03/30/2023	40.56
03/30/2023	1,242.69
03/30/2023	281.30
lice - Operations	275,464.48
03/10/2023	104,119.00
03/30/2023	237.04
e - District/city	104,356.04
01/13/2023	2,070.00
02/10/2023	123.75
02/17/2023	539.00
02/17/2023	3,179.70
02/24/2023	4,083.65
03/03/2023	123.75
03/17/2023	2,850.00
03/17/2023	720.30
03/30/2023	36.55
mmunity Development	13,726.70
01/13/2023	280.00

	01/13/2023	12,532.41
	01/13/2023	200.00
	02/17/2023	13,800.00
	03/03/2023	50.00
	03/03/2023	50.00
	03/03/2023	50.00
	03/10/2023	25,900.00
	03/23/2023	89.60
		52,952.01
	01/06/2023	149.73
	02/24/2023	7,369.78
	02/24/2023	159.95
	03/17/2023	972.41
gineering		8,651.87
	02/17/2023	706.50
	02/17/2023	1,853.87
	03/09/2023	657.51
	03/09/2023	1,772.38
	03/17/2023	25.71
	03/23/2023	178.00
	03/24/2023	1,285.37
	03/24/2023	119.33
	03/24/2023	196.82
	03/30/2023	506.41
ks & Facilities		7,301.90
	01/06/2023	14,895.10
	02/10/2023	8,586.59
	03/03/2023	105.88
	03/03/2023	8,566.16
	03/09/2023	264.53
reet Maintenance		32,418.26
	03/09/2023	156.74
	03/23/2023	154.33
ects-Storm Drains		311.07
	01/20/2023	300.00
	01/27/2023	666.85
	02/10/2023	674.81
	02/10/2023	179.59
	02/24/2023	44,522.18
	03/03/2023	95.00
	03/09/2023	81.26
	03/10/2023	1,002.50
	03/17/2023	4,249.77
	03/23/2023	235.94
	03/23/2023	156.99

orporation Yard 52,164.89

01/13/2023 765.05
01/20/2023 49,837.00
01/27/2023 1,395.92
02/17/2023 1,353.98
03/10/2023 200.00
03/10/2023 1,221.05
03/17/2023 76.07
03/23/2023 513.07
03/23/2023 308.00
03/23/2023 50.07
03/24/2023 90.73

ffic Safety 55,810.94

01/13/2023 2,000.00
03/17/2023 122,190.29

124,190.29

nd 1,875,526.04

03/03/2023

500.00

500.00

ust Fund

500.00

01/13/2023	1,110.00
01/13/2023	440.00
02/10/2023	7,487.50
02/24/2023	1,283.00
03/06/2023	3,277.88
03/06/2023	1,496.34
03/17/2023	1,440.00
03/23/2023	2,880.00

19,414.72

nt Projects Fund

19,414.72

02/10/2023	362.40
02/24/2023	4.00
	366.40

d Disab Access Fee	366.40
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01/13/2023	600.00
02/10/2023	700.00
03/10/2023	300.00
03/17/2023	14,050.00

ite Asset Forfeiture	15,650.00
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01/13/2023	3,750.00
02/24/2023	35,827.36
02/24/2023	840.00

asset Forfeiture-educat	40,417.36
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st Seizure Revenue	56,067.36
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03/17/2023	7,500.00
03/17/2023	7,000.00
	14,500.00

02/17/2023	2,025.00
03/17/2023	660.00
	2,685.00

Grants	17,185.00
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01/13/2023	-10,785.29
01/20/2023	-20,075.40
02/10/2023	-12,484.64
	-43,345.33

01/13/2023	48.15
	48.15

01/13/2023	215,705.88
01/20/2023	401,508.00
01/27/2023	2,216.25
02/10/2023	249,692.80
	869,122.93
7	825,825.75

01/13/2023	3,300.00
01/13/2023	200.00
02/17/2023	66.68
03/03/2023	88.68
03/10/2023	44.01
03/30/2023	175.00

3,874.37

0 3,874.37

01/06/2023	141.75
01/06/2023	2,794.24
01/06/2023	669.91
01/06/2023	701.80
01/13/2023	376.57
01/13/2023	3,888.22
01/13/2023	271.40
01/13/2023	2,457.69
01/13/2023	132.44
01/20/2023	1,470.69
01/20/2023	1,134.87
01/20/2023	357.00
01/27/2023	1,338.39
01/27/2023	605.33
01/27/2023	655.84
02/10/2023	228.35
02/10/2023	1,060.04
02/10/2023	178.60
02/10/2023	3,170.30
02/10/2023	773.64
02/10/2023	264.78
02/17/2023	1,627.87
02/17/2023	121.06
02/17/2023	2,130.92
02/17/2023	768.95
02/17/2023	336.21
02/24/2023	171.91
02/24/2023	500.00
03/03/2023	144.95
03/03/2023	1,611.18
03/10/2023	531.25
03/10/2023	1,574.66
03/10/2023	310.46
03/10/2023	732.75
03/17/2023	528.02
03/17/2023	471.98
03/23/2023	233.12
03/23/2023	242.48
03/30/2023	500.00
	35,209.62
01/27/2023	1,885.00
02/17/2023	2,030.00
03/17/2023	2,102.50
	6,017.50
COVID Grants	41,227.12

03/03/2023 -4,912.63

-4,912.63

03/03/2023 98,252.50

03/03/2023 37,976.60

03/23/2023 1,627.50

137,856.60

Rehab 132,943.97

02/24/2023

11,940.00

11,940.00

t Fire Station Rehab

11,940.00

01/27/2023	95.00
03/03/2023	2,549.79
03/09/2023	99.75
03/09/2023	1,880.64
03/24/2023	267.18
03/24/2023	95.98
03/30/2023	95.00

aint & Repair 5,083.34

aint & Repair 5,083.34

01/13/2023	544.50
01/13/2023	765.00
01/20/2023	212.55
01/20/2023	12,488.92
01/20/2023	360.00
01/27/2023	265.00
02/10/2023	222.25
02/17/2023	632.43
02/17/2023	1,192.50
02/17/2023	410.83
02/17/2023	3,924.85
02/17/2023	2,580.00
02/24/2023	2,279.54
02/24/2023	5,742.64
02/24/2023	346.22
03/03/2023	232.25
03/10/2023	3,924.85
03/10/2023	466.80
03/17/2023	638.13
03/17/2023	133.67
03/17/2023	216.09
03/23/2023	1,188.00
03/30/2023	540.00
03/30/2023	2,250.00

Paint & Replacement 41,557.02

Paint & Repair 41,557.02

01/20/2023	589.02
01/20/2023	100.00
01/20/2023	193.70
01/20/2023	51.59
01/27/2023	5.53
01/27/2023	105.76
01/27/2023	127.88
02/10/2023	1,653.15
02/17/2023	531.58
02/17/2023	183.01
02/17/2023	12.75
02/17/2023	611.06
02/17/2023	58.66
02/17/2023	3,211.59
02/17/2023	-0.04
02/17/2023	2,767.40
02/17/2023	1,472.62
02/24/2023	950.17
02/24/2023	201.88
02/24/2023	2,458.86
02/24/2023	3,607.28
03/03/2023	291.34
03/03/2023	160.23
03/03/2023	553.06
03/03/2023	1,426.37
03/03/2023	36.19
03/03/2023	271.37
03/03/2023	61.36
03/03/2023	1,670.20
03/03/2023	132.90
03/03/2023	950.62
03/09/2023	1,113.92
03/09/2023	161.97
03/10/2023	100,013.66
03/10/2023	34.80
03/10/2023	1,807.17
03/10/2023	739.17
03/10/2023	9.70
03/17/2023	2,405.02
03/17/2023	180.08
03/23/2023	71,468.11
03/23/2023	470.88
03/23/2023	22.91
03/23/2023	16,646.07
03/23/2023	-0.05
03/24/2023	240.16
03/24/2023	1,453.15
03/24/2023	34.36
03/30/2023	4,734.62
03/30/2023	70.18
et Services	226,052.97
ces	226,052.97

02/10/2023	168.35
02/10/2023	144.82
02/10/2023	166.65
02/10/2023	44.87
02/10/2023	133.32
02/10/2023	147.41
02/10/2023	86.88
02/10/2023	106.16
02/10/2023	152.80
02/10/2023	153.29
02/10/2023	57.62
02/10/2023	63.83
02/10/2023	110.21
02/10/2023	20.72
02/10/2023	66.93
02/10/2023	146.91
02/10/2023	12.79
02/17/2023	150.00

1,933.56

01/13/2023	1,350.12
01/13/2023	735.32
01/27/2023	70.69
02/09/2023	750.00
02/10/2023	71.48
02/10/2023	31,917.06
02/17/2023	68.09
02/17/2023	235.05
02/17/2023	131.00
02/17/2023	750.00
02/24/2023	5,543.71
03/03/2023	142.30
03/03/2023	1,506.43
03/17/2023	132.50
03/17/2023	36.18
03/17/2023	7,773.29
03/23/2023	71.65
03/23/2023	750.00
03/30/2023	70.69
03/30/2023	3,361.06

ter Administration

55,466.62

01/20/2023	37.79
02/10/2023	14,609.27
02/10/2023	1,352.22
02/17/2023	1,134.92
02/17/2023	39.48
03/03/2023	1,147.00
03/03/2023	3,597.61
03/03/2023	630.92
03/03/2023	115.37
03/03/2023	37.21
03/03/2023	255.29
03/09/2023	6,781.19
03/09/2023	1,079.52
03/10/2023	122.86

03/17/2023	48.60
03/23/2023	2,139.48
03/23/2023	1,232.74
03/24/2023	71.39
03/24/2023	144.72
03/24/2023	12,353.26
03/24/2023	410.15
03/30/2023	219.46

Water Maintenance 47,560.45

01/13/2023	100.00
01/13/2023	12,706.99
01/13/2023	275.48
01/27/2023	60.00
01/27/2023	2,145.00
01/27/2023	9,329.01
01/27/2023	1,351.76
02/10/2023	173.71
02/10/2023	90.00
02/10/2023	14,197.56
02/10/2023	342.50
02/10/2023	38.66
02/10/2023	437.25
02/10/2023	212.50
02/17/2023	1,000.00
02/17/2023	160.00
02/17/2023	932.34
02/17/2023	1,110.00
02/24/2023	3,042.10
02/24/2023	1,587.50
03/03/2023	807.23
03/03/2023	150.00
03/03/2023	568.76
03/03/2023	2,094.48
03/03/2023	36.61
03/03/2023	53.73
03/09/2023	5,404.16
03/09/2023	2,209.52
03/10/2023	385.09
03/10/2023	2,558.00
03/10/2023	19.56
03/10/2023	2,040.00
03/10/2023	95.90
03/17/2023	148.07
03/17/2023	405.04
03/17/2023	25.63
03/23/2023	13,544.27
03/23/2023	5,406.00
03/24/2023	563.69
03/24/2023	202.02
03/24/2023	640.45
03/30/2023	222.25
03/30/2023	285.97

Water Treatment 87,158.79

Other O & M 192,119.42

	01/13/2023	7,762.50
	03/10/2023	2,545.00
Water Treatment Plant		10,307.50
	01/13/2023	7,152.00
	02/17/2023	5,438.00
	03/03/2023	825.00
	03/17/2023	425.00
Water Line Replacem		13,840.00
	03/17/2023	10,500.00
Water Meter Replacemen		10,500.00
	03/23/2023	1,500.00
Water Reservoir CIP		1,500.00
Total Projects		36,147.50

02/10/2023	22.95
	22.95

01/13/2023	1,350.10
01/13/2023	735.33
02/10/2023	83.39
02/10/2023	30,143.89
02/10/2023	46.67
02/17/2023	131.00
03/03/2023	83.54
03/03/2023	1,506.43
03/17/2023	3,701.92
03/17/2023	132.50
03/23/2023	83.58

Wastewater Administratio 37,998.35

02/17/2023	711.11
02/17/2023	659.48
03/03/2023	53.81
03/03/2023	172.59
03/09/2023	48.99
03/17/2023	180.00
03/23/2023	178.00
03/24/2023	1,909.43
03/24/2023	28.87

Wastewater Maintenance 3,942.28

01/13/2023	1,048.64
01/13/2023	1,899.80
01/13/2023	21,177.20
01/24/2023	5,928.00
01/27/2023	90.71
01/27/2023	256.59
01/27/2023	3,030.00
01/27/2023	84.43
01/27/2023	95.00
01/27/2023	472.87
01/27/2023	74,352.89
01/27/2023	23.03
01/27/2023	17,798.34
02/09/2023	750.00
02/10/2023	397.82
02/10/2023	250.00
02/10/2023	168.14
02/10/2023	446.57
02/10/2023	1,926.92
02/17/2023	1,000.00
02/17/2023	195.00
02/17/2023	532.00
02/17/2023	221.20
02/17/2023	1,110.00
02/17/2023	95.00
02/17/2023	22.97

02/17/2023	21.29
02/17/2023	750.00
02/17/2023	14,774.34
02/17/2023	1,169.51
02/23/2023	5,928.00
02/23/2023	1,945.08
02/24/2023	20,419.07
02/24/2023	1,587.50
03/03/2023	65.00
03/03/2023	516.00
03/03/2023	2,913.30
03/03/2023	110.00
03/03/2023	14.50
03/03/2023	62.02
03/09/2023	5,916.94
03/09/2023	912.14
03/10/2023	130.00
03/10/2023	847.89
03/10/2023	242.18
03/10/2023	2,040.00
03/17/2023	812.00
03/17/2023	2,205.00
03/17/2023	1,926.94
03/17/2023	4,934.06
03/17/2023	6,647.31
03/17/2023	622.43
03/17/2023	5,928.00
03/17/2023	204.00
03/17/2023	320.00
03/17/2023	29,644.64
03/23/2023	21,011.79
03/23/2023	750.00
03/24/2023	963.05
03/24/2023	265.35
03/30/2023	410.00
03/30/2023	320.00
03/30/2023	26.69

Wastewater Treatment 270,729.14

O & M 312,692.72

01/13/2023	24,506.00
03/24/2023	144.16
03/24/2023	225.00
03/24/2023	3,186.00
03/24/2023	215.00
	28,276.16

01/13/2023	2,131.25
01/13/2023	23,559.79
01/13/2023	138.58
01/13/2023	553.00
01/13/2023	379.32
01/13/2023	195.88
01/27/2023	420.00
01/27/2023	3,485.75
01/27/2023	270.00
01/27/2023	2,026.18
02/10/2023	274.78
02/10/2023	2,117.00
02/10/2023	127.33
02/10/2023	100.00
02/10/2023	379.32
03/09/2023	5,454.75
03/09/2023	274.79
03/09/2023	2,129.50
03/09/2023	6,737.17
03/09/2023	270.00
03/09/2023	125.99
03/09/2023	379.32
03/09/2023	21.25
03/24/2023	160.50
03/24/2023	2,129.50
03/24/2023	241.64
03/24/2023	2,192.50
03/24/2023	1,227.00
02/10/2023	15,996.44
02/10/2023	2,098.00

Administrative Expen 75,596.53

01/13/2023	2,548.23
01/13/2023	586.82
01/13/2023	25.50
01/13/2023	2,697.50
01/13/2023	536.66
01/13/2023	87.08
01/13/2023	7,057.03
01/13/2023	611.51
01/27/2023	75.00
01/27/2023	761.88
01/27/2023	8,025.43
01/27/2023	236.80
02/10/2023	80.99
02/10/2023	77.90
02/10/2023	835.17
02/10/2023	302.40
02/10/2023	1,178.71

02/10/2023	1,539.11
02/10/2023	72.02
02/10/2023	258.81
02/10/2023	11,913.46
02/10/2023	70.13
02/10/2023	837.74
02/10/2023	136.73
02/10/2023	14.52
02/10/2023	1,645.77
02/10/2023	8,073.09
02/10/2023	864.75
03/09/2023	2,785.20
03/09/2023	77.90
03/09/2023	668.77
03/09/2023	302.40
03/09/2023	452.87
03/09/2023	2,757.35
03/09/2023	267.62
03/09/2023	75.00
03/09/2023	131.00
03/09/2023	862.71
03/09/2023	243.83
03/09/2023	4,285.32
03/09/2023	16,049.30
03/09/2023	2,370.70
03/24/2023	3,082.82
03/24/2023	358.69
03/24/2023	766.48
03/24/2023	11,642.68
03/24/2023	1,100.00
03/24/2023	5,716.12
03/24/2023	622.95
03/24/2023	236.80

106,007.25

01/13/2023	300.00
01/13/2023	21.76
01/13/2023	93.64
01/27/2023	157.87
02/10/2023	49.00
02/10/2023	1,011.50
03/09/2023	49.00
03/09/2023	157.87
03/24/2023	157.87

1,998.51

01/13/2023	224.30
01/13/2023	350.00
01/13/2023	204.52
01/27/2023	156.83
02/10/2023	535.14
02/10/2023	350.00
02/10/2023	1,607.57
03/09/2023	341.53
03/24/2023	350.00
03/24/2023	278.35

4,398.24

enter

216,276.69

4,014,800.39

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City of Fort Bragg

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Receive Oral Update from Staff on Departmental Activities