

**RESOLUTION NO. \_\_\_\_-2021**

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL  
ACCEPTING THE FORT BRAGG POLICE DEPARTMENT SALARY SURVEY  
RESULTS AS REQUIRED BY ORDINANCE 672, ADOPTING CHANGES TO  
THE CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN**

**WHEREAS**, the Fort Bragg City Council approves all salary schedules which include classification titles and compensation rates; and

**WHEREAS**, the establishment of this Resolution meets the requirements of California Regulations Section 570.5 as confirmed by the California CalPERS; and

**WHEREAS**, the California Public Employees' Retirement System code requires the City to have a publicly adopted and posted salary schedule; and

**WHEREAS**, the full salary schedule is allocated in the Proposed FY 2021/2022 budget; and

**WHEREAS**, the full salary schedule is available on the City's website.

**WHEREAS**, the voters adopted Ordinance 672 requiring an annual review of the compensation schedule for employees of the Fort Bragg Police Department; and

**WHEREAS**, the City has completed the study, reviewed and analyzed the data for salaries of comparable positions in the cities of Willits and Ukiah, and the Mendocino County Sheriff's Office as required by Ordinance 672 and attached hereto as Exhibit B; and

**WHEREAS**, the salary survey results and proposed salary increases were presented to the Fort Bragg Police Association (FBPA) for review and comment; and

**WHEREAS**, the FBPA by an affirmative vote of the majority of its members, has approved the salary survey results and the proposed salary increases incorporated and set forth in the attached City of Fort Bragg Salary Rate Compensation Plan attached hereto as Exhibit A; and

**WHEREAS**, the City Council has reviewed the salary survey results as required by Ordinance 672; and

**WHEREAS**, the City Council has reviewed the 2021 City of Fort Bragg Salary Rate Police Compensation Plan (Exhibit A), which includes compensation adjustments; and

**WHEREAS**, based on all the evidence presented, the City Council finds as follows:

1. The foregoing recitals are true and correct and are made a part of this Resolution.
2. Ordinance 672 has been implemented and the requisite salary study has been prepared as required.
3. The data analysis is presented as prescribed by Ordinance 672.

4. The Fort Bragg Police Association (FBPA) has reviewed and accepted the results of the annual salary survey by an affirmative vote of a majority of the membership and accepted the proposed salary increases as set forth below.
5. The compensation shall be increased for the following positions by the amounts set forth below:

Police Chief	10.50%
Police Chief – Interim	1.00%
Police Captain	1.70%
Police Officer – Basic POST Certification	0.80%
Police Sergeant – Intermediate POST Certification	1.70%
Police Sergeant – Advance POST Certification	1.70%
Police Officer – Intermediate POST Certification	0.80%
Police Officer – Advance POST Certification	0.80%
Police Recruit	7.0%
Community Services Officer	0.0%

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Fort Bragg does hereby accept the Salary Survey results as required by Ordinance 672 establishes the changes in the City of Fort Bragg Salary Rate Compensation Plan set forth in Exhibit A.

The above and foregoing Resolution was introduced by Councilmember \_\_\_\_\_, seconded by Councilmember \_\_\_\_\_, and passed and adopted at a special meeting of the City Council of the City of Fort Bragg held on the 27<sup>th</sup> day of December, 2021, by the following vote:

- AYES:**
- NOES:**
- ABSENT:**
- ABSTAIN:**
- RECUSED:**

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**BERNIE NORVELL**  
**Mayor**

**ATTEST:**

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**June Lemos, MMC**  
**City Clerk**