

RESOLUTION NO. ____-2024

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A CITY OF FORT BRAGG MASTER SALARY RATE COMPENSATION PLAN CONFIRMING PAY RATES/RANGES FOR ALL CITY OF FORT BRAGG ESTABLISHED CLASSIFICATIONS

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

WHEREAS, CalPERS requires the City to post a publicly adopted salary schedule and this approved Resolution meets these requirements; and

WHEREAS, the full salary schedule in the FY 2023/2024 budget is posted on the City's website;

WHEREAS, the Finance Department needs high-level accounting expertise to support newly promoted City Manager Isaac Whippy, who will continue to serve as the Finance Director/City Treasurer for the foreseeable future; and

WHEREAS, the City has the budget for a Senior Government Accountant position due to the cost savings of the elimination of the Government Accountant I and is currently recruiting for a Senior Government Accountant, an exempt, Mid-Management classification and has been added to the Master Salary Rate Compensation Plan to comply with California Regulations Section 570.5 as confirmed by the California Public Employees' Retirement System (CalPERS); and

WHEREAS, the Police Department is currently employing an Office Assistant (Temporary Position) funded through a grant to assist in the operation of the Emergency Weather Shelter (EWS) which is a two-year contract effective through March 2025; and

WHEREAS, the Police Department's currently employed Office Assistant (Temporary Position) is set at the current salary schedule rate of \$20.00 per hour but the EWS grant funding authorizes a pay rate of \$21.00 an hour; and

WHEREAS, a five-step pay scale allows for selecting a starting pay that recognizes experience, qualifications, and the potential for increased hiring requirements for different departments within the City; and

WHEREAS, a five-step pay scale allows for pay increases to be available for temporary Office Assistants who return to positions during subsequent job openings or who show above average performance while in a position.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby establish a compensation plan, terms, and conditions of employment for all established classifications to include an expansion of the current Office Assistant (Temporary Position) into a five-step pay scale and the salary for Senior Government Accountant.

BE IT FURTHER RESOLVED that the City Council of the City of Fort Bragg does hereby adopt the City of Fort Bragg Master Salary Rate Compensation Plan as presented in “Exhibit A” effective retroactive to December 28, 2023.

The above and foregoing Resolution was introduced by Councilmember, _____ seconded by Councilmember _____, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on January 8, 2024, by the following vote:

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

BERNIE NORVELL
Mayor

ATTEST:

DIANA SANCHEZ
City Clerk