

RESOLUTION NO. ____-2022

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A
COMPENSATION PLAN AND TERMS AND CONDITIONS OF EMPLOYMENT
FOR NON-BARGAINING AND CONFIDENTIAL, NON-EXEMPT EMPLOYEES**

WHEREAS, it is the desire of the Fort Bragg City Council to provide an adequate level of compensation and to enumerate the benefits and conditions of employment for non-bargaining and confidential, non-exempt classifications; and

WHEREAS, non-bargaining and confidential, non-exempt classifications covered by this Resolution are as follows: Administrative Analyst; Human Resources Analyst; and Systems Analyst; and

WHEREAS, the classifications covered by this Resolution are non-exempt, are a part of the Personnel Merit System, and unless otherwise defined in this Resolution, shall receive all benefits received by members of the Fort Bragg Employee Organization (FBEO);

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does establish compensation and affirm benefits effective July 1, 2022 through June 30, 2025 for non-bargaining and confidential, non-exempt employees as follows:

SECTION 1.0 SALARY COMPENSATION

1.1 SALARY SCHEDULE FOR NON-BARGAINING AND CONFIDENTIAL, NON-EXEMPT CLASSIFICATIONS

A. The salary ranges for the non-bargaining, confidential non-exempt classifications shall be as follows:

Position		Annual Salary Range
		Effective pay period beginning July 4, 2022
1	Administrative Analyst	\$55,556.80-\$67,537.60
2	Human Resources Analyst	\$55,556.80-\$67,537.60
3	System Analyst	\$61,838.40-\$75,171.20
4	Systems Analyst - Lead	\$69,160.00-\$84,052.80

The salary ranges established for non-bargaining, confidential, non-exempt classifications incorporate a cost of living adjustment effective July 4, 2022, of 4%. In addition, effective the first full pay period beginning July 1, 2022, employees covered by this agreement shall receive on their regular paycheck a one-time payment of \$2,000 paid to the employee as taxable income to the extent required by law.

B. Effective the first full pay period after July 1, 2023, each employee covered by this Resolution shall receive a minimum COLA equal to 2% of his or her base salary. If General Fund tax revenues for the first two quarters (July 1, 2022 through December 31, 2022) of Fiscal Year

(FY) 2022-23 increase by at least 2.5% but not more than 3.0% over the same period in the prior year, each employee covered by this Resolution will receive an additional COLA of 0.5% of his or her base salary. If General Fund tax revenues for the first two quarters (July 1, 2022, through December 31, 2022) of Fiscal Year (FY) 2022-23 increase by 3.0% or more over the same period in the prior year, each employee covered by this Resolution will receive an additional COLA of 1.0% of his or her base salary. The maximum COLA any employee covered by this Resolution may receive is 3% of his or her base salary. General Fund tax revenues include Property Taxes, Sales Taxes, Transient Occupancy Taxes (TOT) and Franchise Taxes accounted for in the City's General Fund.

- C. Effective the first full pay period after July 1, 2024, each employee covered by this Resolution shall receive a minimum COLA equal to 2% of his or her base salary. If General Fund tax revenues for the first two quarters (July 1, 2023 through December 31, 2023) of FY 2023-24 increase by at least 2.5% but not more than 3.0% over the same period in the prior year, each employee covered by this Resolution will receive an additional COLA of 0.5% of his or her base salary. If General Fund tax revenues for the first two quarters (July 1, 2023 through December 31, 2023) of FY 2023-24 increase by 3.0% or more over the same period in the prior year, each employee covered by this Resolution will receive an additional COLA of 1.0% of his or her base salary. The maximum COLA any employee covered by this Resolution may receive is 3% of his or her base salary. General Fund tax revenues include Property Taxes, Sales Taxes, Transient Occupancy Taxes (TOT) and Franchise Taxes accounted for in the City's General Fund.

SECTION 2.0 RETIREMENT

- A. For employees hired prior to December 31, 2012, and employees hired on or after January 1, 2013, who are "Classic Employees" as defined by CalPERS, the City offers the 2% @ 55 CalPERS Retirement Plan for all Miscellaneous employees covered by this Resolution. Effective July 1, 2018, each Classic Employee covered by this Resolution shall contribute an additional 1% towards the City's share of CalPERS premiums.
- B. For employees hired on January 1, 2013 or after, who are not "Classic Employees" as defined by CalPERS, the City offers the 2% @ 62 CalPERS Retirement Plan for all Miscellaneous Employees covered by this Resolution.

SECTION 3.0 OTHER BENEFITS

All other benefits terms and conditions will be provided and administered as provided for Fort Bragg Employee Organization employees.

The above and foregoing Resolution was introduced by_____, seconded by_____, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on August 8, 2022, by the following vote:

- AYES:**
- NOES:**
- ABSENT:**

**ABSTAIN:
RECUSED:**

BERNIE NORVELL
Mayor

ATTEST:

June Lemos, MMC
City Clerk