

RESOLUTION NO. ____-2020

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL
APPROVING THE SIDE LETTER AGREEMENT WITH THE FORT BRAGG
POLICE ASSOCIATION AND AUTHORIZING CITY MANAGER TO EXECUTE
SAME**

WHEREAS, the City and the Fort Bragg Police Association (FBPA) commenced negotiations on April 8, 2019 for a new two-year Memorandum of Understanding (MOU); and

WHEREAS, the sessions concluded on June 5, 2019 when the parties agreed to an agreement package, which was ratified by the FBPA membership; and

WHEREAS, the new MOU was approved by the City Council on June 10, 2019; and

WHEREAS, on March 13, 2020, the President of the United States issued a proclamation declaring the COVID-19 outbreak in the United States as a national emergency, beginning March 1, 2020; and

WHEREAS, the Governor of the State of California and the Public Health Officer of the County of Mendocino have both issued Shelter-in-Place orders to combat the spread of COVID-19; and

WHEREAS, on March 17, 2020 the City Manager, as the City's Director of Emergency Services, issued Proclamation No. CM-2020-01 declaring a local emergency as authorized by Government Code section 8630 and Fort Bragg Municipal Code section 2.24.040(B); and

WHEREAS, the City, County and State economies were significantly impacted by the shutdown of nonessential businesses as a result of the Shelter-in-Place orders; and

WHEREAS, the City found it necessary to reduce staff levels through a combination of layoffs and furloughs; and

WHEREAS, the Fort Bragg Sworn Police Officers voluntarily agreed to forgo special pays in order to reduce public safety expenditures for the City; and

WHEREAS, the annual value of those special pays is approximately \$88,000; and

WHEREAS, the City Council recognizes that the Fort Bragg Sworn Police Officers of the Fort Bragg Police Association have provided a valuable and much appreciated contribution to reducing the City's budget without impacting public safety services in Fort Bragg; and

WHEREAS, on June 29, 2020, the Fort Bragg City Council and the Fort Bragg Municipal Improvement District No. 1 adopted the Fiscal Year (FY) 2020-21 Budget; and

WHEREAS, the City Manager continues to review and revise the budget as the impacts from the COVID-19 pandemic and economic downturn are better understood; and

WHEREAS, the City Manager identified and updated revenue projections, additional expenditure adjustments and corrections to the FY 2020-21 budget as adopted by the City Council on June 29, 2020; and

WHEREAS, the Fort Bragg City Council adopted Resolution No. 4311-2020, which amended the FY 2020-21 Budget and included appropriating funds to prospectively reinstate the Sworn Officer special pays; and

WHEREAS, the negotiation session concluded on September 23, 2020, when parties agreed to a new Side Letter revoking the May 24, 2020 Side Letter and reinstating special pays to Sworn Officers of the Fort Bragg Police Association;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby approve the Side Letter attached hereto as Exhibit A, effective October 11, 2020, to the Memorandum of Understanding with the Fort Bragg Police Association and authorizes the City Manager to execute the same.

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 the 13th day of October, 2020, by the following vote:

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

WILLIAM V. LEE
Mayor

ATTEST:

June Lemos, CMC
City Clerk