

RESOLUTION NO. ____-2014

RESOLUTION OF THE FORT BRAGG CITY COUNCIL AMENDING THE COMPENSATION PLAN FOR NON-BARGAINING & CONFIDENTIAL EMPLOYEES

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

WHEREAS, non-bargaining and confidential classifications covered by this resolution include: Administrative Coordinator – Police; Human Resources Technician; Technology Support Technician, and Water Projects Coordinator (Part-Time); and

WHEREAS, non-bargaining confidential classifications are non-exempt and shall be a part of the Personnel Merit System, and shall receive the benefits associated with the Fort Bragg Employee Organization (FBEO); and

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

1. The salary adjustments for FY 2014/15 are appropriated in in the FY 2014/15 budget.
2. The FY 2014/15 one-time bonus payment will be funded by unallocated fund balance and requires a budget amendment.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does establish compensation and affirm benefits effective July 13, 2014 through June 30, 2017 for non-bargaining confidential employees as follows:

SECTION 1.0 SALARY COMPENSATION

Salaries shall be reviewed according to the terms and conditions of the current Memorandum of Understanding effective July 13, 2014 through June 30, 2017 between the City and the FBEO affiliated with the Service Employees International Union (SEIU).

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

- A. The salary provisions of Initiative Measure D. Ordinance 672 as adopted by the voters on November 4, 1986, are hereby recognized as the policy document governing the salary of the Administrative Assistant-RES and Administrative Coordinator - Police.
- B. The salary adjustments as provided for in Ordinance 672 shall be implemented as soon as possible after January 1 of each year, and before January 31 unless there is a discrepancy. In these instances, the discrepancy shall be resolved, and the salary adjustments shall be implemented no later than February 28.
- C. The salary ranges for the non-bargaining, confidential non-exempt classifications shall be as follows:

	<u>Position</u>	<u>Range/Month</u> Effective July 13, 2014	<u>Range/Month</u> Effective First Full Pay-Period in July 2015	<u>Range/Month</u> Effective First Full Pay-Period in July 2016
1	Administrative Assistant- RES	\$3,503-\$4,258	\$3,556-\$4,322	\$3,609-\$4,387
2	Administrative Coordinator - Police	\$3,678-\$4,471	\$3,734-\$4,538	\$3,790-\$4,606
3	Human Resources Technician	\$3,503-\$4,258	\$3,556-\$4,322	\$3,609-\$4,387
4	Technology Support Technician	\$4,420-\$5,373	\$4,487-\$5,454	\$4,455-\$5,535

1.2 SALARY SCHEDULE FOR NON-BARGAINING NON-EXEMPT CLASSIFICATIONS

The salary ranges for the non-bargaining non-exempt classifications shall be as follows:

	<u>Position</u>	<u>Range/Month</u> Effective July 13, 2014	<u>Range/Month</u> Effective First Full Pay-Period in July 2015	<u>Range/Month</u> Effective First Full Pay-Period in July 2016
1	Water Projects Coordinator - Part-Time	\$2,977-\$3,619	\$3,022-\$3,673	\$3,067-\$3,728

SECTION 2.0 OTHER BENEFITS

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

BE IT FURTHER RESOLVED that the City that the City Council of the City of Fort Bragg does hereby approve Budget Adjustment No. 2015-02 for \$3,882 amending the FY 2014/15 Budget to appropriate \$3,882 from Funds 110, 610 and 521 to the appropriate account numbers based the City's cost allocation formulas.

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 14th day of July, 2014, by the following vote:

**AYES:
NOES:
ABSENT:**

ABSTAIN:

DAVE TURNER,
Mayor

ATTEST:

Cynthia M. VanWormer, MMC
City Clerk