

## RESOLUTION NO. 4840-2024

### 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 Public Employees' Retirement System (CalPERS); and

**WHEREAS**, 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 FY 2024/2025 budget; and

**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 A; and

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

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

**WHEREAS**, the City Council has reviewed the 2024 City of Fort Bragg Salary Rate Police Compensation Plan, which includes compensation adjustments; and

**WHEREAS**, the Police Captain classification salary study was done separately from the FBPA Ordinance 672 salary study because the classification is part of the Mid-Management employee group and is attached hereto as Exhibit D; and

**WHEREAS**, based on all of the evidence presented, the City Council finds, determines, and resolves as follows;

1. The foregoing recitals are true and correct and are made 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 it has accepted the proposed salary increase as set forth below.

5. The compensation shall be increased for the following position by the amounts set forth below.

Community Services Officer	7.79%
Police Captain	12.0%
Police Sergeant – Basis POST Certification	8.12%
Police Sergeant – Intermediate POST Certification	8.12%
Police Sergeant – Intermediate POST Certification - Acting	8.12%
Police Sergeant – Advance POST Certification	8.12%
Police Officer – Basic POST Certification	8.52%
Police Officer – Intermediate POST Certification	8.52%
Police Officer – Advance POST Certification	8.52%
Special Investigator – Basic POST Certification	8.52%
Special Investigator – Intermediate POST Certification	8.52%
Special Investigator – Advanced POST Certification	8.52%

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of Fort Bragg does hereby accept the Salary Survey results as required by Ordinance 672 and approves the changes in the City of Fort Bragg Salary Rate Compensation Plan as outlined in Exhibit C effective July 1, 2024.

The above and foregoing Resolution was introduced by Councilmember Peters, seconded by Councilmember Rafanan, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 9th day of September 2024 by the following vote:

**AYES:** Councilmembers Albin-Smith, Peters, Rafanan, Vice Mayor Godeke, Mayor Norvell.  
**NOES:** None.  
**ABSENT:** None.  
**ABSTAIN:** None.  
**RECUSED:** None.

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**BERNIE NORVELL**  
**Mayor**

**ATTEST:**

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**Diana Sanchez**  
**City Clerk**