



City of Fort Bragg
Title: Community Service Officer
Analysis Date: Nov.. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension						Total Comp	Rank
								(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Deferred Compensation	Total Benefits		
City of Ukiah	CSO (3056)	9/25/2025	\$6,000	\$83	N/A	\$0	\$292	16.20%	\$1,033	8.00%	-\$510	\$6,898	\$2,850	\$122	\$29	\$15	\$3,016	\$9,914	1
City of Willits	CSO I (49H)	7/1/2024	\$5,927	\$83	N/A	\$0	\$250	15.71%	\$984	7.75%	-\$485	\$6,759	\$2,682	\$143	\$18	\$0	\$2,844	\$9,603	3
Mendocino County	CSOc (7065)	11/9/2025	\$5,162	\$100	N/A	\$0	\$310	32.98%	\$1,838	9.13%	-\$509	\$6,900	\$2,806	N/A	N/A	\$0	\$2,806	\$9,706	2
City of Fort Bragg	CSO	7/13/2025	\$5,511	\$83	N/A	\$0	\$165	16.52%	\$952	8.25%	-\$475	\$6,236	\$2,682	\$115	\$18	\$0	\$2,815	\$9,052	4
Median			\$5,927									\$6,898						\$9,706	
Variance from Median			-7.55%									-10.61%						-7.23%	
Average			\$5,696									\$6,852						\$9,741	
Variance From Average			-3.36%									-9.88%						-7.62%	



City of Fort Bragg
Title: Police Captain
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension	Health	Dental	Vision	Deferred Compensation	Total Benefits	Total Comp	Rank
								(%)	(\$)	(%)	(\$)								
City of Ukiah	Police Captain (3079)	9/28/2025	\$15,437	\$83	N/A	\$0	\$292	14.72%	\$2,327	14.50%	-\$2,293	\$15,846	\$2,850	\$122	\$29	\$0	\$3,000	\$18,847	2
City of Willits	Police Captain	7/1/2024	N/A	\$0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
Mendocino County	Sheriff's Captain (7050)	11/9/2025	\$14,357	\$83	N/A	\$2,010	\$1,077	70.70%	\$12,392	13.69%	-\$2,399	\$27,520	\$2,806	N/A	N/A	-\$431	\$2,375	\$29,895	1
City of Fort Bragg	Police Captain	7/13/2025	\$14,999	\$83	N/A	\$0	\$0	27.74%	\$4,184	13.75%	-\$2,074	\$17,193	\$2,682	\$115	\$18	\$0	\$2,815	\$20,008	3
Median			\$14,897									\$21,683						\$24,371	
Variance from Median			0.69%									-26.12%						-21.81%	
Average			\$14,897									\$21,683						\$24,371	
Variance From Average			0.69%									-26.12%						-21.81%	



City of Fort Bragg
Title: Police Commander
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EE Contribution				Wages + Pension	Health	Dental	Vision	Deferred Compensation	Total Benefits	Total Comp	Rank
								(%)	(\$)	(%)	(\$)								
City of Ukiah	Police Lieutenant (3078)	9/28/2025	\$13,037	\$83	N/A	\$0	\$292	14.72%	\$1,974	14.50%	-\$1,945	\$13,441	\$2,850	\$122	\$29	\$0	\$3,000	\$16,441	2
City of Willits	Police Captain	7/1/2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
Mendocino County	Sheriff's Lieutenant (7051)	11/9/2025	\$12,482	\$83	N/A	\$1,747	\$936	70.70%	\$10,781	13.69%	-\$2,088	\$23,942	\$2,806	N/A	N/A	\$374	\$3,180	\$27,122	1
City of Fort Bragg	Police Captain	7/13/2025	\$12,702	\$83	N/A	\$0	\$0	27.74%	\$3,547	13.75%	-\$1,758	\$14,574	\$2,682	\$115	\$18	\$0	\$2,815	\$17,389	3
			Median	\$12,759								\$18,691						\$21,782	
			Variance from Median	-0.45%								-28.25%						-25.26%	
			Average	\$12,759								\$18,691						\$21,782	
			Variance From Average	-0.45%								-28.25%						-25.26%	



City of Fort Bragg
Title: Police Chief
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EE Contribution				Wages + Pension	Health	Dental	Vision	Deferred Compensation	Total Benefits	Total Comp	Rank
								(%)	(\$)	(%)	(\$)								
City of Ukiah	Police Chief (3570)	9/28/2025	\$18,772	\$83	N/A	\$0	\$292	14.72%	\$2,818	14.50%	-\$2,776	\$19,189	\$2,850	\$122	\$29	\$0	\$3,000	\$22,190	3
City of Willits	Police Chief (89E)	7/1/2024	\$14,898	\$83	N/A	\$0	\$250	27.29%	\$4,157	13.75%	-\$2,094	\$17,294	\$2,682	\$3,465	\$143	\$18	\$6,309	\$23,603	2
Mendocino County	Sheriff Coroner (7052)	11/9/2025	\$17,779	N/A	N/A	\$125	\$1,778	70.70%	\$13,915	13.69%	-\$2,694	\$30,903	\$2,806	N/A	N/A	\$711	\$3,517	\$34,420	1
City of Fort Bragg	Police Chief	7/13/2025	\$16,825	\$108	N/A	\$0	\$0	27.74%	\$4,697	13.75%	-\$2,328	\$19,303	\$2,682	\$115	\$18	\$0	\$2,815	\$22,118	4
Median			\$17,779									\$19,189						\$23,603	
Variance from Median			-5.67%									0.59%						-6.71%	
Average			\$17,150									\$22,462						\$26,737	
Variance From Average			-1.93%									-16.37%						-20.89%	



City of Fort Bragg

Title: Police Chief - Executive POST

Analysis Date: Nov. 2025

The comparable agencies do not have this classification.

The current compensation places a 5% increase over the Police Chief classification.

Recommendation is to use the Police Chief classification and add 5% to the compensation.



City of Fort Bragg
Title: Police Officer
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension	Health	Dental	Vision	Deferred Compensation	Total Benefits	Total Comp	Rank
								(%)	(\$)	(%)	(\$)								
City of Ukiah	Police Officer (3273)	9/28/2025	\$9,943	\$83	\$994	\$0	\$292	14.72%	\$1,665	14.50%	-\$1,640	\$11,338	\$2,850	\$122	\$29	\$0	\$3,000	\$14,338	3
City of Willits	Police Officer (59I)	7/1/2024	\$7,627	\$83	\$763	\$0	\$250	27.29%	\$2,381	13.75%	-\$1,199	\$9,905	\$2,682	\$143	\$18	\$0	\$2,844	\$12,748	4
Mendocino County	Deputy Sheriff II (7204)	9/14/2025	\$8,795	\$100	\$879	\$440	\$528	70.70%	\$7,595	13.69%	-\$1,471	\$16,866	\$2,806	N/A	N/A	\$0	\$2,806	\$19,672	1
City of Fort Bragg	Police Officer	7/13/2025	\$8,987	\$100	\$899	\$0	\$270	27.74%	\$2,845	13.75%	-\$1,410	\$11,690	\$2,682	\$115	\$18	\$0	\$2,815	\$14,506	2
Median			\$8,891									\$14,278						\$17,089	
Variance from Median			-1.09%									-25.94%						-19.18%	
Average			\$8,789									\$12,703						\$15,586	
Variance From Average			2.26%									-8.66%						-7.45%	



City of Fort Bragg
Title: Police Recruit
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EDMC		EE Contribution		Wages + Pension						Total Comp	Rank
								(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Deferred Compensat ion	Total Benefits		
City of Ukiah	Police Officer-Step 0	9/28/2025	\$6,406	\$83	N/A	\$0	\$292	16.20%	\$1,098	8.00%	-\$542	\$7,337	\$2,850	\$122	\$29	\$15	\$3,016	\$10,353	1
City of Willits	Police Recruit (6/30/2024	\$5,200	N/A	N/A	N/A	N/A	15.71%	\$817	7.75%	-\$403	\$5,614	N/A	N/A	N/A	N/A	N/A	N/A	4
Mendocino County	Deputy Sheriff-in-Training (7167)	11/5/2025	\$5,495	\$100	N/A	\$0	\$330	70.70%	\$4,189	13.69%	-\$811	\$9,302	\$2,806	N/A	N/A	\$0	\$2,806	\$12,108	2
City of Fort Bragg	Police Recruit	7/13/2025	\$6,048	\$83	N/A	\$0	\$181	16.52%	\$1,043	8.25%	-\$521	\$6,834	\$2,682	\$115	\$18	\$0	\$2,815	\$9,650	3
			Median	\$5,495								\$7,337						\$11,230	
			Variance from Median	10.06%								-7.35%						-16.38%	
			Average	\$5,700								\$7,418						\$11,230	
			Variance From Average	6.10%								-8.53%						-16.38%	



City of Fort Bragg
Title: Police Sergeant
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension							Total Comp	Rank
								(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Deferred Compensation	Total Benefits	Participates in Social Security		
City of Ukiah	Police Sergeant (3177)	9/28/2025	\$12,133	\$83	\$607	\$243	\$292	14.72%	\$1,966	14.50%	-\$1,937	\$13,387	\$2,850	\$122	\$29	\$0	\$3,000	No	\$16,388	3
City of Willits	Police Sergeant (68J)	7/1/2024	\$9,573	\$83	\$479	\$0	\$250	27.29%	\$2,834	13.75%	-\$1,428	\$11,791	\$2,682	\$143	\$18	\$0	\$2,844	?	\$14,635	4
Mendocino County	Sheriff's Sergeant (7131)	9/14/2025	\$10,733	\$100	\$1,073	\$537	\$644	70.70%	\$9,252	13.69%	-\$1,792	\$20,547	\$2,806	N/A	N/A	\$0	\$2,806	Yes	\$23,353	1
City of Fort Bragg	Police Sergeant	7/13/2025	\$11,043	\$100	\$552	\$0	\$331	27.74%	\$3,336	13.75%	-\$1,654	\$13,709	\$2,682	\$143	\$18	\$0	\$2,844	Yes	\$16,553	2
Median			\$10,888									\$17,128							\$19,953	
Variance from Median			-1.45%									-27.95%							-21.76%	
Average			\$10,813									\$15,242							\$18,125	
Variance From Average			2.13%									-11.18%							-9.50%	



City of Fort Bragg

Title: Special Investigator

Analysis Date: Nov. 2025

Special Investigator

There are no comparable classifications at the comparable agencies.

Past practice is to pay 5% the pay band for Police Officers.



City Normal Cost: CalPERS establishes an employer rate that the City must pay for each participating employee. The normal cost is an estimated percentage of salary based on the employee pool (age, salary, investment returns, etc.) and is determined by periodic actuarial valuations under state law.

UAAL is an unfunded Accrued Liability. It is the amortized dollar amount needed to fund past service credit earned (or accrued) for members who are currently receiving benefits, active members, and for members entitled to deferred benefits, as of the valuation date.

The CalPERS valuation report used is as of June 30, 2023. The 2023 valuation report is used for reports in 2025 because the actuarial valuations conducted by CalPERS are typically used to set employer contribution rates for the fiscal year that begins one year after the valuation date, meaning the data from the 2022 valuation report determines the contribution rates

HR contacted Mendocino County to obtain the Normal cost, as defined above. The County advised HR of the following:

- * Safety 3 PEPRA EE contribution is 13.69%
- * Safety 3 PEPRA Employer contribution is 65.79%.
- * General Tier 4 for Community Services Officer is 9.13%.
- *General Tier 4 Employer contribution for Community Services Officer is 33.49%.
- *Safety Tier 3 Employee contribution is 14.09% (MCERA Valuation Report June 30.2025)
- *Safety Tier 4 Employer contribution is 66.37% (MCERA Valuation Report June 30, 2025)

Fiscal Impact Calculation

Position	Current Salary	Multiplier	New Salary	New Salary	6 Month New Salary	Difference
Community Services Officer	\$ 66,135.89	1.0336	1.0338%	\$ 68,358.06		\$ 2,222.17
Police Chief	\$ 201,905.60	1.1930	1.9300%	\$ 240,873.38		\$ 38,967.78
Police Chief Executive POST	\$ 211,972.80	1.1930	1.9300%	\$ 252,883.55		\$ 40,910.75
Police Captain	\$ 173,992.00	1.0000	0.0000%	\$ 173,992.00		\$ -
Police Commander	\$ 152,421.56	1.0450	0.4500%	\$ 159,280.53		\$ 6,858.97
Police Sergeant - Intermediate	\$ 125,320.00	1.0000	0.0000%	\$ 125,320.00		\$ -
Police Sergeant - Intermediate Acting	\$ 125,320.00	1.0000	0.0000%	\$ 125,320.00		\$ -
Police Sergeant - Advanced	\$ 132,516.80	1.0000	0.0000%	\$ 132,516.80		\$ -
Police Officer - Basic	\$ 97,926.40	1.0000	0.0000%	\$ 97,926.40		\$ -
Police Officer - Intermediate	\$ 102,772.80	1.0000	0.0000%	\$ 102,772.80		\$ -
Police Officer - Advanced	\$ 107,848.00	1.0000	0.0000%	\$ 107,848.00		\$ -
Police Recruit	\$ 72,571.20	1.0000	0.0000%	\$ 72,571.20		\$ -
Special Investigator - Basic	\$ 102,772.80	1.0000	0.0000%	\$ 102,772.80		\$ -
Special investigator - Intermediate	\$ 107,910.40	1.0000	0.0000%	\$ 107,910.40		\$ -
Special Investigator - Advanced	\$ 113,276.80	1.0000	0.0000%	\$ 113,276.80		\$ -
						\$ 44,479.83

Salary Recommendations

Classification	Pay Adjustment Recommendation
Community Service Officer (CSO)	3.36%
Police Recruit	0%
Police Officer	0%
Police Sergeant	0%
Police Captain	0%
Police Commander	0.45%
Police Chief	1.93%
Police Chief – Executive POST	1.93%**
Special Investigator	0%*