

**RESOLUTION NO. \_\_\_\_-2019**

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL  
ACCEPTING THE FORT BRAGG POLICE DEPARTMENT SALARY SURVEY  
RESULTS AS REQUIRED BY ORDINANCE 672 AND ADOPTING CHANGES  
TO THE CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN**

**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

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

**WHEREAS**, the City Council has reviewed the salary survey results (Exhibit A) as required by Ordinance 672; and

**WHEREAS**, the City Council has reviewed the 2019 City of Fort Bragg Salary Rate Police Compensation Plan (Exhibit B), which includes compensation adjustments to the following positions:

Administrative Supervisor - Police
Police Officer – Basic POST Certification
Police Officer – Intermediate POST Certification
Police Officer – Advance POST Certification
Police Sergeant – Basic POST Certification
Police Sergeant – Intermediate POST Certification
Police Sergeant – Advance POST Certification
Community Services Officer

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

1. Ordinance 672 has been implemented and the requisite salary study has been prepared as required.
2. The data analysis is presented as prescribed by Ordinance 672.

3. 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 accepted the proposed salary increases as set forth in Exhibit B.
4. The compensation shall be increased for the following positions by the amounts set forth below:

Administrative Supervisor - Police	1.45%
Police Officer – Basic POST Certification	3.70%
Police Officer – Intermediate POST Certification	3.70%
Police Officer – Advance POST Certification	3.70%
Police Sergeant – Basic POST Certification	2.30%
Police Sergeant – Intermediate POST Certification	2.30%
Police Sergeant – Advance POST Certification	2.30%
Community Services Officer	3.70%

5. Due to salary savings from vacant position in the Police Department, sufficient funds exist in the FY 2018-19 budget to accommodate the compensation changes.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Fort Bragg does hereby accept the Salary Survey results as required by Ordinance 672 and establishes the changes in the City of Fort Bragg Salary Rate Compensation Plan set forth in Exhibit B.

**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 14<sup>th</sup> day of January, 2019, by the following vote:**

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

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**WILLIAM V. LEE**  
**Mayor**

**ATTEST:**

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**June Lemos, CMC**  
**City Clerk**