

RESOLUTION NO. 4868-2024

RESOLUTION OF THE FORT BRAGG CITY COUNCIL AMENDING THE PAY RATES AND RANGES FOR EXECUTIVE CLASSIFICATIONS REFLECTING COST OF LIVING ADJUSTMENT EFFECTIVE JULY 1, 2024

WHEREAS, the Fort Bragg City Council approves all new classifications and salary schedules, which include classification titles and compensation rates as reflected in Exhibit A; and

WHEREAS, the establishment of this Resolution meets the requirements of California Code of Regulations Section 570.5 as confirmed by CalPERS; and

WHEREAS, the Fort Bragg City Council approved Master Salary Schedule to reflect the addition of the C.V. Starr Community Center to the City's compensation schedule effective February 11, 2024 with Resolution 4760-2024:

WHEREAS, the Fort Bragg City Council approved the results of the Ordinance 672 annual salary survey during the September 9, 2024 City Council meeting by their approval of Resolution 4840-2024; and

WHEREAS, the Fort Bragg City Council approved Resolution 4857-20204 amending the pay rate and ranges for the Police Captain classifications reflecting ordinance 672; and

WHEREAS, the Executive, At-Will classifications have not yet received a cost of living adjustment and the City wishes the Fort Bragg City Council to approve a 2% cost of living adjustment effective July 1, 2024 to prevent salary compression and ensure internal pay equity; and

WHEREAS, to comply with California Code of Regulations Section 570.5 as confirmed by CalPERS, necessitates amending the previously approved Master Salary Schedule that was effective July 1, 2024, July 14, 2024, August 1, 2024, and October 20, 2024; and

WHEREAS, Exhibit A shows the Master Salary Schedule effective July 1, 2024, Exhibit B shows the corrected Master Salary Schedule effective July 14, 2024, Exhibit C shows the corrected Master Salary Schedule effective August 1, 2024, and Exhibit D shows the corrected Master Salary Schedule effective October 20, 2024;

WHEREAS, the California Public Employees' Retirement System requires the City to have a publicly adopted and posted salary schedule, and it is best practice to have all the recent changes effective on August 1, 2024, on one master salary schedule; and

WHEREAS, the full salary schedule is allocated in the FY 2024/25 budget;

WHEREAS, the full salary schedule is available on the City's website; and

NOW, THEREFORE, BE IT RESOLVED, FOUND, AND DETERMINED as follows:

1. The Recitals set forth above are true and correct and incorporated therein.
2. The City of Fort Bragg Master Salary Rate Compensation Plan effective July 1, 2024 is amended to reflect the 2% cost of living salary adjustment for the Executive, at-will

classifications pay rates as specifically set forth in the Fort Bragg Master Salary Rate Compensation Plan, attached as Exhibit A.

3. The City of Fort Bragg Master Salary Rate Compensation Plan effective July 14, 2024 is amended to reflect to reflect the 2% cost of living adjustment for the Executive, at-will classifications pay rates and ranges specifically set forth in the Fort Bragg Master Salary Rate Compensation Plan, attached as Exhibit B.
4. The City of Fort Bragg Master Salary Rate Compensation Plan effective August 1, 2024 is amended to reflect the 2% cost of living adjustment for Executive, at-will classification pay rates and ranges as specifically set forth in the Fort Bragg Master Salary Rate Compensation Plan, attached as Exhibit C.
5. The City of Fort Bragg Master Salary Rate Compensation Plan effective October 20, 2024 is amended to reflect the 2% cost of living adjustment for Executive, at-will classification pay rates and ranges as specifically set forth in the Fort Bragg Master Salary Rate Compensation Plan, attached as Exhibit D.
6. This Resolution has been reviewed with respect to the applicability of the California Environmental Quality Act (Public Resources Code Section 21000 *et seq.*) (“CEQA”). It is determined that the approval of this Resolution does not have the potential for creating a significant effect on the environment and is therefore exempt from further review under CEQA pursuant to State CEQA Guidelines Section 15060(c)(3) because it is not a project as defined by the CEQA Guidelines Section 15378. Adoption of the Resolution does not have the potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment.

NOW, THEREFORE, BE IT RESOLVED that the City Council of Fort Bragg does hereby amend the City of Fort Bragg Master Salary Rate Compensation Plan as presented in “Exhibit A” effective July 1, 2024, “Exhibit B” effective July 14, 2024, “Exhibit C” effective August 1, 2024 and “Exhibit D” effective October 20, 2024.

The above and foregoing Resolution was introduced by Vice Mayor Godeke, 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 12th day of November 2024, by the following vote:

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

BERNIE NORVELL
Mayor

ATTEST:

Diana Sanchez
City Clerk