

## RESOLUTION NO. XXXX-2025

### RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING THE BROADBAND AND DIGITAL INFRASTRUCTURE DIVISION AND ADOPTING ASSOCIATED CLASSIFICATIONS AND COMPENSATIONS

**WHEREAS**, it is the desire of the Fort Bragg City Council to provide an adequate level of compensation and to enumerate benefits and conditions of employment for the City of Fort Bragg's new Broadband and Digital Infrastructure Division, resulting from the acquisition of the Internet Service Provider (ISP), Mendocino Community Network (MCN), from the Mendocino Unified School District (MUSD) on May 23, 2025; and

**WHEREAS**, the Fort Bragg City Council approved the purchase of MCN by approving Resolution 4926-2025 during the May 12, 2025, City Council meeting; and

**WHEREAS**, the City wishes to establish the classifications within the Broadband and Digital Infrastructure (Broadband) Division in preparation for incoming MCN employees who will be City employees effective July 1, 2025; and

**WHEREAS**, the Broadband and Digital Infrastructure Division includes the following classifications:

- *Executive Management (at-will, exempt):*  
Director of Broadband and Digital Infrastructure
- *Mid Management (exempt):*  
Broadband Manager
- *Non-represented, Full-Time, Non-Exempt Classifications:*  
Senior Network Administrator  
Network Operator  
Systems Technician  
Broadband Finance Technician I
- *Non-represented, Part-Time, Non-Exempt Classification:*  
Systems Technician (Part-Time); and

**WHEREAS**, these classifications are necessary to support operations, administration, and delivery of broadband services to the community; and

**WHEREAS**, the establishment of this Resolution meets the requirements of California Code of Regulations Section 570.5 as confirmed by the California Public Employees' Retirement System (CalPERS); and

**WHEREAS**, the at-will, exempt, full-time Executive Management Director of Broadband and Digital Infrastructure is not part of the Personnel Merit System and does not receive consideration as provided for others in that system; and

**WHEREAS**, exempt at-will Executive classifications are exempt from overtime under Fair Labor Standards Act section 13(a)(1); and

**WHEREAS**, the Director of Broadband and Digital Infrastructure classification covered by this resolution is at-will, serves at the pleasure of the City Manager, and can be terminated with or without notice or cause and with no rights of appeal; and

**WHEREAS**, the Mid-Management Broadband Manager is part of the Mid-Management employee group; and

**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**, CalPERS requires the City to have a publicly adopted and posted salary schedule; and

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

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

1. Establishing the Director of Broadband and Digital Infrastructure, a full-time, exempt, at-will, Executive Management classification to provide oversight and management of the Broadband Division; and
2. Establishing the Broadband Manager, an exempt, full-time, Mid-Management classification to assist the Director of Broadband and Digital Infrastructure for the day-to-day management of operations of the Broadband Division; and
3. Establishing the full-time non-exempt non-represented classifications of Senior Network Administrator, Network Operator, Systems Technician, and Broadband Finance Technician I to perform tasks related to the daily operations of the Broadband Division; and
4. Establishing the System Technician, Part-Time classification, a part-time, non-exempt, non-represented classification;
5. Confirming the Master Salary Rate Compensation Plan for the newly established classifications and Exhibit A documents the portion of the Master Salary Rate Compensation Plan reflecting only the newly established Broadband and Digital Infrastructure classifications that will be effective July 1, 2025, and Exhibit A will be incorporated into the all-inclusive Master Salary Rate Compensation Plan as soon as practical due to the current ongoing labor negotiations for efficiency.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Fort Bragg does hereby authorize the establishment of the Broadband and Digital Infrastructure Division as outlined in Exhibit A, which will be reflected in an all-inclusive Master Salary Rate Compensation Plan as soon as practical.

**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 23<sup>rd</sup> day of June, 2025, by the following vote:**

**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

**RECUSED:**

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**Jason Godeke**  
**Mayor**

**ATTEST:**

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**Diana Paoli**  
**City Clerk**