

RESOLUTION NO. ____-2026

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING THE SYSTEMS TECHNICIAN – TRANSITIONAL (WORKING TITLE: BROADBAND SYSTEMS TECHNICIAN – TRANSITIONAL), NON-EXEMPT, AT-WILL, TRANSITIONAL CLASSIFICATION AND CONFIRMING THE PAY RATES AND RANGES FOR ALL CITY OF FORT BRAGG ESTABLISHED CLASSIFICATIONS EFFECTIVE JUNE 8, 2026

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 City has been diligently working on bringing municipal broadband to the local community and has received grant funding to assist with the installation of broadband, and the current staffing does not have the capacity to meet the anticipated demand for municipal broadband; and

WHEREAS, the Fort Bragg City Council last approved the Master Salary Schedule during the January 26, 2026, City Council meeting, which includes the Systems Technician classification with the Broadband and Digital Infrastructure division, a full-time, non-exempt classification that is part of the Fort Bragg Employee Organization, which is an ongoing, budgeted classification; and

WHEREAS, the current budget does not allow for the additional headcount required to meet the anticipated demand for municipal broadband services; and

WHEREAS, the City has received grant funds to allow the City to hire three (3) Systems Technician – Transitional (working title: Broadband Systems Technician – Transitional) positions in FY 2026-2027 to assist with the anticipated demand; and

WHEREAS, the City of Fort Bragg’s Personnel Rules and Regulations allow for establishing appointments which are provisional, seasonal, temporary, or emergency or on a transitional basis whenever it has a legitimate need to do so, and such appointments shall not attain regular status and shall be deemed to be “at-will”; and

WHEREAS, the City wishes to establish a transitional classification of Systems Technician – Transitional (working title: Broadband Systems Technician – Transitional) within the Broadband and Digital Infrastructure Division, which is a full-time, non-exempt, grant-funded, transitional, at-will classification for the purpose of meeting the anticipated initial surge in broadband installations; and

WHEREAS, the budget for the Systems Technician – Transitional classification is allocated out of various broadband grants; and

WHEREAS, the City wishes to establish a high school internship program to encourage local youth to consider public service in their local community; and

WHEREAS, the Intern classification is a non-exempt, at-will, temporary classification authorized to work no more than 20 hours per week and/or 1,000 hours in a fiscal year; and

WHEREAS, the current compensation for the Intern program has historically been for college students, and the current intern program is targeted at high school students; and

WHEREAS, adjusting the compensation for the Intern classification will allow for more opportunities for high school local youth out of account number 110-4130-0101; and

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 June 8, 2026, on one master salary schedule; and

WHEREAS, the full salary schedule is allocated in the FY 2025/26 budget; and

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

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

1. Adopt the City of Fort Bragg Master Salary Rate Compensation Plan as presented in "Exhibit A".

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 June 8, 2026.

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 8th day of June, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSED:

JASON GODEKE
Mayor

ATTEST:

Diana Paoli
City Clerk