

RESOLUTION NO. ____-2022

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL
CONFIRMING PAY RATES/RANGES FOR EXECUTIVE MANAGEMENT
POSITIONS OF POLICE CHIEF AND FINANCE DIRECTOR/CITY
TREASURER AND ESTABLISHING LABORER-WATER/WASTEWATER AND
LABORER-PUBLIC WORKS CLASSIFICATIONS**

WHEREAS, the Fort Bragg City Council approves all salary schedules which include classification titles and compensation rates; and

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

WHEREAS, the City of Fort Bragg City Council approved Resolution 4579-2022 on August 8, 2022 implementing a cost of living adjustment for executive, at-will employees that was effective July 3, 2022; and

WHEREAS, the City has experienced turnover in executive, exempt, at-will classifications of the Finance Director/City Treasurer and Police Chief classifications and desires to stabilize operations; and

WHEREAS, the City's Assistant Finance Director has been serving as the Acting Finance Director since July 4, 2020 and has successfully performed the oversight of the Finance Department since the resignation of the former Finance Director, Victor Damiani; and

WHEREAS, the Finance Director/City Treasurer classification pay rate/range was established by Resolution 4579-2022 approved by the City Council on August 8, 2022; and

WHEREAS, in recognition of superior work performance, it is desired to promote current Assistant Finance Director, Isaac Whippy, to the executive management, at-will, Director – Finance/City Treasurer (Finance Director/City Treasurer) classification effective July 25, 2022;

WHEREAS, as Interim Police Chief, John Naulty served the City from February 2, 2020 to June 30, 2022; and

WHEREAS, in order to ensure continuity of leadership of the City of Fort Bragg's Police Department and administration, the City of Fort Bragg conducted and concluded the recruitment process by offering the position of Police Chief to Neil Cervenka, who possesses the necessary skills and experience to perform the duties of the Police Chief; and

WHEREAS, in recognizing Chief Cervenka's extensive experience and background, the City of Fort Bragg revised the pay rate/range for the Police Chief classification as shown in "Exhibit A" retroactive to Chief Cervenka's hire date of July 25, 2022; and

WHEREAS, the City desires to establish the classifications of part-time, less than 20 hours per week, non-bargaining, classifications of Laborer – Public Works and Laborer – Water/Wastewater, and remove the Laborer classification, to better reflect actual duties and aid in staff retention; and

WHEREAS, the City wishes to increase the hourly wage to \$21.00 per hour for the part-time, less than 20 hours per week, Laborer-Public Works classification; and

WHEREAS, the City obtains cost savings of retaining past and current staff to continue performing work in maintaining facilities and parks, to reduce recruitment and staff time costs in the applicable laborer classifications required to effectively recruit the above mentioned classifications for future City Needs; and

WHEREAS, based on all of the above evidence, the City Council finds as follows:

1. The proposed salary increase of the Police Chief classification is allocated in FY 2022-2023 and is necessary in the recruitment and retention of qualified staff.
2. The salary range for Finance Director/City Treasurer is consistent with the Citywide Compensation Plan and stabilizes City operations, and funds have been allocated in FY 2022-2023 by utilizing salary savings from the vacant Finance Director/City Treasurer since July 4, 2020.
3. The establishment of the Laborer-Public Works and Laborer-Water/Wastewater (Part-Time) non-bargaining classifications and associated salary increase of the Laborer-Public Works classification’s pay rate will assist in retention of staff and provide operational support necessary to carry out mission and organizational goals of the City.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby approve the establishment of the Finance Director/City Treasurer salary schedule, the increased compensation of the Police Chief classification, and the establishment of Laborer-Public Works (Part-Time) and Laborer-Water/Wastewater (Part-Time) and the increased compensation of the Laborer-Public Works (Part-Time) to be effective July 25, 2022.

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 26th day of September 2022, by the following vote:

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

BERNIE NORVELL
Mayor

ATTEST:

June Lemos, MMC
City Clerk