

RESOLUTION NO. xxxx-2025

RESOLUTION OF THE FORT BRAGG CITY COUNCIL AMENDING THE MASTER SALARY COMPENSATION PLAN TO ADD MAINTENANCE DIVISION POSITIONS, ADD TREATMENT DIVISION POSITIONS, AND CONFIRMING THE PAY RATES AND RANGES FOR ALL CITY OF FORT BRAGG CLASSIFICATIONS

WHEREAS, the City Manager has identified employee retention and the provision of clear opportunities for career growth as key organizational goals; and

WHEREAS, consistent with the City's 2024–2028 Strategic Plan objectives to (1) develop a Retention Plan that encourages long-term employment, advancement, and employee loyalty; and

WHEREAS, to support these goals, the City Manager recommends amending the Master Salary Compensation Plan to enhance career progression within the Public Works Department by creating the classifications for the Treatment Division and Maintenance Division, and Treatment Plant Operator III, all within the Fort Bragg Employee Organization (FBEO) bargaining unit; and

WHEREAS, the above changes are included in the FY 2024-2025 budget; 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, the establishment of this Resolution meets the requirements of California Code of Regulations Section 570.5 as confirmed by CalPERS; and

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

1. The Recitals set forth above are true and correct and are incorporated herein.
2. The City of Fort Bragg Master Salary Rate Compensation Plan is amended to establish the Treatment Operator III, Maintenance Division Supervisor, and Treatment Division Supervisor, attached as Exhibit A; and
3. The pay rates and ranges for all City of Fort Bragg Master Salary Rate Compensation Plan, as amended, attached as Exhibit A, are confirmed; and
4. 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.

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 27th day of May, 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSED:

JASON GODEKE
Mayor

ATTEST:

Diana Paoli
City Clerk