

RESOLUTION NO. ____-2026

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ACCEPTING THE RESULTS OF ORDINANCE 672 SURVEY RESULTS AS REQUIRED BY ORDINANCE 672 AND AUTHORIZING THE CITY MANAGER TO EXECUTE SAME, ADOPTING CHANGES TO THE CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN, AND CONFIRMING THE PAY RATES AND RANGES FOR ALL CITY OF FORT BRAGG ESTABLISHED CLASSIFICATIONS

WHEREAS, the voters adopted Ordinance 672 requiring an annual review of the compensation schedule for employees of the Fort Bragg Police Department; and

WHEREAS, the City has completed the study, reviewed and analyzed the data for salaries of comparable positions in the cities of Willits and Ukiah, and the Mendocino County Sheriff's Office as required by Ordinance 672 and attached hereto as Exhibit A; and

WHEREAS, the salary survey results and proposed salary increases were presented to the Fort Bragg Police Association (FBPA) for review and comment on January 7, 2026; and

WHEREAS, the City Council has reviewed the salary survey results, Exhibit A, as required by Ordinance 672; and

WHEREAS, the City Council has reviewed the City of Fort Bragg Master Salary Schedule (Exhibit B), which includes compensation adjustments for the classifications shown below; and

Classification	Pay Adjustment Recommendation
Community Service Officer (CSO)	3.36%
Police Chief	1.93%
Police Chief – Executive POST	1.93%**

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

1. Ordinance 672 has been implemented, and the requisite salary survey study has been prepared as required (Exhibit A).
2. The data analysis is presented as prescribed by Ordinance 672.
3. The Fort Bragg Police Association (FBPA) has reviewed and accepted the results of the annual salary as set forth below to be effective retroactive to January 1, 2026:

Classification	Pay Adjustment Recommendation
Community Service Officer (CSO)	3.36%
Police Recruit	0%
Police Officer	0%
Police Sergeant	0%
Police Captain	0%
Police Commander	0%
Police Chief	1.93%
Police Chief – Executive POST	1.93%**
Special Investigator	0%*

4. The additional funds required, **\$20,594.97**, are from Account 110-4200-0101 (Salaries & Wages, Regular) in the fiscal year 2025-26 budget to fund the compensation increases.
5. The City of Fort Bragg Master Salary Schedule has been updated as shown in Exhibit B

NOW, THEREFORE, BE IT RESOLVED that the City Council of Fort Bragg does hereby accept the Salary Survey results as required by Ordinance 672, establishes the changes in the City of Fort Bragg Master Salary Compensation Schedule as set forth in Exhibit B to be funded from 110-4200-0101 (Salaries & Wages, Regular) in the amount of \$20,594.97.

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 January, 2026, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:
RECUSED:

Jason Godeke
Mayor

ATTEST:

Diana Paoli
City Clerk