

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF FORT BRAGG AND
THE FORT BRAGG POLICE ASSOCIATION

EFFECTIVE July 1, 2024

THROUGH

JUNE 30, 2028



ARTICLE 5—SALARY AND ADDITIONAL COMPENSATION

1. The salary provisions of Initiative Measure D, Ordinance 672, as adopted by the voters on November 4, 1986, are hereby incorporated into this agreement in their entirety. The salary adjustments, if any, shall be implemented as soon as possible after January 1 of each year, and before January 31 unless there is a discrepancy between the City and the FBPA relative to the survey results. In these instances, the discrepancy shall be resolved, and the salary adjustments shall be implemented no later than February 28.
2. All employees covered by this MOU shall receive a salary increase of three percent (4%) of their base salary, effective July 1, 2024. All employees covered by this MOU shall receive a salary increase of three percent (3%) of their base salary effective the first full pay period after July 1, 2025. All employees covered by this MOU shall receive a salary increase of three percent (3%) of their rate of pay effective the first full pay period after July 1, 2026. All employees covered by this MOU shall receive a salary increase of three percent (3%) of their base salary effective the first full pay period after July 1, 2027.
3. **Relief Shift:** A relief shift is defined as any shift worked outside of an employee's regularly assigned hours or days of duty, as determined during the shift rotation and shift selection process. Employees who work relief shifts shall receive additional compensation of one dollar (\$1.00 per hour for all hours worked when so assigned).

This provision is intended to apply to mandatory shift changes that occur after the schedule is posted, including overtime shifts required by the Department. Before the schedule is posted, scheduling is within the sole discretion of management, who will take into consideration the needs of the department and requests of employees when constructing the schedule.

This provision also does not apply to overtime shifts requested by the employee, or any other shifts worked outside of the employee's regularly assigned hours of duty if the shift adjustment is the result of a request by the employee. This provision also does not apply to additional shifts worked due to special events, court appearances, training, or other temporary or brief assignments that are considered to be part of the normal course of duties. Any disagreement regarding the application of a relief shift designation will be decided by the Chief or his appointed representative.

In accordance with California Code of Regulations 571(a) this pay is pensionable through CalPERS.

3. **Swing Shift Differential Pay:** Any employee who works the "Swing Shift" as determined during the shift selection process shall receive the additional compensation of one dollar (\$1.00) per hour for the entirety of the "Swing Shift" shift rotation. Any disagreement regarding the application of the Swing Shift shall be decided by the Chief or the Chief's appointed representative.

In accordance with California Code of Regulations 571(a) this pay is pensionable through CalPERS.