RESOLUTION NO. *XXXX-2025*

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A COMPENSATION PLAN, APPROVING NEW POSITIONS AND TERMS AND CONDITIONS OF EMPLOYMENT FOR NON-BARGAINING AND CONFIDENTIAL, NON-EXEMPT EMPLOYEES

WHEREAS, it is the desire of the Fort Bragg City Council to provide an adequate level of compensation and to enumerate the benefits and conditions of employment for nonbargaining and confidential, non-exempt classifications; and

WHEREAS, non-bargaining and confidential, non-exempt classifications covered by this Resolution are as follows:

Administrative Analyst
Administrative Analyst — Police
Administrative Assistant - Administration
Assistant Planner/Code Enforcement-Part-Time
Audiovisual Technician-Part-Time
City Clerk, Non-Certified
City Clerk Technician
Housing and Economic Development Coordinator
Laborer-Public Works
Laborer-Water/Wastewater
Police Transport Officer
Public Experience Liaison, Part-Time
Public Information Coordinator
Social Services Liaison-Crisis Worker
Systems Analyst; and

WHEREAS, the classifications covered by this Resolution are non-exempt, are a part of the Personnel Merit System, and unless otherwise defined in this Resolution, shall receive all benefits received by members of the Fort Bragg Employee Organization (FBEO);

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does establish compensation and affirm benefits effective July 1, 2025, through June 30, 2029, for non-bargaining and confidential, non-exempt employees as follows:

SECTION 1.0   SALARY COMPENSATION

1.1 SALARY SCHEDULE FOR NON-BARGAINING AND CONFIDENTIAL NON-EXEMPT CLASSIFICATIONS

Designated Confidential/Non-Bargaining Classifications
Administrative Analyst
Administrative Analyst – Police
Administrative Assistant – Administration
Assistant Planner/Code Enforcement – Part-Time
Audiovisual Technician – Part-Time
City Clerk, Non-Certified
City Clerk Technician
Housing and Economic Development Coordinator
Laborer – Public Works

Laborer - Water/Wastewater
Police Transport Officer (Part-Time)
Public Experience Liaison (Part-Time)
Public Information Coordinator
Social Services Liaison – Crisis Worker
Senior Administrative Analyst
Systems Analyst

Effective the first full pay period in July 2025, each employee covered by this Resolution shall receive a 6% cost-of-living adjustment.

Effective the first full pay period after July 1, 2026, each employee covered by this Resolution shall receive a 5% cost-of-living adjustment.

Effective the first full pay period after July 1, 2027, each employee covered by this Resolution shall receive a 3.5% cost-of-living adjustment.

Effective the first full pay period after July 1, 2028, each employee covered by this Resolution shall receive a 3.5% cost-of-living adjustment.

SECTION 2.0   RETIREMENT

A. For employees hired prior to December 31, 2012, and employees hired on or after January 1, 2013, who are "Classic Employees" as defined by CalPERS, the City offers the 2% @ 55 CalPERS Retirement Plan for all Miscellaneous employees covered by this Resolution. Effective July 1, 2018, each Classic Employee covered by this Resolution shall contribute an additional 1 % towards the City's share of CalPERS premiums.

B. For employees hired on January 1, 2013 or after, who are not "Classic Employees" as defined by CalPERS, the City offers the 2%@ 62 CalPERS Retirement Plan for all Miscellaneous Employees covered by this Resolution.

SECTION 3.0 OTHER BENEFITS

All other benefits terms and conditions will be provided and administered as provided for Fort Bragg Employee Organization employees.

The above and foregoing Resolution was introduced by Councilmember Rafanan, seconded by Councilmember Albin-Smith, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 24th day of June 2024, by the following vote:

AYES:
NOES: None.
ABSENT: None.
ABSTAIN: None.
RECUSED: None.

_____
JASON GODEKE

ATTEST:

_____
Diana Paoli
City Clerk