



# City of Fort Bragg

416 N Franklin Street  
Fort Bragg, CA 95437  
Phone: (707) 961-2823  
Fax: (707) 961-2802

## Meeting Agenda Finance and Administration Committee

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Wednesday, January 14, 2026

4:00 PM

Town Hall, 363 N. Main Street  
and Via Video Conference

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### MEETING CALLED TO ORDER

### ROLL CALL

### COMMITTEE MEMBERS PLEASE TAKE NOTICE

*Committee Members are reminded that pursuant to the Council policy regarding use of electronic devices during public meetings adopted on November 28, 2022, all cell phones are to be turned off and there shall be no electronic communications during the meeting. All e-communications such as texts or emails from members of the public received during a meeting are to be forwarded to the City Clerk after the meeting is adjourned.*

### ZOOM WEBINAR INVITATION

*This meeting is being presented in a hybrid format, both in person at Town Hall and via Zoom.*

*You are invited to a Zoom webinar.*

*When: Jan 14, 2026 04:00 PM Pacific Time (US and Canada)*

*Topic: Finance and Administration Committee*

*Join from PC, Mac, iPad, or Android:*

*<https://us06web.zoom.us/j/89950048207>*

*And Telephone (\*6 mute/unmute, \*9 raise hand)*

*+1 669 444 9171 US*

*Webinar ID: 899 5004 8207*

*To speak during public comment portions of the agenda via zoom, please join the meeting and use the raise hand feature when the Chair or Acting Chair calls for public comment on the item you wish to address. Written public comments may be submitted to [sremington@fortbraggca.gov](mailto:sremington@fortbraggca.gov).*

### 1. APPROVAL OF MINUTES

- 1A. [26-583](#) Approve Minutes of Finance and Administration Committee December 10, 2025

### 2. PUBLIC COMMENTS ON NON-AGENDA ITEMS

### 3. CONDUCT OF BUSINESS

- 3A. [26-591](#)** FY 2025 Year-End Report Regarding Asset Forfeiture Discretionary and Education Fund Expenditures

**Attachments:** [01142026 Staff Report](#)  
[Att 1- FY 25 AF Spreadsheet with Detailed Exp](#)  
[Att 2 - Detailed Trial Balance - 167](#)

- 3B. [25-453](#)** Receive Ordinance 672 Results of the Ordinance 572 Annual Salary Survey and Receive Salary Recommendations for FBPA Classifications of Police Sergeant, Police Officer, Police Recruit and Community Services Officer, and the Police Chief, Police Chief Executive POST, Police Commander, and Police Commander to be Effective January 1, 2026

**Attachments:** [01142026 Staff Report Ordinance 672](#)  
[Att 1 - Working FBPOA Comp Survey Nov2025 - Top Step](#)

#### **4. MATTERS FROM COMMITTEE / STAFF**

#### **ADJOURNMENT**

STATE OF CALIFORNIA        )  
  )ss.  
COUNTY OF MENDOCINO    )

I declare, under penalty of perjury, that I am employed by the City of Fort Bragg and that I caused this agenda to be posted in the City Hall notice case on Friday, January 9, 2026.

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Stephanie Remington  
Administrative Assistant

#### **NOTICE TO THE PUBLIC**

#### **DISTRIBUTION OF ADDITIONAL INFORMATION FOLLOWING AGENDA PACKET DISTRIBUTION:**

- *Materials related to an item on this Agenda submitted to the Council/District/Agency after distribution of the agenda packet are available for public inspection in the lobby of City Hall at 416 N. Franklin Street during normal business hours.*
- *Such documents are also available on the City of Fort Bragg's website at <http://city.fortbragg.com> subject to staff's ability to post the documents before the meeting*

**ADA NOTICE AND HEARING IMPAIRED PROVISIONS:**

*It is the policy of the City of Fort Bragg to offer its public programs, services and meetings in a manner that is readily accessible to everyone, including those with disabilities. Upon request, this agenda will be made available in appropriate alternative formats to persons with disabilities.*

*If you need assistance to ensure your full participation, please contact the City Clerk at (707) 961-2823. Notification 48 hours in advance of any need for assistance will enable the City to make reasonable arrangements to ensure accessibility.*

*This notice is in compliance with the Americans with Disabilities Act (28 CFR, 35.102-35.104 ADA Title II).*



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## Text File

File Number: 26-583

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**Agenda Date:** 1/14/2026

**Version:** 1

**Status:** Business

**In Control:** Finance and Administration Committee

**File Type:** Committee Minutes

**Agenda Number:** 1A.

Approve Minutes of Finance and Administration Committee December 10, 2025



# City of Fort Bragg

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## Text File

File Number: 26-591

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**Agenda Date:** 1/14/2026

**Version:** 1

**Status:** Business

**In Control:** Finance and Administration Committee

**File Type:** Staff Report

**Agenda Number:** 3A.

FY 2025 Year-End Report Regarding Asset Forfeiture Discretionary and Education Fund  
Expenditures



## CITY OF FORT BRAGG

416 N. FRANKLIN, FORT BRAGG, CA 95437  
PHONE 707/961-2823 FAX 707/961-2802

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### **COUNCIL COMMITTEE ITEM SUMMARY REPORT**

**MEETING DATE:** JANUARY 14, 2026  
**TO:** Finance and Administration Committee  
**FROM:** Eric Swift, Chief of Police  
**AGENDA ITEM TITLE:** **FY 2024/25 Year-End Report Regarding Asset Forfeiture Discretionary and Education Fund Expenditures**

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#### **ISSUE:**

The Fort Bragg City Council has adopted the following Asset Forfeiture Expenditure policy:

##### *Asset Forfeiture Discretionary Funds:*

- Expenditures under \$5,000 may be decided by the Police Chief.
- Expenditures of between \$5,000 and \$10,000 will require approval of the City Manager; a purchase order shall be required per the City's Administrative Regulation on Purchasing.
- Expenditures over \$10,000 will require approval of the City Council. The Asset Forfeiture budget shall be amended at the time of approval.
- Staff reports to the City Council will be provided on significant Asset Forfeiture expenditures identified by the City Manager.

##### *Asset Forfeiture Education Funds:*

- Expenditures will meet the mandated education and prevention guidelines.

##### *Year-End Reporting:*

- Prior to the closing of each fiscal year, a report listing all Asset Forfeiture Discretionary and Education Fund expenditures will be brought forward to the City Council's Finance & Administration Committee for review and line item budget appropriations, as necessary, will be agendaized for City Council action.

This year-end report is provided in accordance with the above policy.

#### **SUMMARY:**

The Asset Forfeiture expenditures for FY 2025 were made in accordance with the established policy guidelines. Expenditures from the accounts are as follows:

- General Discretionary Account (Fund 167-4215-0000) totaled \$255,111.87
- Law Enforcement Administrators Association (LEAA) Education Account (Fund 167-4216-0000) totaled \$70,004.75

There were no expenditures from the Federal Justice Discretionary Account (Fund 167-4218-0000). There were no expenditures from the Federal Treasury Discretionary Account (Fund 167-4219-0000). The Federal Funds were depleted previously. Total Cash at bank balance declined from \$480,013 to \$295,034 with less revenues coming into the fund.

The attached reports provide a summary and line item expenditures for the past year and the remaining fund balances.

#### **RECOMMENDATION:**

Receive report, review, discuss, and file line item budgetary appropriations for FY 2025.

Asset Forfeiture General Ledger Account Activity - FY 2024/25														
		State				Federal				Total				
		General 167.4215.xxxx		Education 167.4216.xxx		Justice 167.4218.xxxx		Treasury 167.4219.xxxx		Total				
		Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures					
Previous Fiscal Year End Balance										\$ -				
7/1/2024	OPENING BALANCE	\$ 269,970.12		\$ 212,705.39		\$ -		\$ -		\$ 482,675.51		\$ -		
Date	Description	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures					
7/11/2024	Dell - Booking room computer		\$ 1,036.26											
7/11/2024	DP ICT Imaging - Booking camera		\$ 547.07											
7/16/2024	4Imprint - PD stickers				\$ 319.75									
8/5/2024	Fort Bragg Cubs Football and Cheer				\$ 4,000.00									
8/5/2024	Timberwolf Booster Association				\$ 500.00									
8/6/2024	Roundmans Smokehouse - NNO				\$ 669.81									
8/9/2024	Chevron - Propane for NNO				\$ 9.62									
8/12/2024	Fort Bragg Girls Softball Association				\$ 1,500.00									
8/16/2024	MORPHO - IDEMIA		\$ 22,069.69											
8/22/2024	Flockworks				\$ 2,000.00									
8/23/2024	SymbolArts - Chief Coins		\$ 808.98											
9/12/2024	Precision Wireless - spotlights		\$ 4,480.00											
9/13/2024	Janette Ornelas - NNO reimb				\$ 338.54									
	CV Starr Community Center				\$ 1,000.00									
9/17/2024	Redwood Empire Scouting				\$ 1,000.00									
Add additional lines above if needed														
Quarter 1 Totals		-	28,942.00	-	11,337.72	-	-	-	-	-	Revenue			
Interest -										40,279.72	Expense			
Interest Allocation		0%		0%		0%		0%			0%			
Allocated interest		-		-		-		-		-	Interest			
Balance as of 09/30/24		\$ 241,028.12		\$ 201,367.67		\$ -		\$ -		\$ 442,395.79		Balance		

		General		Education		Justice		Treasury											
		167.4215.xxxx		167.4216.xxx		167.4218.xxxx		167.4219.xxxx											
Previous Quarter Balance		\$ 241,028.12		\$ 201,367.67		\$ -		\$ -		\$ 442,395.79									
Date	Description	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures										
10/18/2024	Barry Marshall - replacement mirror		\$ 404.50																
10/25/2024	Amazon.com - ear piece		\$ 157.86																
11/11/2025	Wayfair - new chair for Chief		\$ 245.18																
11/15/2024	LC Action Police Supply		\$ 61,044.98																
12/29/2024	Rory Beak - NNO reimb				\$ 199.90														
12/10/2024	Precision Wireless - Tech time		\$ 3,600.00																
12/19/2024	Myron - Pens				\$ 964.43														
Add additional lines above if needed																			
Quarter 2 Totals		-	65,452.52	-	1,164.33	-	-	-	-	-	-	-	Revenue	-					
Interest												66,616.85	Expense						
Interest Allocation for Q2		54%		46%		0%		0%						100%					
Allocated interest		-		-		-		-		-		-	Interest						
Balance as of 12/31/24		\$ 175,575.60		\$ 200,203.34		\$ -		\$ -		\$ 375,778.94		Balance							
		General		Education		Justice		Treasury											
		167.4215.xxxx		167.4216.xxx		167.4218.xxxx		167.4219.xxxx											
Previous Quarter Balance		\$ 175,575.60		\$ 200,203.34		\$ -		\$ -		\$ 375,778.94		\$ 200,203.34							
Date	Description	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures										
1/5/2025	Carter Kit		\$ 454.95																
1/22/2025	Chief Leadership - Workshop		\$ 4,500.00																
1/22/2024	Smith and Warren		\$ 1,039.74																
2/5/2025	REVENUE	\$ 53,764.87																	
2/5/2025	REVENUE	\$ 1,645.63																	
2/12/2025	Braggadoon - Deposit		\$ 687.62																
2/12/2025	Crystal Buy The Best - award		\$ 162.49																
2/13/2025	4 Imprint - Jr. Officer Stickers				\$ 346.33														
3/4/2025	Myron- Pens				\$ 1,134.35														
3/11/2025	Braggadoon - New front sign		\$ 1,047.62																
3/19/2025	Axon Enterprises - Taser 10		\$ 53,255.16																
3/20/2025	Myron - Pencils				\$ 410.41														
3/25/2025	Amazon.com - Curtains, rod & lamp		\$ 98.21																
3/25/2025	Amazon.com - Door sign		\$ 16.79																
3/26/2025	REVENUE	\$ 9,801.43																	
3/31/2025	Amazon.com - Wall art for R&R Room		\$ 186.64																
3/31/2025	Amazon.com - Wall art for R&R Room		\$ 131.09																
Add additional lines above if needed																			
Quarter 3 Totals		65,211.93	55,585.62	-	1,891.09	-	-	-	-	65,211.93	Revenue								
Interest										57,476.71	Expense								
Interest Allocation		47%		53.3%		0.0%		0.0%				100%							
Allocated interest		-		-		-		-		-		-	Interest						
Balance as of 3/31/24		\$ 185,201.91		\$ 198,312.25		\$ -		\$ -		\$ 383,514.16		Balance							
		General		Education		Justice		Treasury											

Previous Quarter Balance		167.4215.xxxx 185,201.91		167.4216.xxxx 198,312.25		167.4218.xxxx -		167.4219.xxxx -		\$ 383,514.16 \$ 198,312.25				
		Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures					
Date	Description													
4/10/2025	Logo Mat Central - Hall mat		\$ 769.50											
4/10/2025	Axon Enterprises - Vehicle cameras		\$ 23,642.44											
4/10/2025	LC Action		\$ 11,066.93											
4/17/2025	LC Action - credit		\$ (5,250.00)											
4/25/2025	Rossi's - credit		\$ (78.22)											
4/25/2025	Rossi's - credit		\$ (126.13)											
5/3/2025	1413 Consulting - Audit		\$ 2,450.00											
5/5/2025	REVENUE	1,785.05												
5/27/2025	Helmets R Us				961.40									
6/2/2025	El Yuca - Blue Envelope		\$ 14.19											
6/2/2025	LC Action Supply		\$ 9,334.46											
6/2/2025	Roundman's - Blue Envelope		\$ 140.00											
6/2/2025	Safeway - Blue Envelope		\$ 4.98											
6/2/2025	Safeway - Blue Envelope		\$ 102.35											
6/30/2025	Revenues	3,007.77												
6/30/2025	PD Access Controls Project		\$ 60,144.73											
6/30/2025	Transfer - Vehicles Build Kit Overages		\$ 2,147.00											
6/30/2025	LogoMat Co. - Mat for lobby		\$ 769.50											
Add additional lines above if needed														
Quarter 4 Totals		4,792.82	105,131.73	-	961.40	-	-	-	-	4,792.82	Revenue			
Interest 14,412.71										106,093.13	Expense			
Interest Allocation		0%		52%		0%		0%			52%			
Allocated interest		-		7,452.70		-		-		7,452.70	Interest			
Balance as of 06/30/25			84,863.00		\$ 204,803.55		\$ -		\$ -	\$ 289,666.55	Balance			
										\$ 289,666.55	X Check			
Year-End Totals														
Opening Balance:		\$ 269,970.12		\$ 212,705.39		\$ -		\$ -		\$ 482,675.51				
Revenues		70,004.75		-		-		-		70,004.75				
Expenditure:		(255,111.87)		(15,354.54)		-		-		(270,466.41)				
Allocated Interest:										12,820.81				
Ending Balance		\$ 84,863.00	\$ -	\$ 197,350.85	\$ -	\$ -		\$ -		\$ 295,034.66				
		-	✓ - Agree to SB GL	(7,452.70)	✓ - Agree to SB GL	-	✓ - Agree to SB G	-	✓ - Agree to SB GL	0.10				
		-												

Asset Forfeiture General Ledger Account Activity - FY 2018/19															
		State				Federal				Total					
		General 167.4215.xxxx Receipts   Expenditures		Education 167.4216.xxx Receipts   Expenditures		Justice 167.4218.xxxx Receipts   Expenditures		Treasury 167.4219.xxxx Receipts   Expenditures		Total					
Previous Fiscal Year End Balance		\$	-	\$	279,994.10	\$	7,087.63	\$	1,395.21	\$ 288,476.94					
7/1/2019	OPENING BALANCE		\$ -		\$ 279,994.10		\$ 7,087.63		\$ 1,395.21	\$ 288,476.94					
Date	Description	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures						
6/29/2018	NNO - Giveaways for children				504.00										
7/16/2018	Cadets' Team Building Event				800.00										
7/18/2018	Police Officer Badge Stickers				342.59										
7/23/2018	Cadet Boots				126.25										
7/24/2018	NNO - Craft Kits for Kids' Activity				67.88										
7/25/2018	NNO - Helium for the Balloons				100.14										
7/31/2018	NNO - Chips				74.90										
8/6/2018	NNO - Hot Dogs & Buns				107.50										
8/10/2018	PAL Reimbursed for Day in Park Ts			234.29											
8/16/2018	NNO - food				54.35										
9/28/2018	FBHS Donation for Intoximeter				600.00										
9/29/2018	PAL Bicycle Rodeo snacks				27.96										
9/30/2018	K9 Officer Pay Reimbursement		1,365.00												
Add additional lines above if needed															
Quarter 1 Totals		-	1,365.00	234.29	2,805.57	-	-	-	-	234.29	Revenue				
Interest	1,162.67									4,170.57	Expense				
Interest Allocation		0%		97%		2%		0%			100%				
Allocated interest		-		1,128.48		28.57		5.62		1,162.67	Interest				
Balance as of 09/30/18			\$ (1,365.00)		\$ 278,551.30		\$ 7,116.20		\$ 1,400.83	\$ 285,703.33	Balance				

[illegible]



	(18,353.14)															
												350,625.68	44,830.73	135,382.87		260,073.54
	8.49												\$ 50,555.54	31,787.00		(12,791.68)
													\$ 5,724.81	(103,595.87)		

Asset Forfeiture General Ledger Account Activity - FY 2017/18													
		State				Federal				Total			
		General 167.4215.xxxx		Education 167.4216.xxx		Justice 167.4218.xxxx		Treasury 167.4219.xxxx		Total			
		Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures				
Previous Fiscal Year End Balance		\$	67,501.93	\$	274,531.40	\$	6,998.03	\$	1,377.57	\$	350,408.93		
7/1/2017	OPENING BALANCE		\$ 67,501.93		\$ 274,531.40		\$ 6,998.03		\$ 1,377.57		\$ 350,408.93		
Date	Description	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures				
7/1/2017	Adjustment (Per Reconciliation @ FY End)		\$ 216.75										
5/19/2017	Supplies for Day in the Park				6.50								
5/19/2017	Supplies for Day in the Park BBQ				8.77								
7/3/2017	Covington Creek - Takoda		226.05										
7/11/2017	Revenue - on FY16-17 GL / not on AF speadsheet	6,721.70											
7/13/2017	Revenue - on FY16-17 GL / not on AF speadsheet	6,087.36											
7/18/2017	National Night Out (NNO) Giveaways for Children				191.38								
7/19/2017	Emergency Trauma Kits for ATVs		1,038.48										
7/20/2017	ATV Goggles, Gloves, Trail Box		1,074.51										
7/25/2017	ATV Gloves		54.95										
7/20/2017	ATV Helmets, Trail Box (\$1479.63 & \$169.95)		1,649.58										
7/24/2017	MMCTF - CGIA Gang Conference Reimbursement		1,049.45										
7/25/2017	NNO - Food and Water				123.03								
7/25/2017	NNO - Food and Supplies				87.87								
7/25/2017	NNO - Helium for Balloons				99.68								
7/27/2017	Tarp & Bungies to cover two ATVs		51.09										
7/28/2017	NNO - Hot Dogs				71.40								
7/28/2017	NNO - Hot Dog Buns				23.90								
8/28/2017	Covington Creek - Maverick		205.80										
9/8/2017	Revenue	25.00											
9/19/2017	FBHS Timerwolf Cheerleaders Donation				500.00								
9/30/2017	Task Force Officer Salary - Budgeted for in GF		39,713.76										
9/30/2017	1st Quarter K9 Salary		1,365.00										
Add additional lines above if needed													
Quarter 1 Totals		12,834.06	46,645.42	-	1,112.53	-	-	-	-	12,834.06	Revenue		
Interest		1,065.42								47,757.95	Expense		
Interest Allocation		19%		78%		2%		0%			100%		
Allocated interest		205.24		834.71		21.28		4.19		1,065.42	Interest		
Balance as of 09/30/17			\$ 33,895.81		\$ 274,253.58		\$ 7,019.31		\$ 1,381.76	\$ 316,550.46	Balance		

		General		Education		Justice		Treasury					
		167.4215.xxxx		167.4216.xxx		167.4218.xxxx		167.4219.xxxx					
Previous Quarter Balance		\$	33,895.81	\$	274,253.58	\$	7,019.31	\$	1,381.76	\$	316,550.46		
<b>Date</b>	<b>Description</b>	<b>Receipts</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Expenditures</b>				
10/9/2017	Axon - Evidence.com Storage / \$750 mo. - 5 years		3,750.00										
10/12/2017	Revenue	6,028.30											
10/18/2017	Varidesk & Mat (135.47 + 460.60) Adm Coordinator		596.07										
10/18/2017	Donation for Halloween Candy - Wall Street				150.00								
11/16/2017	10 Cadet Badges - Cadet Program				1,080.87								
11/20/2017	CJ's Police K9s - 6 mo training - Takoda/Maverick		5,850.00										
11/22/2017	PAL Christmas Party Crafts for Children				184.82								
12/2/2017	SWAT Weapon Light Mounts for Rifles		99.98										
12/4/2017	SWAT Handgun/Long Gun Weapon Lights		758.00										
12/4/2017	PAL Christmas Party - Tablecloths				13.01								
12/4/2017	PAL Christmas Party - Supplies				13.98								
12/4/2017	PAL Christmas Party - Cookie Decorating Supplies				5.19								
12/6/2017	Covington Creek - Maverick		205.80										
12/12/2017	Myron - portable device chargers		303.27										
12/13/2017	SWAT Weapon Mounts and Front/Rear Sites		1,809.95										
12/27/2017	Timberwolf Boosters Donation				10,000.00								
12/27/2017	Thank you Cookies for Dispatch		20.00										
12/31/2017	Task Force Officer Salary - Budgeted for in GF		44,506.80										
12/31/2017	2nd Quarter K9 Salary		1,365.00										
Add additional lines above if needed													
Quarter 2 Totals		6,028.30	59,264.87	-	11,447.87	-	-	-	-	6,028.30	Revenue		
Interest	1,065.42									70,712.74	Expense		
Interest Allocation for Q2		11%		87%		2%		0%			100%		
Allocated interest		114.08		923.06		23.63		4.65		1,065.42	Interest		
Balance as of 12/31/17			\$ (19,226.68)		\$ 263,728.77		\$ 7,042.93		\$ 1,386.41	\$ 252,931.44	Balance		
		General		Education		Justice		Treasury					
		167.4215.xxxx		167.4216.xxx		167.4218.xxxx		167.4219.xxxx					
Previous Quarter Balance		\$	(19,226.68)	\$	263,728.77	\$	7,042.93	\$	1,386.41	\$	252,931.44		
<b>Date</b>	<b>Description</b>	<b>Receipts</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Expenditures</b>				
1/17/2018	Revenue	4,324.95											
1/12/2018	Covington Creek - Takoda Flea/Heartworm		328.95										
1/17/2018	Successories - Retirement Award for Linda Ruffing		111.99										
1/24/2018	Rain Jackets for CSOs - Invoice was \$795.63?		780.00										
1/26/2018	State Use Tax		696.46										
1/31/2018	Symbol Arts - New Design Challenge Coins		1,875.00										
1/31/2018	VariDesk / Mat / Monitor Arm for Lt. Gilchrist		704.44										
1/31/2018	Critical Incident Response Training Per Diem - Lee		304.80										
1/31/2018	Critical Incident Response Training Per Diem - McL		304.80										
1/31/2018	Tuition - CIT Response Training - Lee & McLaughlin		564.00										
2/2/2018	Engraved Knives for top three Police Cadets				131.70								
2/14/2018	Dana Gray Parent's Club - 2nd Annual Color Run				500.00								
2/14/2018	Walk / Bike Mendocino - North Coast Opportunities				1,000.00								
2/14/2018	National Pen - Giveaway FBPD Pens		597.28										
2/15/2018	Revenue	11,849.43											
3/1/2018	Push to Talk devices for SWAT Officers		451.50										
3/1/2018	Covington Creek - Maverick - antibiotics/exam		74.50										
3/6/2018	Cadet Uniform Pants				48.29								
3/8/2018	Santa Rosa Uniform - Cadet Uniform				150.86								
3/8/2018	Covington Creek - Maverick		371.69										
3/20/2018	Duty Gear for Cadets				378.97								
3/22/2018	Donation to Safe Passage - Marijuana Forum				20.00								
Add additional lines above if needed													
Quarter 3 Totals		16,174.38	7,165.41	-	2,229.82	-	-	-	-	16,174.38	Revenue		
Interest	859.99									9,395.23	Expense		









# General Ledger

## Detailed Trial Balance



User: IWhippy  
 Printed: 01/09/2026 - 6:25AM  
 Period: 01 to 13, 2025  
 Include: Revenue and Expense  
 Account From: 167  
 Account To: 167

Account Number	Description	Budget	Beginning Balance	Debit This Period	Credit This Period	Ending Balance
167	Police Asset Seizure Revenue					
REVENUE						
167-0000-3212	State Asset Forfeitures	-17,656.55				
2/7/2025 CR 8 37	Asset Forfeiture Rev FORT BRAGG POLICE DEP # 552517			0.00	55,410.50	
	Cash Receipts Batch 10022.02.2025					
3/28/2025 CR 9 201	Asset Forfeiture Rev FORT BRAGG POLICE DEP # 557099			0.00	9,801.43	
	Cash Receipts Batch 10124.03.2025					
5/12/2025 CR 11 68	Asset Forfeiture Rev FORT BRAGG POLICE DEP # 561393			0.00	1,785.05	
	Cash Receipts Batch 10046.05.2025					
6/30/2025 GL 12 345	Accrue Revenues FY25 @ 06/30/25			0.00	3,007.77	
	167-0000-3212 Totals:	Var: -87,661.30	-17,656.55	0.00	0.00	70,004.75
167-0000-3215	State Asset Forfeitures-Educ	2,000.00				
	167-0000-3215 Totals:	Var: 2,000.00	2,000.00	0.00	0.00	0.00
167-0000-3216	State 14607 Fund-Vehicles	0.00				
	167-0000-3216 Totals:		0.00	0.00	0.00	0.00
167-0000-3240	Marijuana Restitution	0.00				
	167-0000-3240 Totals:		0.00	0.00	0.00	0.00
167-0000-3611	Investment Interest Earned	9,000.00				
6/30/2025 GL 12 348	INTEREST EARNED FY25 Q1-Q4			0.00	12,820.81	
	167-0000-3611 Totals:	Var: -3,820.81	9,000.00	0.00	12,820.81	-12,820.81
167-0000-3998	Misc Revenue	0.00				
	167-0000-3998 Totals:		0.00	0.00	0.00	0.00
	167-0000 REVENUE Totals:		-6,656.55	0.00	82,825.56	-82,825.56
167-7999	Transfers between funds					

Account Number	Description				Budget	Beginning Balance	Debit This Period	Credit This Period	Ending Balance
167-7999-7999	Transfers from Other Funds				0.00				
	167-7999-7999 Totals:				0.00	0.00	0.00	0.00	0.00
	167-7999 REVENUE Totals:				0.00	0.00	0.00	0.00	0.00
	REVENUE Totals:				-6,656.55	0.00	0.00	82,825.56	-82,825.56
EXPENSE									
167-0000-0309	Interfund Cost Reimbursement				0.00				
	167-0000-0309 Totals:				0.00	0.00	0.00	0.00	0.00
	167-0000 EXPENSE Totals:				0.00	0.00	0.00	0.00	0.00
167-4215	State Asset Forfeiture								
167-4215-0319	Professional Services				0.00				
6/30/2025	AP	12	286	LogoMatC - LOGO MAT CENTRAL	Ck# 17820		769.50	0.00	
	167-4215-0319 Totals:					Var: -769.50	769.50	0.00	769.50
167-4215-0351	Equipment Repair & Maint				134,000.00				
6/11/2025	GL	12	300	Allpaid- Building Permit			590.00	0.00	
	167-4215-0351 Totals:				134,000.00	Var: 133,410.00	590.00	0.00	590.00
167-4215-0366	Training/Travel Reimbursment				0.00				
	167-4215-0366 Totals:				0.00	0.00	0.00	0.00	0.00
167-4215-0375	General Supplies				25,000.00				
8/30/2024	AP	2	202	Symbol - SYMBOL ARTS LLC	Ck# 15354		808.98	0.00	
1/29/2025	AP	7	199	CharlesC - CHIEF LEADERSHIP	Ck# 16419		4,500.00	0.00	
1/13/2025	GL	7	271	Carter Kits- Sensory Bag			454.95	0.00	
3/13/2025	AP	9	68	Smith&Wa - SMITH & WARREN	Ck# 16711		1,039.74	0.00	
3/11/2025	GL	9	251	Crystal Buy the Best Inc.- Excellence Award for Anr			162.49	0.00	
5/21/2025	AP	11	113	1413Cons - 1413 CONSULTING	Ck# 17177		2,450.00	0.00	
6/11/2025	GL	12	300	Roundmans- Hotdogs for Blue Envelope Event			140.00	0.00	
6/11/2025	GL	12	300	Safeway- Chips, condiments, waters for Blue Envel			4.98	0.00	
6/11/2025	GL	12	300	Safeway- Chips, condiments, waters for Blue Envel			102.35	0.00	
6/11/2025	GL	12	300	El Yuca- pre sliced foil for hotdogs- Blue Envelope 1			14.19	0.00	
	167-4215-0375 Totals:				25,000.00	Var: 15,322.32	9,677.68	0.00	9,677.68
167-4215-0381	Small Tools & Equipment				160,144.73				
9/20/2024	AP	3	117	PrecWire - PRECISION WIRELESS SERVICE	Ck# 15585		4,480.00	0.00	
11/15/2024	AP	5	104	LCActPD - LC Action Police Supply	Ck# 15956		443.38	0.00	

Account Number			Description			Budget	Beginning Balance	Debit This Period	Credit This Period	Ending Balance	
11/15/2024	AP	5	104	LCActPD - LC Action Police Supply	Ck# 15956			5,444.51	0.00		
11/15/2024	AP	5	104	LCActPD - LC Action Police Supply	Ck# 15956			9,624.55	0.00		
11/15/2024	AP	5	104	LCActPD - LC Action Police Supply	Ck# 15956			1,903.14	0.00		
11/15/2024	AP	5	104	LCActPD - LC Action Police Supply	Ck# 15956			2,770.59	0.00		
11/15/2024	AP	5	104	LCActPD - LC Action Police Supply	Ck# 15956			3,944.32	0.00		
11/15/2024	AP	5	104	LCActPD - LC Action Police Supply	Ck# 15956			9,572.13	0.00		
11/15/2024	AP	5	104	LCActPD - LC Action Police Supply	Ck# 15956			11,676.56	0.00		
11/15/2024	AP	5	104	LCActPD - LC Action Police Supply	Ck# 15956			5,626.66	0.00		
11/21/2024	AP	5	139	LCActPD - LC Action Police Supply	Ck# 16010			143.72	0.00		
11/21/2024	AP	5	139	LCActPD - LC Action Police Supply	Ck# 16010			9,341.48	0.00		
11/11/2024	GL	5	273	Amzn- Replacement Earpiece-FC2402922				157.86	0.00		
12/19/2024	AP	6	121	LCActPD - LC Action Police Supply	Ck# 16153			553.94	0.00		
1/2/2025	AP	7	4	PrecWire - PRECISION WIRELESS SERVICE	Ck# 16242			3,600.00	0.00		
2/21/2025	AP	8	136	Braggado - BRAGGADOON SIGNS & GRAPHIC	Ck# 16552			687.62	0.00		
3/21/2025	AP	9	134	Braggado - BRAGGADOON SIGNS & GRAPHIC	Ck# 16740			1,047.62	0.00		
4/23/2025	AP	10	154	AxonEnt - AXON ENTERPRISE INC	Ck# 16992			23,642.44	0.00		
4/23/2025	AP	10	154	AxonEnt - AXON ENTERPRISE INC	Ck# 16992			53,255.16	0.00		
4/25/2025	AP	10	174	Rossis - ROSSI'S BLDG MATERIALS	Ck# 17023			0.00	78.22		
4/25/2025	AP	10	174	Rossis - ROSSI'S BLDG MATERIALS	Ck# 17023			0.00	126.13		
4/11/2025	GL	10	246	Amzn- Custom Sign for Zen Den				16.79	0.00		
4/11/2025	GL	10	246	Amzn- Supplies for Zen Den				98.21	0.00		
4/11/2025	GL	10	246	Amzn- Artwork for Zen Den				186.64	0.00		
4/11/2025	GL	10	246	Amzn- Artwork for Zen Den				131.09	0.00		
5/2/2025	AP	11	10	LCActPD - LC Action Police Supply	Ck# 17059			0.00	5,250.00		
5/2/2025	AP	11	10	LCActPD - LC Action Police Supply	Ck# 17059			1,297.57	0.00		
5/2/2025	AP	11	10	LCActPD - LC Action Police Supply	Ck# 17059			1,997.86	0.00		
5/2/2025	AP	11	10	LCActPD - LC Action Police Supply	Ck# 17059			7,771.50	0.00		
6/20/2025	AP	12	126	LCActPD - LC Action Police Supply	Ck# 17383			86.83	0.00		
6/30/2025	GL	12	341	CORR MISAPPLIED EXP FACIL & PD ACCESS				60,144.73	0.00		
167-4215-0381 Totals:						Var: -54,047.82	160,144.73	0.00	219,646.90	5,454.35	214,192.55
167-4215-0619 Miscellaneous							0.00				
10/25/2024	AP	4	170	TEMP*BAR - BARRY MARSHALL	Ck# 15806			404.50	0.00		
11/11/2024	GL	5	273	Wayfair- New Executive Chair for Chief				245.18	0.00		
167-4215-0619 Totals:						Var: -649.68	0.00	0.00	649.68	0.00	649.68
167-4215-0742 Vehicles & Equipment							0.00				
167-4215-0742 Totals:							0.00	0.00	0.00	0.00	0.00
167-4215 EXPENSE Totals:							319,144.73	0.00	231,333.76	5,454.35	225,879.41

Account Number				Description	Budget	Beginning Balance	Debit This Period	Credit This Period	Ending Balance
167-4216				St.asset Forfeiture-educatn					
167-4216-0319				Professional Services	5,000.00				
167-4216-0319 Totals:				Var: 5,000.00	5,000.00	0.00	0.00	0.00	0.00
167-4216-0375				General Supplies	25,000.00				
8/12/2024	GL	2	286	Roundman's Smokehouse- Burger Patties and hot do			669.81	0.00	
8/12/2024	GL	2	286	Chevron- Refill PAL propane tank used for NNO			9.62	0.00	
8/12/2024	GL	2	286	4imprint- PD sticker 3 rolls of 1000 each			319.75	0.00	
9/20/2024	AP	3	117	EMP*Orn - JANETTE ORNELAS	Ck# 15582		338.54	0.00	
11/7/2024	AP	5	53	RBEAK - RORY BEAK	Ck# 15906		199.90	0.00	
12/19/2024	AP	6	121	MYRON - MYRON OPERATIONS, LLC	Ck# 16166		964.43	0.00	
3/6/2025	AP	9	30	MYRON - MYRON OPERATIONS, LLC	Ck# 16663		410.41	0.00	
3/11/2025	GL	9	251	4imprints- PD Junior Officer Sticker			346.33	0.00	
3/11/2025	GL	9	251	Myron- 500 PD Pens			1,134.35	0.00	
6/6/2025	AP	12	35	Helmets - HELMETS R US INC	Ck# 17268		961.40	0.00	
167-4216-0375 Totals:				Var: 19,645.46	25,000.00	0.00	5,354.54	0.00	5,354.54
167-4216-0381				Small Tools & Equipment	143,048.00				
167-4216-0381 Totals:				Var: 143,048.00	143,048.00	0.00	0.00	0.00	0.00
167-4216-0619				Miscellaneous	10,000.00				
8/9/2024	AP	2	67	TimberWo - TIMBERWOLF BOOSTER ASSOCIA	Ck# 15206		500.00	0.00	
8/9/2024	AP	2	67	FBCubs - FORT BRAGG CUBS, INC	Ck# 15192		4,000.00	0.00	
8/16/2024	AP	2	106	FBGSA - FORT BRAGG GIRLS SOFTBALL ASS	Ck# 15228		1,500.00	0.00	
8/30/2024	AP	2	202	FLW - FLOCKWORKS	Ck# 15313		2,000.00	0.00	
11/15/2024	AP	5	104	RECSA - REDWOOD EMPIRE COUNCIL SCOU	Ck# 15968		1,000.00	0.00	
1/23/2025	AP	7	156	CVStarr - CV STARR COMMUNITY CENTER	Ck# 16369		1,000.00	0.00	
167-4216-0619 Totals:					10,000.00	0.00	10,000.00	0.00	10,000.00
167-4216 EXPENSE Totals:					183,048.00	0.00	15,354.54	0.00	15,354.54
167-4218				Federal Justice Asset Forftr					
167-4218-0381				Small Tools & Equipment	22,071.34				
7/11/2024	GL	1	283	Dell- Asset Forfeiture PD Booking- FY24			1,036.26	0.00	
7/11/2024	GL	1	283	DPIC T Imaging, Inc- Image Capture card for new Pl			547.07	0.00	
8/16/2024	AP	2	106	MORPHO - IDEMIA IDENTITY & SECURITY U	Ck# 15231		22,069.69	0.00	
167-4218-0381 Totals:				Var: -1,581.68	22,071.34	0.00	23,653.02	0.00	23,653.02
167-4218 EXPENSE Totals:					22,071.34	0.00	23,653.02	0.00	23,653.02
167-7999				Transfers between funds					

Account Number				Description	Budget	Beginning Balance	Debit This Period	Credit This Period	Ending Balance
167-7999-0799				Transfer to Other Funds	0.00				
6/18/2025	GL	12	142	Transfer asset forfeiture funds to Vehicles to cover o			2,147.00	0.00	
167-7999-0799 Totals:					0.00	0.00	2,147.00	0.00	2,147.00
167-7999 EXPENSE Totals:					0.00	0.00	2,147.00	0.00	2,147.00
EXPENSE Totals:					524,264.07	0.00	272,488.32	5,454.35	267,033.97
167 Totals:					517,607.52	0.00	272,488.32	88,279.91	184,208.41
Report Totals:					517,607.52	0.00	272,488.32	88,279.91	184,208.41



# City of Fort Bragg

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Fort Bragg, CA 95437  
Phone: (707) 961-2823  
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## Text File

**File Number: 25-453**

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**Agenda Date:** 1/14/2026

**Version:** 1

**Status:** Business

**In Control:** Finance and Administration Committee

**File Type:** Staff Report

**Agenda Number:** 3B.

Receive Ordinance 672 Results of the Ordinance 572 Annual Salary Survey and Receive Salary Recommendations for FBPA Classifications of Police Sergeant, Police Officer, Police Recruit and Community Services Officer, and the Police Chief, Police Chief Executive POST, Police Commander, and Police Commander to be Effective January 1, 2026

Discussion regarding the results of the Annual Ordinance 672 Salary Survey to determine pay adjustments to be effective January 1, 2026.



## CITY COUNCIL STAFF REPORT

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**TO:** Finance & Administration Committee **DATE:** January 9, 2026

**DEPARTMENT:** Administration Department

**PREPARED BY:** Juli Mortensen, Human Resources Manager

**PRESENTER:** Juli Mortensen, Human Resources Manager

**AGENDA TITLE:** 2026 Ordinance 672 Salary Survey

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### RECOMMENDATION

Receive the annual Ordinance 672 Salary Survey. Approval to bring forward the recommended salary adjustments to the full City Council at the next available City Council meeting to be implemented retroactively to January 6, 2026.

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### BACKGROUND

Ordinance 672 establishes minimum standards of compensation, benefits, and salaries for members of the Police Department of the City of Fort Bragg. The purpose of the ordinance is to ensure the public health, safety, and welfare of the residents of the City of Fort Bragg by retaining competent, qualified, trained, and experienced law enforcement employees. To reach this goal, Ordinance 672 helps to maintain compensation, salaries, and benefits that are competitive with other law enforcement agencies in the County of Mendocino of the State of California by requiring an annual salary survey to be conducted.

Specifically, Ordinance 672 requires the City of Fort Bragg to conduct a salary survey on an annual basis to determine the existing monthly salaries of each classification of like or comparable agencies or ranks (including experience, education, and training) of the Police Departments of the City of Willits, the City of Ukiah, and the Mendocino County Sheriff's Department. It states that the average of the salaries for each of the comparable grades or ranks of the members of the respective comparable agencies (City of Willits, City of Ukiah, and Mendocino County Sheriff) shall be the minimum salaries of the City of Fort Bragg Police Department for the respective comparable grades or ranks that is effective each January 1<sup>st</sup>.

The Fort Bragg City Council approves all salary schedules, which include all classification titles and compensation rates, which comply with the California Public Employees' Retirement (CALPERS) System code requirement to have a publicly adopted and posted salary schedule. To allow the Fort Bragg City Council to make an informed decision, this

AGENDA ITEM NO. YY-####

agenda item summary report (staff report) provides a summary of the survey methodology used for the completed salary survey. The methodology used for this year's survey follows what was done for the 2025 Ordinance 672 Annual Salary Study.

To begin, Human Resources reached out to the City of Ukiah, the City of Willits, and the Mendocino County Sheriff to obtain their respective salary schedules, longevity pay, POST (Peace Officer Safety and Training) pays, Education Incentive, and Uniform Allowance. These items were agreed upon during the negotiation process, and this methodology will be followed in future years.

Before discussing challenges, defining the terms used in the survey and historical information is helpful. PEPPRA is a California Law that significantly altered how CalPERS calculates and applies retirement benefits for public employees hired on or after January 1, 2013. The change resulted in lower pension benefits for new CalPERS members due to changes in the calculation formula. Our Police Department personnel are predominantly CalPERS Local Safety PEPPRA (PEPPRA stands for Public Employees' Pension Act) rather than CalPERS Local Safety Classic. The Employer Paid Member Contribution (EMPC) does not apply to Local Safety PEPPRA employees. Since the City's law enforcement personnel are pre-PEPPRA, the contribution rates shown in the survey reflect PEPPRA rates.

The Mendocino County Sheriff employees participate in the Mendocino County Employees Retirement Association (MCERA), while the City of Fort Bragg employees are enrolled in CalPERS. To effectively compare each agency's employer and employee contribution rates, it's important to match the appropriate MCERA categories with the corresponding CalPERS categories:

- MCERA Safety Three PEPPRA: This category is equivalent to the CalPERS Local Safety PEPPRA category.
- MCERA General Tier 4: This category aligns with the CalPERS Miscellaneous PEPPRA category.

By comparing these equivalent categories, you can better understand and analyze the contribution rates for each agency's retirement programs.

As per the above, some challenges were encountered during the information-gathering process. One challenge was obtaining the "Normal Cost + EMPC" for the Mendocino County Sheriff. CalPERS establishes an employer rate that a given agency must pay for each participating employee. The normal cost is an estimated percentage of salary based on the employee pool (age, salary, investment returns, etc.) and is determined by periodic actuarial valuations under state law. In the context of CalPERS and the MCERA valuations, "EMPC" stands for "Employer Paid Member Contribution." This refers to the portion of an employee's CalPERS/MCERA pension contribution paid by their employer, in addition to the standard employee contribution rate.

Human Resources contacted Mendocino County to obtain the MCERA employer and employee contributions and the Normal Cost + EMPC, as defined above. When doing so, the County provided the following contribution rates.

- 2023 Safety 3 PEPRA Employee contribution is 13.69%.
- 2023 Safety 3 PEPRA Employer contribution is 70.70%.
- 2023 General Tier 4 PEPRA Employee Contribution is 9.13%.
- 2023 General Tier 4 PEPRA Employer contribution is 32.98%.

The Safety 3 PEPRA category applies to all sworn peace officers. The General Tier 4 PEPRA refers to non-sworn personnel, which include the Community Services Officer and Police Recruit classifications. A possible reason for the high MCERA employer contribution is that the County includes their unfunded liability (UAAL). It is the amortized dollar amount needed to fund past service credit earned (or accrued) for members currently receiving benefits, active members, and members entitled to deferred benefits as of the valuation date. Human Resources referred to the Mendocino County Employees Retirement Association (MCERA) valuation reports based on that information. To ensure consistency, the 2023 valuation reports were used, as this is the most recent year in which all agencies had completed valuations. At the time this report was prepared, the CalPERS website included 2024 valuation reports for some agencies, but not for all.

City Resolution 4953-2025 Section 1.3 states that the salary provisions of Initiative Measure D. Ordinance 672, adopted by voters in November 1986, recognizes that Ordinance 672 is the policy document governing the salaries of the Police Chief and the Police Chief Executive POST classifications within Resolution 4953-2025. Mid-Management Resolution 4939-2025 Section 1.1 stipulates that Police Mid-Management Classifications cost-of-living-adjustments are governed by Ordinance 672 that was adopted by voters in November 1986. As a result, adjustments for the Police Chief, Police Chief – Executive POST, Police Captain and the Police Commander classifications cost-of-living adjustments are determined by the results of the annual Ordinance 672 salary survey and are to be effective January 1, 2026.

At this point, it is helpful to define statistical terms, the median (average) and the median. The average is calculated by adding all values together and dividing by the number of values. The median is the middle value when all values are listed in order from lowest to highest. If there is an even number of values, such as here, the median is the average of the two middle values.

Is it better to use the average (mean) or the median for the survey? One could argue that for an annual salary survey using only four agencies, it would be better to use the median rather than the average (mean). The median is less affected by outliers. If one agency pays significantly more than the others, the average can be skewed. The median is a better indicator of “typical” survey because it minimizes the distortion by extremes. Using the average can make sense if the agencies are similar in size, structure, or pay ranges. The City of Ukiah and the Mendocino County Sheriff are both significantly larger public agencies and as such, usually can afford to pay their law enforcement personnel more than the smaller City of Willits and the City of Fort Bragg, which supports the use of the median rather than the average. However, in this case, Ordinance 672 Section 2 explicitly states the

average of the salaries is to be used for the salary survey. Therefore, the median will be discussed, but the average will govern the determination of any cost-of-living-adjustments that may be made as a result of this salary survey.

## **DISCUSSION AND ANALYSIS**

The following assumptions were made while conducting the survey:

- Salary is based on 2080 hours in a year.
- The base classification is used so the appropriate premium pay, such as POST can be applied.
- POST pay is based on Advanced POST.
- Education Incentive Pay is based on a master's degree.
- Longevity is based on 20 years.
- PERS is based on PEPR.
- Medical, dental, and vision are based on the most expensive plan at each agency at the Family Tier and reflect what each agency contributes towards the respective premium.

In addition to the above assumptions, a few items should be pointed out.

- The City of Ukiah's Longevity Pay is a bit different than the other agencies as it is a one-time lump sum each year.
- The City of Ukiah's Police Association contract expired on September 18, 2025. At the time of this survey, the City of Ukiah website did not have an updated memorandum of understanding posted.
- The medical, dental, and vision for the cities of Willits and Ukiah are REMIF plans.
- The City of Willits, as of December 2025, has not posted an updated Willits Police Association (WPOA) nor an updated compensation schedule reflecting FY 2025-2026 compensation due to delayed negotiations.
- The City of Fort Bragg, compensation schedule effective July 13, 2025, was used for the survey.
- The Police Commander classification is a new classification that was established in September 2025.

The following page shows the results for each classification included in the survey: the Community Service Officer, Police Captain, Police Commander, Police Chief, Police Chief – Executive POST Police Officer, Police Sergeant, and Special Investigator classifications.

### **Community Services Officer**



City of Fort Bragg  
Title: Community Service Officer  
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension	Deferred Compensation					Total Benefits	Total Comp	Rank
								(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Total Benefits				
City of Ukiah	CSO (3056)	9/25/2025	\$6,000	\$83	N/A	\$0	\$292	16.20%	\$1,033	8.00%	-\$510	\$6,898	\$2,850	\$122	\$29	\$15	\$3,016	\$9,914	1	
City of Willits	CSO I (49H)	7/1/2024	\$5,927	\$83	N/A	\$0	\$250	15.71%	\$984	7.75%	-\$485	\$6,759	\$2,682	\$143	\$18	\$0	\$2,844	\$9,603	3	
Mendocino County	CSOc (7065)	11/9/2025	\$5,162	\$100	N/A	\$0	\$310	32.98%	\$1,838	9.13%	-\$509	\$6,900	\$2,806	N/A	N/A	\$0	\$2,806	\$9,706	2	
City of Fort Bragg	CSO	7/13/2025	\$5,511	\$83	N/A	\$0	\$165	16.52%	\$952	8.25%	-\$475	\$6,236	\$2,682	\$115	\$18	\$0	\$2,815	\$9,052	4	
Median			\$5,927																\$9,706	
Variance from Median			-7.55%																-7.23%	
Average			\$5,696																\$9,741	
Variance From Average			-3.36%																-7.62%	

## Police Captain



City of Fort Bragg  
Title: Community Service Officer  
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension						Total Comp	Rank
								(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Deferred Compensation	Total Benefits		
City of Ukiah	CSO (3056)	9/25/2025	\$6,000	\$83	N/A	\$0	\$292	16.20%	\$1,033	8.00%	-\$510	\$6,898	\$2,850	\$122	\$29	\$15	\$3,016	\$9,914	1
City of Willits	CSO I (49H)	7/1/2024	\$5,927	\$83	N/A	\$0	\$250	15.71%	\$984	7.75%	-\$485	\$6,759	\$2,682	\$143	\$18	\$0	\$2,844	\$9,603	3
Mendocino County	CSOc (7065)	11/9/2025	\$5,162	\$100	N/A	\$0	\$310	32.98%	\$1,838	9.13%	-\$509	\$6,900	\$2,806	N/A	N/A	\$0	\$2,806	\$9,706	2
City of Fort Bragg	CSO	7/13/2025	\$5,511	\$83	N/A	\$0	\$165	16.52%	\$952	8.25%	-\$475	\$6,236	\$2,682	\$115	\$18	\$0	\$2,815	\$9,052	4
Median			\$5,927									\$6,898						\$9,706	
Variance from Median			-7.55%									-10.61%						-7.23%	
Average			\$5,696									\$6,852						\$9,741	
Variance From Average			-3.36%									-9.88%						-7.62%	


## Police Commander




City of Fort Bragg  
Title: Community Service Officer  
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension						Total Comp	Rank
								(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Deferred Compensation	Total Benefits		
City of Ukiah	CSO (3056)	9/25/2025	\$6,000	\$83	N/A	\$0	\$292	16.20%	\$1,033	8.00%	-\$510	\$6,898	\$2,850	\$122	\$29	\$15	\$3,016	\$9,914	1
City of Willits	CSO I (49H)	7/1/2024	\$5,927	\$83	N/A	\$0	\$250	15.71%	\$984	7.75%	-\$485	\$6,759	\$2,682	\$143	\$18	\$0	\$2,844	\$9,603	3
Mendocino County	CSOc (7065)	11/9/2025	\$5,162	\$100	N/A	\$0	\$310	32.98%	\$1,838	9.13%	-\$509	\$6,900	\$2,806	N/A	N/A	\$0	\$2,806	\$9,706	2
City of Fort Bragg	CSO	7/13/2025	\$5,511	\$83	N/A	\$0	\$165	16.52%	\$952	8.25%	-\$475	\$6,236	\$2,682	\$115	\$18	\$0	\$2,815	\$9,052	4
Median			\$5,927									\$6,898						\$9,706	
Variance from Median			-7.55%									-10.61%						-7.23%	
Average			\$5,696									\$6,852						\$9,741	
Variance From Average			-3.36%									-9.88%						-7.62%	


## Police Chief

 <p>City of Fort Bragg Title: Community Service Officer Analysis Date: Nov. 2025</p>																			
Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension	Health	Dental	Vision	Deferred Compensation	Total Benefits	Total Comp	Rank
City of Ukiah	CSO (3056)	9/25/2025	\$6,000	\$83	N/A	\$0	\$292	16.20%	\$1,033	8.00%	-\$510	\$6,898	\$2,850	\$122	\$29	\$15	\$3,016	\$9,914	1
City of Willits	CSO I (49H)	7/1/2024	\$5,927	\$83	N/A	\$0	\$250	15.71%	\$984	7.75%	-\$485	\$6,759	\$2,682	\$143	\$18	\$0	\$2,844	\$9,603	3
Mendocino County	CSOc (7065)	11/9/2025	\$5,162	\$100	N/A	\$0	\$310	32.96%	\$1,838	9.13%	-\$509	\$6,900	\$2,806	N/A	N/A	\$0	\$2,806	\$9,706	2
City of Fort Bragg	CSO	7/13/2025	\$5,511	\$83	N/A	\$0	\$165	16.52%	\$952	8.25%	-\$475	\$6,236	\$2,682	\$115	\$18	\$0	\$2,815	\$9,052	4
			Median	\$5,927								\$6,898						\$9,706	
			Variance from Median	-7.55%								-10.61%						-7.23%	
			Average	\$5,696								\$6,852						\$9,741	
			Variance From Average	-3.36%								-9.88%						-7.62%	


## Police Chief – Executive POST

 <p>City of Fort Bragg Title: Police Chief - Executive POST Analysis Date: Nov. 2025</p>																			
<p>The comparable agencies do not have this classification.</p> <p>The current compensation places a 5% increase over the Police Chief classification.</p> <p>Recommendation is to use the Police Chief classification and add 5% to the compensation.</p>																			

## Police Officer

 <p>City of Fort Bragg Title: Community Service Officer Analysis Date: Nov. 2025</p>																			
Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension	Health	Dental	Vision	Deferred Compensation	Total Benefits	Total Comp	Rank
City of Ukiah	CSO (3056)	9/25/2025	\$6,000	\$83	N/A	\$0	\$292	16.20%	\$1,033	8.00%	-\$510	\$6,898	\$2,850	\$122	\$29	\$15	\$3,016	\$9,914	1
City of Willits	CSO I (49H)	7/1/2024	\$5,927	\$83	N/A	\$0	\$250	15.71%	\$984	7.75%	-\$485	\$6,759	\$2,682	\$143	\$18	\$0	\$2,844	\$9,603	3
Mendocino County	CSOc (7065)	11/9/2025	\$5,162	\$100	N/A	\$0	\$310	32.96%	\$1,838	9.13%	-\$509	\$6,900	\$2,806	N/A	N/A	\$0	\$2,806	\$9,706	2
City of Fort Bragg	CSO	7/13/2025	\$5,511	\$83	N/A	\$0	\$165	16.52%	\$952	8.25%	-\$475	\$6,236	\$2,682	\$115	\$18	\$0	\$2,815	\$9,052	4
			Median	\$5,927								\$6,898						\$9,706	
			Variance from Median	-7.55%								-10.61%						-7.23%	
			Average	\$5,696								\$6,852						\$9,741	
			Variance From Average	-3.36%								-9.88%						-7.62%	


## Police Recruit



City of Fort Bragg  
Title: Police Recruit  
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost +		EE Contribution		Wages + Pension	Benefits					Total Comp	Rank
								(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Deferred Compensation	Total Benefits		
City of Ukiah	Police Officer-Step 0	9/28/2025	\$6,406	\$83	N/A	\$0	\$292	16.20%	\$1,098	8.00%	-\$542	\$7,337	\$2,850	\$122	\$29	\$15	\$3,016	\$10,353	1
City of Willits	Police Recruit (	6/30/2024	\$5,200	N/A	N/A	N/A	N/A	15.71%	\$817	7.75%	-\$403	\$5,614	N/A	N/A	N/A	N/A	N/A	N/A	4
Mendocino County	Deputy Sheriff-in-Training (7167)	11/5/2025	\$5,495	\$100	N/A	\$0	\$330	70.70%	\$4,189	13.69%	-\$811	\$9,302	\$2,806	N/A	N/A	\$0	\$2,806	\$12,108	2
City of Fort Bragg	Police Recruit	7/13/2025	\$6,048	\$83	N/A	\$0	\$181	16.52%	\$1,043	8.25%	-\$521	\$6,834	\$2,682	\$115	\$18	\$0	\$2,815	\$9,650	3
			Median									\$7,337						\$11,230	
			Variance from Median									-7.35%						-16.38%	
			Average									\$7,418						\$11,230	
			Variance From Average									-8.53%						-16.38%	


## Police Sergeant



City of Fort Bragg  
Title: Police Sergeant  
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC			EE Contribution	Wages + Pension	Total Compensation					Participates in Social Security	Total Comp	Rank
								(%)	(\$)	(%)			(\$)	Health	Dental	Vision	Deferred Compensation			
City of Ukiah	Police Sergeant (3177)	9/28/2025	\$12,133	\$83	\$607	\$243	\$292	14.72%	\$1,966	14.50%	-\$1,937	\$13,387	\$2,850	\$122	\$29	\$0	\$3,000	No	\$16,388	3
City of Willits	Police Sergeant (6&J)	7/1/2024	\$9,573	\$83	\$479	\$0	\$250	27.29%	\$2,834	13.75%	-\$1,428	\$11,791	\$2,682	\$143	\$18	\$0	\$2,844	?	\$14,635	4
Mendocino County	Sheriff's Sergeant (7131)	9/14/2025	\$10,733	\$100	\$1,073	\$537	\$644	70.70%	\$9,252	13.69%	-\$1,792	\$20,547	\$2,806	N/A	N/A	\$0	\$2,806	Yes	\$23,353	1
City of Fort Bragg	Police Sergeant	7/13/2025	\$11,043	\$100	\$552	\$0	\$331	27.74%	\$3,336	13.75%	-\$1,654	\$13,709	\$2,682	\$143	\$18	\$0	\$2,844	Yes	\$16,553	2
Median			\$10,888									\$17,128							\$19,953	
Variance from Median			-1.45%									-27.95%							-21.76%	
Average			\$10,813									\$15,242							\$18,125	
Variance From Average			2.13%									-11.18%							-9.50%	

## Special Investigator

 <p>City of Fort Bragg Title: Special Investigator Analysis Date: Nov. 2025</p>																		
<p><b>Special Investigator</b></p> <p>There are no comparable classifications at the comparable agencies.</p> <p>Past practice is to pay 5% the pay band for Police Officers.</p>																		

## Base Salary Comparison

### Classifications Not Requiring Adjustment

The survey results show that the Police Captain, Police Officer, Police Recruit, and Police Sergeant classifications do not require adjustments. Each of these classifications will be

discussed separately below.

#### Police Captain

The Police Captain classification received a combined 14.2% salary adjustment in 2024, resulting from the Ordinance 672 salary survey and the Mid-Management group's cost-of-living adjustment. Despite these increases, the classification remained significantly below market in the fall 2024 survey and subsequently received an additional 8.46% adjustment effective January 1, 2025, bringing the total increase to slightly over 22% within two years. Currently, the classification is 0.69% above both the market median and average. While Ordinance 672 does not require an adjustment, staff recommend a modest increase to help moderate future adjustments and maintain competitiveness. This proactive approach may reduce the likelihood of significant increases following the January 2026 survey, particularly as the City of Willits and City of Ukiah are negotiating new police association agreements. Based strictly on the language of Ordinance 672, no salary adjustment is not necessary.

#### Police Officer

In 2025, the Police Officer classification received a 3% cost-of-living adjustment (COLA) effective July, consistent with the Fort Bragg Police Association 2024–2028 Memorandum of Understanding. The 2025 Ordinance 672 compensation survey did not identify a market-based need for an additional adjustment.

Currently, the classification is 1.09% below the market median and 2.26% above the market average. Under Ordinance 672, no further adjustment is recommended. However, two comparable agencies are negotiating successor labor agreements, which may impact future market positioning. Additionally, most other employee groups received a 6% COLA in July 2025, creating potential internal equity concerns.

#### Police Recruit

The Police Recruit position received a 13.39% increase based on last year's survey. The classification compensation is now 6.10% above the comparable agencies' average and 10% above the median. No salary adjustment is recommended at this time.

#### Police Sergeant

In 2025, the Police Sergeant classification received a 3% cost-of-living adjustment (COLA) effective July, in accordance with the FBPA 2024–2028 Memorandum of Understanding. The 2025 Ordinance 672 compensation survey did not identify a market-based need for an additional adjustment; therefore, no further increase is required at this time.

Currently, the classification is 1.45% below the market median and 2.13% above the market average. Negotiations for successor Police Association agreements in the City of Willits and City of Ukiah may impact future market comparisons. To address internal equity and reduce the likelihood of a larger adjustment in a future survey, the City may consider a 3% COLA, consistent with the approach discussed for the Police Officer classification. However, based on Ordinance 672 language, no adjustment is recommended.

### Special Investigator

The Special Investigator classification is compensated at a 5% premium above the Police Officer classification. None of the comparable agencies included in the survey maintains a classification that is directly comparable. Accordingly, the City has historically applied the same salary adjustments approved for the Police Officer classification to the Special Investigator classification to preserve the established pay differential.

### Classifications Requiring Adjustment

The Community Services Officer, Police Chief, and the Police Chief – Executive POST classifications require adjustment. Each classification will be discussed below.

### Community Services Officer

The Community Services Officer (CSO) is a non-sworn position that supports succession planning for sworn law enforcement roles. The classification is currently 3.36% below the market average and 7.55% below the market median. Based on these findings, the staff recommends a minimum salary adjustment of 3.36% to align with the market average.

Historically, the CSO position has served as a pipeline to sworn roles, with several incumbents advancing to the police academy and becoming peace officers. While Ordinance 672 does not require adjustments beyond market alignment, consideration of a higher increase may help address internal equity concerns related to recent cost-of-living adjustments, including the 3% increase under the 2024–2028 FBPA Memorandum of Understanding and the 6% adjustments provided to most non-Police Department classifications. However, the table summarizing the required adjustments ignores internal equity concerns.

### Police Commander

The Police Commander classification was established in September 2025 to allow the Police Captain to focus more exclusively on the Care Response Unit and Emergency Operations, while the Police Commander provides more robust oversight of the Patrol Division and other managerial tasks within the Police Department. The City of Willits does not have a comparable role. Currently, the Police Commander classification is 0.45% under the median and average salaries. As a result, City staff recommend that this classification receive a 0.45% salary increase.

### Police Chief

The City maintains two classifications for the Police Chief position: Police Chief and Police Chief – Executive POST, with the latter including a 5% premium in the base salary. Only one Police Chief position is budgeted and filled at any time. The previous Police Chief held an Executive POST certification issued by the California Commission on Peace Officer Standards and Training (POST); the current Police Chief does not hold this certification.

The Police Chief classification is currently 1.93% below the market average and 5.67% below the market median. In accordance with Ordinance 672, a 1.93% salary adjustment would be appropriate. However, to maintain internal equity within the Executive Management group, staff recommend a 6% salary adjustment for the Police Chief

classification. To preserve the established 5% differential between classifications, staff further recommends a corresponding 6% cost-of-living adjustment for the Police Chief – Executive POST classification.

### **Special Pay Comparison**

Ordinance 672 does not require inclusion of premium pay (Uniform Allowance, POST, Education Incentive, Longevity) in annual compensation surveys; historically, surveys have used base salary only. However, evaluating total compensation provides a more accurate assessment of market competitiveness and informs recruitment and retention strategies. Including premium pay and pension benefits, all surveyed classifications remain below market averages, with variances ranging from 7.01% below average (Police Recruit) to 45.85% below average (Police Commander).

To improve competitiveness, the City may consider adjustments to premium pay and retirement-related benefits. Changes to CalPERS formulas are limited and would significantly increase OPEB liabilities. As an alternative, Human Resources is evaluating a Health Reimbursement Account (HRA) to assist employees with medical expenses in retirement, subject to plan design, administrative complexity, and fiscal impact.

### **Total Compensation Including Health and Deferred Compensation Benefits**

The compensation survey included health, dental, vision, and deferred compensation benefits to provide a comprehensive analysis of total compensation. Historically, the City has not compared these benefits across agencies; however, they can significantly influence recruitment and retention. While this analysis is not required to determine salary adjustments, it offers valuable context.

#### **Total Compensation Key Findings:**

- All the classifications surveyed are below the market average.
- Community Services Officer: 8.39% below average.
- Police Captain: 35.89% below average.
- Police Commander: 39.35% below average.
- Non-exempt classifications (Community Services Officer, Police Officer, Police Recruit, Police Sergeant) average 14.57% below market.
- Sworn management classifications average 35.64% below market.
- Total compensation for Police Captain and Police Commander differential is 3.46%.
- Overall, the City ranks third among four agencies for five classifications and fourth for Community Services Officer and Police Chief.

These results indicate the City may need to evaluate strategies to improve compensation and benefits for senior law enforcement positions to remain competitive.

Overall, based solely on the survey results, the City should make the following pay adjustments retroactive to January 1, 2026.

<b>Classification</b>	<b>Pay Adjustment Recommendation</b>
Community Service Officer (CSO)	3.66%
Police Recruit	0%
Police Officer	0%
Police Sergeant	0%
Police Captain	0%
Police Commander	0.45%
Police Chief	1.93%
Police Chief – Executive POST	1.93%**
Special Investigator	0%*

\* The Special Investigator classification does not exist at the comparator agencies. This classification would receive five (5) percent above the Police Officer classification.

\*\* The Police Chief – Executive POST classification is five (5%) over the Police Chief classification.

### **RECOMMENDED ACTION:**

- Receive the Annual Ordinance 672 Salary Survey to be effective retroactive to January 1, 2026.
- Approve the above recommendations at the next available City Council meeting.

### **ALTERNATIVE ACTION(S):**

- Provide directions on other recommendations.
- Not authorizing the above recommendations to go to the full City Council would result in the City not complying with Ordinance 672.

### **FISCAL IMPACT/FUNDING SOURCE**

When the City hires a Police Recruit, the classification typically applies only during Police Academy attendance, which is approximately six months. In contrast, Police Captain and Police Chief positions are year-round. For this fiscal analysis, the calculation includes the Police Chief classification, as the position is currently filled. The Police Chief – Executive POST classification is not included, as both classifications would not be held simultaneously.

Salary adjustment recommendations are proposed to be retroactive to January 1, 2026. Therefore, only the period from January 1 through June 30 of FY 2025/26 is considered. Based on these assumptions, the recommended base salary adjustments would increase the current fiscal year budget by **\$44,420.42**, funded from **Account 110-4200-0101 (Salaries & Wages, Regular)**.

## **ENVIRONMENTAL ANALYSIS:**

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 the above recommendations do 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 above recommendations 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.

## **STRATEGIC PLAN/COUNCIL PRIORITIES/GENERAL PLAN CONSISTENCY**

This is in alignment with Strategic Goal 6A, which specifically states, "Conduct an external compensation review every three years to benchmark the City's performance against other comparable organizations to remain competitive." The salary survey also complies with City Ordinance 672.

## **ALTERNATIVES:**

- Provide direction to staff regarding the Committee's recommendations.
- Not authorizing the above recommendations for January 26, 2026, City Council meeting would delay the salary adjustments that would be retroactive to January 1, 2026. This action would result in the City in danger of not complying with Ordinance 672 and potentially violating Article 5.1 of the Memorandum of Understanding between the City of Fort Bragg and the Fort Bragg Police Association, Effective July 1, 2024, through June 30, 2028. The section specifically states that "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." While the classifications are not part of the FBPA, it has been the practice to adhere to the timeline mentioned in the FBPA MOU.

## **ATTACHMENTS:**

- Ordinance 672
- FBPOA Comp Survey Nov2024 – Top Step Combined.pdf
- Fort Bragg Police Association MOU Article 5.1

## **NOTIFICATION:**

Padraic PJ Ferris, Fort Bragg Police Association President  
Rory Beak, Fort Bragg Police Association Vice President  
Anthony Welter, Fort Bragg Police Association Treasurer

Shaun A. Du Fosee, Mastagni Holsted  
Lesley Bryant, Administrative Analyst, Police  
Eric Swift, Police Chief  
Jonathan McLaughlin, Police Commander  
Thomas O'Neal, Police Captain




City of Fort Bragg  
Title: Community Service Officer  
Analysis Date: Nov., 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension						Total Comp	Rank
								(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Deferred Compensation	Total Benefits		
City of Ukiah	CSO (3056)	9/25/2025	\$6,000	\$83	N/A	\$0	\$292	16.20%	\$1,033	8.00%	-\$510	\$6,898	\$2,850	\$122	\$29	\$15	\$3,016	\$9,914	1
City of Willits	CSO I (49H)	7/1/2024	\$5,927	\$83	N/A	\$0	\$250	15.71%	\$984	7.75%	-\$485	\$6,759	\$2,682	\$143	\$18	\$0	\$2,844	\$9,603	3
Mendocino County	CSOc (7065)	11/9/2025	\$5,162	\$100	N/A	\$0	\$310	32.98%	\$1,838	9.13%	-\$509	\$6,900	\$2,806	N/A	N/A	\$0	\$2,806	\$9,706	2
City of Fort Bragg	CSO	7/13/2025	\$5,511	\$83	N/A	\$0	\$165	16.52%	\$952	8.25%	-\$475	\$6,236	\$2,682	\$115	\$18	\$0	\$2,815	\$9,052	4
Median			\$5,927									\$6,898						\$9,706	
Variance from Median			-7.55%									-10.61%						-7.23%	
Average			\$5,696									\$6,852						\$9,741	
Variance From Average			-3.36%									-9.88%						-7.62%	



City of Fort Bragg  
Title: Police Captain  
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + FPMC		EE Contribution		Wages + Pension	Health	Dental	Vision	Deferred Compensation	Total Benefits	Total Comp	Rank
								(%)	(\$)	(%)	(\$)								
City of Ukiah	Police Captain (3079)	9/28/2025	\$15,437	\$83	N/A	\$0	\$292	14.72%	\$2,327	14.50%	-\$2,293	\$15,846	\$2,850	\$122	\$29	\$0	\$3,000	\$18,847	2
City of Willits	Police Captain	7/1/2024	N/A	\$0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
Mendocino County	Sheriff's Captain (7050)	11/9/2025	\$14,357	\$83	N/A	\$2,010	\$1,077	70.70%	\$12,392	13.69%	-\$2,399	\$27,520	\$2,806	N/A	N/A	-\$431	\$2,375	\$29,895	1
City of Fort Bragg	Police Captain	7/13/2025	\$14,999	\$83	N/A	\$0	\$0	27.74%	\$4,184	13.75%	-\$2,074	\$17,193	\$2,682	\$115	\$18	\$0	\$2,815	\$20,008	3
Median			\$14,897									\$21,683						\$24,371	
Variance from Median			0.69%									-26.12%						-21.81%	
Average			\$14,897									\$21,683						\$24,371	
Variance From Average			0.69%									-26.12%						-21.81%	

<div><div>City of Fort Bragg Title: Police Commander Analysis Date: Nov. 2025</div></div>																			
Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EE Contribution				Wages + Pension						Total Comp	Rank
								(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Deferred Compensation	Total Benefits		
City of Ukiah	Police Lieutenant (3078)	9/28/2025	\$13,037	\$83	N/A	\$0	\$292	14.72%	\$1,974	14.50%	-\$1,945	\$13,441	\$2,850	\$122	\$29	\$0	\$3,000	\$16,441	2
City of Willits	Police Captain	7/1/2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
Mendocino County	Sheriff's Lieutenant (7051)	11/9/2025	\$12,482	\$83	N/A	\$1,747	\$936	70.70%	\$10,781	13.69%	-\$2,088	\$23,942	\$2,806	N/A	N/A	\$374	\$3,180	\$27,122	1
City of Fort Bragg	Police Captain	7/13/2025	\$12,702	\$83	N/A	\$0	\$0	27.74%	\$3,547	13.75%	-\$1,758	\$14,574	\$2,682	\$115	\$18	\$0	\$2,815	\$17,389	3
Median			\$12,759									\$18,691						\$21,782	
Variance from Median			-0.45%									-28.25%						-25.26%	
Average			\$12,759									\$18,691						\$21,782	
Variance From Average			-0.45%									-28.25%						-25.26%	



City of Fort Bragg  
Title: Police Chief  
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Total Normal Cost + FPMC								EE Contribution		Wages + Pension						Total Comp	Rank
				Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	(%)	(\$)	(%)	(\$)				Health	Dental	Vision	Deferred Compensation	Total Benefits		
City of Ukiah	Police Chief (3570)	9/28/2025	\$18,772	\$83	N/A	\$0	\$292	14.72%	\$2,818	14.50%	-\$2,776			\$19,189	\$2,850	\$122	\$29	\$0	\$3,000	\$22,190	3
City of Willits	Police Chief (89E)	7/1/2024	\$14,898	\$83	N/A	\$0	\$250	27.29%	\$4,157	13.75%	-\$2,094			\$17,294	\$2,682	\$3,465	\$143	\$18	\$6,309	\$23,603	2
Mendocino County	Sheriff Coroner (7052)	11/9/2025	\$17,779	N/A	N/A	\$125	\$1,778	70.70%	\$13,915	13.69%	-\$2,694			\$30,903	\$2,806	N/A	N/A	\$711	\$3,517	\$34,420	1
City of Fort Bragg	Police Chief	7/13/2025	\$16,825	\$108	N/A	\$0	\$0	27.74%	\$4,697	13.75%	-\$2,328			\$19,303	\$2,682	\$115	\$18	\$0	\$2,815	\$22,118	4
Median			\$17,779											\$19,189						\$23,603	
Variance from Median			-5.67%											0.59%						-6.71%	
Average			\$17,150											\$22,462						\$26,737	
Variance From Average			-1.93%											-16.37%						-20.89%	



**City of Fort Bragg**


**Title: Police Chief - Executive POST**

**Analysis Date: Nov. 2025**

The comparable agencies do not have this classification.

The current compensation places a 5% increase over the Police Chief classification.

Recommendation is to use the Police Chief classification and add 5% to the compensation.



City of Fort Bragg  
Title: Police Officer  
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC				EE Contribution				Wages + Pension	Health	Dental	Vision	Deferred Compensation	Total Benefits	Total Comp	Rank
								(%)	(\$)	(%)	(\$)												
City of Ukiah	Police Officer (3273)	9/28/2025	\$9,943	\$83	\$994	\$0	\$292	14.72%	\$1,665	14.50%	-\$1,640	\$11,338	\$2,850	\$122	\$29	\$0	\$3,000	\$14,338	3				
City of Willits	Police Officer (59l)	7/1/2024	\$7,627	\$83	\$763	\$0	\$250	27.29%	\$2,381	13.75%	-\$1,199	\$9,905	\$2,682	\$143	\$18	\$0	\$2,844	\$12,748	4				
Mendocino County	Deputy Sheriff II (7204)	9/14/2025	\$8,795	\$100	\$879	\$440	\$528	70.70%	\$7,595	13.69%	-\$1,471	\$16,866	\$2,806	N/A	N/A	\$0	\$2,806	\$19,672	1				
City of Fort Bragg	Police Officer	7/13/2025	\$8,987	\$100	\$899	\$0	\$270	27.74%	\$2,845	13.75%	-\$1,410	\$11,690	\$2,682	\$115	\$18	\$0	\$2,815	\$14,506	2				
Median			\$8,891									\$14,278						\$17,089					
Variance from Median			-1.09%									-25.94%						-19.18%					
Average			\$8,789									\$12,703						\$15,586					
Variance From Average			2.26%									-8.66%						-7.45%					



City of Fort Bragg  
Title: Police Recruit  
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EDMC				EE Contribution		Wages + Pension	Deferred Compensation					Total Comp	Rank
								(%)	(\$)	(%)	(\$)	Health	Dental		Vision	Total Benefits					
City of Ukiah	Police Officer-Step 0	9/28/2025	\$6,406	\$83	N/A	\$0	\$292	16.20%	\$1,098	8.00%	-\$542	\$7,337	\$2,850	\$122	\$29	\$15	\$3,016	\$10,353	1		
City of Willits	Police Recruit (	6/30/2024	\$5,200	N/A	N/A	N/A	N/A	15.71%	\$817	7.75%	-\$403	\$5,614	N/A	N/A	N/A	N/A	N/A	N/A	4		
Mendocino County	Deputy Sheriff-in-Training (7167)	11/5/2025	\$5,495	\$100	N/A	\$0	\$330	70.70%	\$4,189	13.69%	-\$811	\$9,302	\$2,806	N/A	N/A	\$0	\$2,806	\$12,108	2		
City of Fort Bragg	Police Recruit	7/13/2025	\$6,048	\$83	N/A	\$0	\$181	16.52%	\$1,043	8.25%	-\$521	\$6,834	\$2,682	\$115	\$18	\$0	\$2,815	\$9,650	3		
Median			\$5,495									\$7,337						\$11,230			
Variance from Median			10.06%									-7.35%						-16.38%			
Average			\$5,700									\$7,418						\$11,230			
Variance From Average			6.10%									-8.53%						-16.38%			



City of Fort Bragg  
Title: Police Sergeant  
Analysis Date: Nov. 2025

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPMC		EE Contribution		Wages + Pension						Participates in Social Security	Total Comp	Rank
								(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Deferred Compensation	Total Benefits			
City of Ukiah	Police Sergeant (3177)	9/28/2025	\$12,133	\$83	\$607	\$243	\$292	14.72%	\$1,966	14.50%	-\$1,937	\$13,367	\$2,850	\$122	\$29	\$0	\$3,000	No	\$16,388	3
City of Willits	Police Sergeant (68J)	7/1/2024	\$9,573	\$83	\$479	\$0	\$250	27.29%	\$2,834	13.75%	-\$1,428	\$11,791	\$2,682	\$143	\$18	\$0	\$2,844	?	\$14,635	4
Mendocino County	Sheriff's Sergeant (7131)	9/14/2025	\$10,733	\$100	\$1,073	\$537	\$644	70.70%	\$9,252	13.69%	-\$1,792	\$20,547	\$2,806	N/A	N/A	\$0	\$2,806	Yes	\$23,353	1
City of Fort Bragg	Police Sergeant	7/13/2025	\$11,043	\$100	\$552	\$0	\$331	27.74%	\$3,336	13.75%	-\$1,654	\$13,709	\$2,682	\$143	\$18	\$0	\$2,844	Yes	\$16,553	2
Median			\$10,888									\$17,128						\$19,953		
Variance from Median			-1.45%									-27.95%						-21.76%		
Average			\$10,813									\$15,242						\$18,125		
Variance From Average			2.13%									-11.18%						-9.50%		



**City of Fort Bragg**

**Title: Special Investigator**

**Analysis Date: Nov. 2025**

**Special Investigator**

**There are no comparable classifications at the comparable agencies.**

**Past practice is to pay 5% the pay band for Police Officers.**



City Normal Cost: CalPERS establishes an employer rate that the City must pay for each participating employee. The normal cost is an estimated percentage of salary based on the employee pool (age, salary, investment returns, etc.) and is determined by periodic actuarial valuations under state law.

UAAL is an unfunded Accrued Liability. It is the amortized dollar amount needed to fund past service credit earned (or accrued) for members who are currently receiving benefits, active members, and for members entitled to deferred benefits, as of the valuation date.

The CalPERS valuation report used is as of June 30, 2023. The 2023 valuation report is used for reports in 2025 because the actuarial valuations conducted by CalPERS are typically used to set employer contribution rates for the fiscal year that begins one year after the valuation date, meaning the data from the 2022 valuation report determines the contribution rates

HR contacted Mendocino County to obtain the Normal cost, as defined above. The County advised HR of the following:

- \* Safety 3 PEPPRA EE contribution is 13.69%
- \* Safety 3 PEPPRA Employer contribution is 65.79%.
- \* General Tier 4 for Community Services Officer is 9.13%.
- \*General Tier 4 Employer contribution for Community Services Officer is 33.49%.
- \*Safety Tier 3 Employee contribution is 14.09% (MCERA Valuation Report June 30, 2025)
- \*Safety Tier 4 Employer contribution is 66.37% (MCERA Valuation Report June 30, 2025)

Current Salary (using

<b>Position</b>	<b>Current Salary</b>	<b>Multiplier</b>	<b>New Salary</b>	<b>New Salary</b>	<b>6 Month New Salar Difference</b>
Community Services Officer	\$ 66,135.89	1.0336	1.0338%	\$ 68,358.06	\$ 2,222.17
Police Chief	\$ 201,905.60	1.1930	1.9300%	\$ 240,873.38	\$ 38,967.78
Police Chief Executive POST	\$ 211,972.80	1.1930	1.9300%	\$ 252,883.55	\$ 40,910.75
Police Captain	\$ 173,992.00	1.0000	0.0000%	\$ 173,992.00	\$ -
Police Commander	\$ 149,780.80	1.0450	0.4500%	\$ 156,520.94	\$ 6,740.14
Police Sergeant - Intermediate	\$ 125,320.00	1.0000	0.0000%	\$ 125,320.00	\$ -
Police Sergeant - Intermediate Acting	\$ 132,516.80	1.0000	0.0000%	\$ 132,516.80	\$ -
Police Sergeant - Advanced	\$ 132,516.80	1.0000	0.0000%	\$ 132,516.80	\$ -
Police Officer - Basic	\$ 97,926.40	1.0000	0.0000%	\$ 97,926.40	\$ -
Police Officer - Intermediate	\$ 102,772.80	1.0000	0.0000%	\$ 102,772.80	\$ -
Police Officer - Advanced	\$ 107,848.00	1.0000	0.0000%	\$ 107,848.00	\$ -
Police Recruit	\$ 72,571.20	1.0000	0.0000%	\$ 72,571.20	\$ -
Special Investigator - Basic	\$ 102,772.80	1.0000	0.0000%	\$ 102,772.80	\$ -
Special investigator - Intermediate	\$ 107,910.40	1.0000	0.0000%	\$ 107,910.40	\$ -
Special Investigator - Advanced	\$ 113,276.80	1.0000	0.0000%	\$ 113,276.80	\$ -
					\$ 44,420.42

Validation	
\$ 2,222.17	
\$ 38,967.78	
\$ 40,910.75	
\$ 6,740.14	
\$ 88,840.84	\$ 44,420.42