

RESOLUTION NO. ____-2025

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ADMINISTRATIVELY AMENDING JULY 1, 2025, MASTER SALARY RATE COMPENSATION PLAN AND CONFIRMING THE PAY RATES AND RANGES FOR ALL CITY OF FORT BRAGG ESTABLISHED CLASSIFICATIONS

WHEREAS, the Fort Bragg City Council desires to provide an adequate level of compensation for City of Fort Bragg employees; 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 Fort Bragg City Council approved the purchase of Mendocino Community Network (MCN) by approving Resolution 4926-2025 during the May 12, 2025, City Council meeting; and

WHEREAS, the City established the Broadband and Digital Infrastructure classifications in preparation for incoming MCN employees who became City employees effective July 1, 2025, by Resolution 4937-2025, which was approved during the June 23, 2025, City Council meeting; and

WHEREAS, the City of Fort Bragg received a petition from Service Employees International Union Local 1021, which is the authorized representative for the Fort Bragg Employee Organization (FBEO), on August 12, 2025, that complies with the Employee-Employer Resolution 1861-91 to be recognized as the Recognized Employee Relations Officer representing the Broadband and Digital Infrastructure employees, formerly known as the MCN employee group that was covered by Resolution 4937-2025; and

WHEREAS, the City of Fort Bragg responded to the SEIU Local 1021 to formally recognize SEIU Local 1021 as the Recognized Employee Relations Officer representing the MCN employees for meeting and conferring in good faith. The exclusion of Article 11 will be reviewed in the future, once the City has a better understanding of the economic forecast for the Mendocino Community Network through the collective bargaining process, at a time to be determined; and

WHEREAS, the City of Fort Bragg City Council approved Resolution 4939-2025 that established the terms and conditions of employment for exempt Mid-Management employees during the June 23, 2025, City Council meeting; and

WHEREAS, Resolution 4953-2025 was approved by the City of Fort Bragg City Council during July 14, 2025, City Council meeting that established terms and conditions of employment for exempt, at-will Executive employees; and

WHEREAS, Resolution 4954-2025 was approved by the City of Fort Bragg City Council during the July 14, 2025, City Council meeting, which established the terms and conditions of employment for Broadband and Digital Infrastructure non-exempt, non-management classifications; and

WHEREAS, Resolution 4955-2025 was approved by the City of Fort Bragg City Council during the July 14, 2025, City Council meeting, which established the terms and conditions of employment for Confidential/Non-Bargaining Employees; and

WHEREAS, currently the Public Experience Liaison, Part-Time, which is an at-will, non-exempt position, non-represented classification, is authorized to work no more than an average of twenty (20) hours per week and/or 1,000 hours in a fiscal year, and is not part of any employee group; and

WHEREAS, to assist the Administration Department with various projects, the City wishes to establish the Public Experience Liaison classification, a full-time, non-exempt position that is part of the Fort Bragg Employee Organization, which will be in addition to the Public Experience Liaison, Part-Time classification; and

WHEREAS, the Administrative Analyst was promoted to Senior Administrative Analyst classification, a non-exempt, full-time, position that is part of the Confidential/Non-Bargaining employee group, effective retroactive to July 1, 2025, which was not included on the July 1, 2025, Master Salary Rate Compensation Plan presented and approved by the City Council during the June 23, 2025, meeting; and

WHEREAS, the changes proposed above and the recent promotion to Senior Administrative Analyst required multiple updates to the July 1, 2025, Master Salary Rate Compensation Plan; and

WHEREAS, the July 1, 2025 Master Salary Rate Compensation Plan approved during the October 14, 2025 requires further administrative updates for some classifications to be go before council at the November 24, 2025 City Council meeting; and

WHEREAS, the necessary changes have been incorporated into the Master Salary Rate Compensation effective July 1, 2025, as shown 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 to have a publicly adopted and posted salary schedule; 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; and
2. The City of Fort Bragg Master Salary Rate Compensation Plan, effective July 1, 2025, is amended to reflect recent classification and salary rate updates; and
3. The pay rates and ranges for all City of Fort Bragg established classifications, as shown in 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 this Resolution does not have the potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect physical damage 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 24th day of November 2025, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:
RECUSED:

Jason Godeke
Mayor

ATTEST:

Diana Paoli
City Clerk