



City of Fort Bragg  
 Title: Community Service Officer  
 Analysis Date: Nov. 2024

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)	9/29/2024	\$5,715	\$83	N/A	\$0	\$292	16.20%	\$987	8.00%	-\$487	\$6,589	\$2,371	\$122	\$29	\$15	\$2,537	\$9,126	2	
City of Willits	CSO I (62H)	7/1/2023	\$5,188	\$83	N/A	\$0	\$250	15.43%	\$852	7.75%	-\$428	\$5,946	\$3,465	\$143	\$18	\$0	\$3,626	\$9,572	1	
Mendocino County	CSOc (7065)	7/7/2024	\$5,011	\$100	N/A	\$251	\$301	19.77%	\$1,119	9.13%	-\$517	\$6,265	\$2,806	\$0	\$0	\$0	\$2,806	\$9,071	3	
City of Fort Bragg	CSO	12/1/2024	\$5,351	\$83	N/A	\$0	\$161	16.25%	\$909	8.25%	-\$462	\$6,042	\$2,268	\$115	\$18	\$0	\$2,401	\$8,443	4	
Average Variance From Average			\$5,305 0.87%									\$6,266 -3.71%							\$9,256 -9.63%	



City of Fort Bragg  
 Title: Police Captain  
 Analysis Date: Nov. 2024

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educational Incentive Pay	Longevity	Total Normal Cost + EPDC		EE Contribution		Wages + Pension	Health	Dental	Vision	Deferred Compensation	Total Benefits	Total Comp	Rank	
								(%)	(\$)	(%)	(\$)									
City of Ukiah	Police Captain (3079)	9/29/2024	\$15,060	\$83	N/A	\$0	\$292	29.00%	\$4,476	14.50%	-\$2,238	\$17,673	\$2,371	\$122	\$15	\$0	\$2,508	\$20,181	2	
City of Willits	Police Captain	7/1/2023	N/A	\$0	N/A	\$0	\$0	0.00%	\$0	0.00%	\$0	N/A	\$0	\$0	\$0	\$0	\$0	N/A	4	
Mendocino County	Sheriff's Captain (7050)	7/7/2024	\$13,939	\$83	N/A	\$1,952	\$1,045	26.91%	\$4,580	13.69%	-\$2,330	\$19,270	\$2,806	\$0	\$0	\$0	\$2,806	\$22,076	1	
City of Fort Bragg	Police Captain	12/1/2024	\$13,369	\$83	N/A	\$0	\$0	16.25%	\$2,186	8.25%	-\$1,110	\$14,529	\$2,572	\$115	\$18	\$0	\$2,705	\$17,233	3	
Median			\$14,500										\$18,472						\$21,129	
Variance from Median			-8.46%										-27.14%						-22.60%	
Average			\$14,500										\$18,472						\$21,129	
Variance From Average			-8.46%										-27.14%						-22.60%	



City of Fort Bragg  
 Title: Police Chief  
 Analysis Date: Nov. 2024

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 Chief (3570)	9/29/2024	\$18,314	\$83	N/A	\$0	\$292	29.00%	\$5,420	14.50%	-\$2,710	\$21,399	\$2,371	\$122	\$15	\$0	\$2,508	\$23,907	2	
City of Willits	Police Chief (89E)	3/22/2024	\$14,389	\$83	N/A	\$0	\$250	27.29%	\$4,018	13.75%	-\$2,024	\$16,715	\$3,465	\$143	\$18	\$0	\$3,626	\$20,342	3	
Mendocino County	Sheriff Coroner (7052)	7/7/2024	\$17,779	N/A	N/A	\$125	\$1,778	26.91%	\$5,296	13.69%	-\$2,694	\$22,284	\$2,806	\$0	\$0	\$711	\$3,517	\$25,801	1	
City of Fort Bragg	Police Chief	12/1/2024	\$15,735	\$108	N/A	\$0	\$0	16.25%	\$2,575	8.25%	-\$1,307	\$17,111	\$2,733	\$115	\$18	\$0	\$2,866	\$19,977	4	
			Median	\$17,779									\$21,399						\$23,907	
			Variance from Median	-12.99%									-25.06%						-19.68%	
			Average	\$16,827									\$20,133						\$23,350	
			Variance From Average	-6.94%									-17.66%						-16.89%	



**City of Fort Bragg**

**Title: Police Chief - Executive POST**

**Analysis Date: Nov. 2024**

**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. 2024

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)	9/29/2024	\$8,589	\$83	\$859	\$0	\$292	29.00%	\$2,849	14.50%	-\$1,424	\$11,248	\$2,371	\$122	\$15	\$0	\$2,508	\$13,756	3
City of Willits	Police Officer (70J)	7/1/2023	\$6,182	\$83	\$618	\$0	\$250	27.29%	\$1,947	13.75%	-\$981	\$8,099	\$3,465	\$143	\$18	\$0	\$3,626	\$11,725	4
Mendocino County	Deputy Sheriff II (7204)	7/7/2024	\$8,538	\$100	\$854	\$427	\$512	26.91%	\$2,807	13.69%	-\$1,428	\$11,811	\$2,806	\$0	\$0	\$0	\$2,806	\$14,616	1
City of Fort Bragg	Police Officer	12/1/2024	\$8,726	\$100	\$873	\$0	\$262	27.29%	\$2,718	13.75%	-\$1,369	\$11,309	\$2,572	\$115	\$18	\$0	\$2,705	\$14,013	2
Average Variance From Average			\$7,770 12.30%									\$10,386 8.88%						\$13,366 4.84%	



City of Fort Bragg  
 Title: Police Recruit  
 Analysis Date: Nov. 2024

Survey Agency	Comparable Classification	Effective Date	Top Step Monthly Salary	Uniform Allowance	POST Pay	Educationa l Incentive Pay	Longevity	Total Normal Cost + EPDC		EE Contribution		Wages + Pension	Health	Dental	Vision	Deferred Compensation	Total Benefits	Total Comp	Rank	
								(%)	(\$)	(%)	(\$)									
City of Ukiah	Police Officer-Step 0	9/29/2024	\$6,406	\$83	N/A	\$0	\$292	16.20%	\$1,098	8.00%	-\$542	\$7,337	\$2,371	\$122	\$39	\$15	\$2,548	\$9,884	1	
City of Willits	No such classification	6/30/2024	N/A	N/A	N/A	N/A	N/A	15.43%	\$0	7.75%	\$0	N/A	\$0	\$0	\$18	\$0	\$0	N/A	4	
Mendocino County	Deputy Sheriff-in-Training (7167)	7/7/2024	\$5,335	\$100	N/A	\$267	\$320	19.77%	\$1,191	9.13%	-\$550	\$6,663	\$2,806	\$0	\$0	\$0	\$2,806	\$9,469	2	
City of Fort Bragg	Police Recruit	12/1/2024	\$5,177	\$83	N/A	\$0	\$155	16.25%	\$880	8.25%	-\$447	\$5,849	\$2,572	\$115	\$18	\$0	\$2,705	\$8,554	3	
Median			\$5,870										\$7,000						\$9,677	
Variance from Median			-13.39%										-19.67%						-13.12%	
Average			\$5,870										\$7,000						\$9,677	
Variance From Average			-13.39%										-19.67%						-13.12%	



City of Fort Bragg  
 Title: Police Sergeant  
 Analysis Date: Nov. 2024

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	Participates in Social Security	Total Comp	Rank	
								(%)	(\$)	(%)	(\$)										
City of Ukiah	Police Sergeant (3177)	9/29/2024	\$11,005	\$83	\$550	\$220	\$292	29.00%	\$3,524	14.50%	-\$1,762	\$13,913	\$2,371	\$122	\$15	\$0	\$2,508	No	\$16,421	2	
City of Willits	Police Sergeant (81C)	7/1/2023	\$8,234	\$83	\$412	\$0	\$250	27.29%	\$2,450	13.75%	-\$1,235	\$10,195	\$3,465	\$143	\$18	\$0	\$3,626	?	\$13,822	4	
Mendocino County	Sheriff's Sergeant (7131)	7/7/2024	\$10,421	\$100	\$1,042	\$521	\$625	26.91%	\$3,420	13.69%	-\$1,740	\$14,389	\$2,806	\$0	\$0	\$0	\$2,806	Yes	\$17,195	1	
City of Fort Bragg	Police Sergeant	12/1/2024	\$10,142	\$100	\$507	\$0	\$304	27.29%	\$3,016	13.75%	-\$1,520	\$12,550	\$2,572	\$115	\$18	\$0	\$2,705	Yes	\$15,254	3	
Average Variance From Average			\$9,887 2.58%									\$12,832 -2.25%								\$15,813 -3.66%	



**City of Fort Bragg**

**Title: Special Investigator**

**Analysis Date: Nov. 2024**

**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 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 June 30, 2022. The 2022 valuation report is used for reports in 2024 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 PEPRA EE contribution is 13.69%
- \* Safety 3 PEPRA 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%.