

## **RESOLUTION NO. \_\_\_\_ -2017**

### **RESOLUTION OF THE FORT BRAGG CITY COUNCIL ACCEPTING THE FORT BRAGG POLICE DEPARTMENT SALARY SURVEY RESULTS AS REQUIRED BY ORDINANCE 672**

**WHEREAS**, the voters adopted Ordinance 672 requiring an annual review of the compensation schedule for employees of the Fort Bragg Police Department; and

**WHEREAS**, the City has completed the study, reviewed, and analyzed the data for salaries of comparable positions in the cities of Willits and Ukiah and the Mendocino County Sheriff's Office as required by Ordinance 672; and

**WHEREAS**, the salary survey was forwarded to the Fort Bragg Police Association ("FBPA") for review and comment and the Fort Bragg Police Association has concurred with the information presented in the survey; and

**WHEREAS**, the City Council has reviewed the salary survey results as required by Ordinance 672 and attached hereto as Exhibit A; and

**WHEREAS**, the City Council has reviewed the 2016 Police Compensation Schedule, attached hereto as Exhibit B and which indicates that no compensation adjustments are required except to the Community Services Officer ("CSO") classification as a result of Ordinance 672; and

**WHEREAS**, based on all the evidence presented, the City Council finds as follows:

1. Ordinance 672 has been implemented and the requisite salary study has been prepared as required.
2. The data analysis is presented as prescribed by Ordinance 672.
3. The Fort Bragg Police Association has reviewed and accepted the results of the annual salary survey.
4. The compensation for the Community Services Officer classification will increase by 1.53% effective January 1, 2017.
5. The City currently employs three CSOs. Two CSOs are subject to the CSO classification and will receive the aforementioned increase in compensation. The third CSO is subject to the CSO Y-Rated Classification and will not receive the aforementioned increase as the compensation for the current CSO Y-Rated Classification is slightly higher than the compensation for the regular CSO Classification.
6. Sufficient funds exist in the FY 2016-2017 budget to accommodate the compensation changes.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Fort Bragg does hereby accept Salary Survey results as required by Ordinance 672 and establishes the CSO Classification compensation, effective January 1, 2017, as follows:

<b>Community Services Officer (FBPA)</b>	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	18.2194	19.1304	20.0869	21.0912	22.1458
Bi-Weekly	1,457.55	1,530.43	1,606.95	1,687.30	1,771.66
Monthly	3,158.03	3,315.93	3,481.73	3,655.81	3,838.60
Annual	37,889.36	39,791.16	41,780.76	43,869.72	46,063.20

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 23<sup>rd</sup> day of January 2017, by the following vote:

**AYES:**  
**NOES:**  
**ABSENT:**  
**ABSTAIN:**  
**RECUSED:**

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**LINDY PETERS**  
**Mayor**

**ATTEST:**

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**June Lemos**  
**City Clerk**