



Legislation Details (With Text)

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Title: Adopt City Council Resolution Updating the City's Compensation Plan and Confirming the Pay/Rates/Ranges for all City of Fort Bragg Established Classifications

Sponsors:

Indexes: Shared - Citywide

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Attachments: 1. RESO Compensation Plan Revised, 2. RESO Ex A: 2020 1-27-20 Revised

Date	Ver.	Action By	Action	Result
1/27/2020	1	City Council	adopted	Pass

Adopt City Council Resolution Updating the City's Compensation Plan and Confirming the Pay/Rates/Ranges for all City of Fort Bragg Established Classifications

The City Council approves all salary schedules which include classification titles and pay rates/ranges at the time a Memorandum of Understanding (MOU) for each bargaining unit is approved; when updates to the compensation and benefits for unrepresented employees are approved; or when specific wage and/or classification title adjustments are needed. The City has a long-standing practice of posting these approved salary schedules on the City website as well as having copies available upon request. The California Public Employees' Retirement Code requires the City to have a publicly adopted and posted Compensation Schedule.

The attached Resolution and proposed Compensation Plan includes the following changes:

- 1) Add the Housing and Economic Development Coordinator, which will be primarily funded with the recently awarded SB 2 Planning Grant. Continuation of the position beyond two years will require identification of an additional ongoing funding source.
- 2) Add an Interim Police Chief, to serve during the transition between full-time Police Chiefs.
- 3) Add a part-time laborer position, that is not temporary at a wage that is competitive taking into account the increases in minimum wage. The position would provide the incumbent a part-time job throughout the year, unlike the current seasonal positions, and reduce the cost of overtime and use of more senior level positions for laborer tasks.