



Legislation Text

File #: 20-780, **Version:** 1

Adopt City Council Resolution Modifying the City's Compensation Plan and Confirming the Pay/Rates/Ranges for All City of Fort Bragg Established Classifications Effective July 1, 2020

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 position of Assistant Director - Engineering Division has been added to the Compensation Schedule. This position will provide supervision and support to the Engineering and Community Development Divisions of the Public Works Department. Additionally, an Operations Supervisor position has been added to the Compensation Schedule. This position will provide supervision and support to the Public Works Maintenance group and the Utility Operators. Neither of these positions will increase the Full-Time-Equivalent count of City staff. If and when either of these positions are filled, it will be with an incumbent whose original position will not be replaced. Any increase from a promotional opportunity will be offset by a labor savings elsewhere so that the City's budget is not adversely impacted.

The City Council will approve the cost of living adjustments as prescribed in the Memorandum of Understandings and Resolutions for the various employee groups. The revised salaries are reflected in the attached Exhibit A to the Resolution.