



Legislation Details (With Text)

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Title: Adopt City Council Resolution Establishing a City of Fort Bragg Master Salary Rate Compensation Plan Confirming the Pay Rates/Ranges for All City of Fort Bragg Established Classifications

Sponsors:

Indexes:

Code sections:

Attachments: 1. RESO Citywide Salary Schedule 7-8-18, 2. 2018-07-08 All Employees

| Date | Ver. | Action By | Action | Result |
|----------|------|--------------|---------|--------|
| 7/9/2018 | 1 | City Council | adopted | Pass |

Adopt City Council Resolution Establishing a City of Fort Bragg Master Salary Rate Compensation Plan 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 longstanding practice of posting these approved salary schedules on the City website as well as having copies available upon request. In addition, the City Council approves the employment agreement for the City Manager which includes salary information. The amount of monthly compensation the City Council receives is addressed in the Fort Bragg Municipal Code, Section 2.04.060 and is set in accordance with California Government Code § 36516.

The California Public Employees' Retirement Code requires the City to have a publicly adopted and posted Compensation Schedule. With all of the recent adoptions of MOUs and Resolutions affecting the employees of the City, this Resolution meets the requirements of California Code of Regulations §570.5. The Master Salary Rate Compensation Plan attached as "Exhibit A" incorporates all recent changes to compensation for all City employees with the most recent change being the July 8, 2018 effective date for Cost of Living Adjustments (COLA) as defined in the Fort Bragg Police Association MOU, Fort Bragg Employee Organization MOU, City Manager Contract and Resolutions defining employee terms and benefits with the Executive Management Group, Mid-Management Group and Confidential/Non-Bargaining Group. All full-time regular City employees received a 2% COLA effective July 8, 2018.