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Title: Adopt City Council Resolution Modifying the City's Compensation Plan and Confirming the Pay/Rates/Ranges for All City of Fort Bragg Established Classifications - Assistant City Engineer and Part-time Police Services Transporter

Sponsors:

Indexes: Shared - Citywide

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Attachments: 1. RESO, City Comp Plan - Assist City Egr, 2. Exhibit A Compensation Schedule

Date	Ver.	Action By	Action	Result
3/9/2020	1	City Council	adopted	Pass

Adopt City Council Resolution Modifying the City's Compensation Plan and Confirming the Pay/Rates/Ranges for All City of Fort Bragg Established Classifications - Assistant City Engineer and Part-time Police Services Transporter

Recommendation to the Fort Bragg City Council that the position of Assistant City Engineer be created as an entry-level engineering position to keep more engineering tasks in-house. The recommended pay range is between that of an Engineering Technician and Associate City Engineer, and is similar to Assistant Planner. The new position will increase the City's capacity to develop and construct capital projects that are funded by grants or enterprise funds.

The new position creates a growth opportunity for an existing employee and provides for an expansion of tasks and duties. In a small City with limited promotional opportunities, it is important to provide employees with a means to develop new skill sets. These opportunities encourage employee retention, boost morale and create a path to longer term succession planning. The incremental difference between Engineering Technician and Associate City Engineer, at the highest step is approximately \$8,500 and will be funded by reductions to projects costs charged to outside engineering consultants in water, wastewater and the streets funds.

Staff, at the request of the Police Chief, also recommends the addition of a part-time on-call Police Service Transporter. This position would serve as on-call assistance with transporting prisoners to the County Jail. Using part-time staff in place of Community Services Officers and Police Officers reduces the cost of transporting prisoners to jail and cuts down on overtime shifts in the Police Department.