



Legislation Text

File #: 17-047, **Version:** 1

Adopt City Council Resolution Accepting the 2017 Fort Bragg Police Department Salary Survey Results as Required by Ordinance 672

Pursuant to the Initiative Ordinance 672 as approved by the voters, the City of Fort Bragg conducts an annual review of the salaries for each classification in the Fort Bragg Police Department and makes salary adjustments, as required by the Ordinance, effective each January 1. The Ordinance requires that the salary for each classification at the Police Department shall not be less than the average of the salaries paid for comparable positions in the Ukiah and Willits police departments, and the Mendocino County Sheriff's Office (MCSO).

The classifications covered by the Ordinance include: Police Chief, Police Lieutenant, Police Sergeant, Police Officer, Police Recruit, Community Service Officer, Police Services Technician, and Administrative Coordinator.

The City's Administrative Services Department prepared the annual survey for 2017 and presented the results to the Fort Bragg Police Association (FBPA) for review and concurrence. This year, the FBPA requested that the methodology for comparing the Community Service Officer (CSO) classification be changed. City staff investigated the request, concurred with the logic, and requested that the logic be extended (as explained below). Along with the CSO classification, the methodology for comparing salaries for the position of Police Lieutenant was also amended. The following methodological changes were made in this year's Salary Survey:

1. In the past, the salary survey for the CSO position was based on an average of the City of Ukiah CSO position, the MCSO CSO position, and an average of the Willits CSO I and CSO II positions. The FBPA has agreed to the following changes:
 - a. Removal of the MCSO CSO position as it has not been used for several years nor are the responsibilities of the position similar to Fort Bragg's CSO responsibilities
 - b. Removal of the Willits CSO II position as it has not been used for several years nor are the responsibilities of the position similar to Fort Bragg's CSO responsibilities
2. The Police Lieutenant position is now compared with all three agencies. Historically, Willits and Ukiah did not have an active Police Lieutenant position and the Survey was based solely on the MCSO Lieutenant position. Willits and Ukiah both have added Police Lieutenants to their Police Departments and they are now included in the Survey. This change in methodology did not result in a change in the salary for the Lieutenant classification.

With the amended comparisons and subsequent results, the FBPA has concurred with the results of the survey. The survey is attached as Exhibit A to the Resolution.

The Salary Survey indicates that the CSO classification is currently lower than the average salaries of the comparable agencies by 1.53%. As a result, the CSO classification will receive a 1.53%

increase effective January 1, 2017. The City currently employs three CSOs, two of whom are affected by this increase in compensation. The third CSO was reassigned from a higher-paying position and is currently receiving a "Y-rated" salary based on the prior position's compensation. As the Y-rated compensation is slightly higher than the adjusted CSO classification compensation, that position will not receive the salary increase.

The charts below provide details of the compensations and related changes mentioned above:

Communi ty Services Officer eff. 1-1-17	Step 1	Step 2	Step 3	Step 4	Step 5			
Hourly				\$ 18.22	\$ 19.13	\$ 20.09	\$ 21.09	\$ 22.15
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

Community Services Officer as of 12-31-16	Step 1	Step 2	Step 3	Step 4	Step 5			
Hourly				\$ 17.94	\$ 18.84	\$ 19.78	\$ 20.77	\$ 21.81
Bi-Weekly				\$ 1,435.30	\$ 1,507.06	\$ 1,582.41	\$ 1,661.53	\$ 1,744.61
Monthly				\$ 3,109.81	\$ 3,265.30	\$ 3,428.56	\$ 3,599.99	\$ 3,779.99
Annual				\$ 37,317.69	\$ 39,183.57	\$ 41,142.75	\$ 43,199.89	\$ 45,359.88

Communit y Services Officer Y- Rated	
Hourly	\$ 22.25
Bi-Weekly	\$ 1,779.83
Monthly	\$ 3,856.31
Annual	\$ 46,275.70

No other classifications are affected by the Survey results.