



Legislation Text

File #: 18-456, **Version:** 1

Adopt City Council Resolution Updating the City of Fort Bragg Master Salary Rate Compensation Plan Confirming the Pay Rates/Ranges for All City of Fort Bragg Authorized 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.

City Council held a closed session on October 22, 2018 to evaluate the City Manager's performance and agreed to re-instate a 2% Cost of Living (COLA) increase which was not taken, at the discretion of the City Manager, effective July 8, 2018. This increase prompted updating the City of Fort Bragg Master Salary Rate Compensation Plan to reflect the changes approved by Council. Changes to the compensation schedule include the 2% COLA increase to the City Manager's compensation retroactive to July 8, 2018.

The California Public Employees' Retirement Code requires the City to have a publicly adopted and posted Compensation Schedule. With the recent reorganization of the Police Department and the proposed reclassification of the Human Resources Technician to Human Resources Analyst, this Resolution meets the requirements of California Code of Regulations §570.5. The Master Salary Rate Compensation Plan attached as "Exhibit A" incorporates all changes to compensation for all City employees.