

RESOLUTION NO. 3591-2013

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A 2013 SALARY SCHEDULE FOR THE EMPLOYEES OF THE FORT BRAGG POLICE DEPARTMENT PURSUANT TO SURVEY RESULTS AS REQUIRED BY ORDINANCE 672

WHEREAS, the voters adopted Ordinance 672 requiring an annual review and revision of the compensation schedule for employees of the Fort Bragg Police Department; and

WHEREAS, the City has completed the study, reviewed, and analyzed the data for salaries of comparable positions in the cities of Willits and Ukiah and the Mendocino County Sheriff's Office as required by Ordinance 672; and

WHEREAS, the salary survey was forwarded to the Fort Bragg Police Association ("FBPA") for review and comment and the Fort Bragg Police Association has concurred with the information presented in the survey; and

WHEREAS, the City Council has reviewed the salary survey results as required by Ordinance 672 and attached hereto as Exhibit A; and

WHEREAS, the results of the salary survey indicates there are no Police Department classifications that exceed the salary schedule, after adjustment for the 1% salary increase provided for in the 2012-2014 Memorandum of Understanding between the FBPA and the City ("MOU"); and

WHEREAS, the City Council has reviewed the Police Compensation Schedule, attached hereto as Exhibit B, which implements salary increases pursuant to the MOU, and no further compensation adjustments are required as a result of Ordinance 672; and

WHEREAS, the adopted FY 2012-2013 Police Department budget contains sufficient funds in anticipation of the January 1, 2013 salary adjustments required by the MOU; and

WHEREAS, based on all the evidence presented, the City Council finds as follows:

1. Ordinance 672 has been implemented and the requisite salary study has been prepared as required.
2. The data analysis salary adjustment are presented as prescribed by Ordinance 672.
3. The Fort Bragg Police Association has reviewed and accepted the results of the annual salary survey.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby adopt the revised compensation schedule for the employees of the Fort Bragg Police Department (Exhibit B) as required by Ordinance 672 and said compensation schedule shall be effective January 1, 2013.

The above and foregoing Resolution was introduced by Councilmember Deitz, seconded by Councilmember Hammerstrom, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 11th day of February, 2013, by the following vote:

AYES: Councilmembers Deitz, Hammerstrom, and Mayor Turner.

NOES: None.
ABSENT: Councilmember Courtney.
ABSTAIN: None.

A handwritten signature in black ink, appearing to read 'Dave Turner', written over a horizontal line.

DAVE TURNER,
Mayor

ATTEST:



Cynthia M. VanWormer, MMC
City Clerk

**EXHIBIT A
CITY OF FORT BRAGG
ORDINANCE 672
FBPA SALARY SURVEY
Effective January 1, 2013**

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|--------------------|--------------------|--------------------|---------------------|---------------------|
| Police Chief | | | | | |
| Current FBPD | \$ 8,861.13 | \$ 9,304.19 | \$ 9,769.40 | \$ 10,257.87 | \$ 10,770.76 |
| Average of Comparable Jurisdictions | \$ 7,820.59 | \$ 8,211.61 | \$ 8,622.20 | \$ 9,053.31 | \$ 9,505.97 |
| Difference | | | | | |
| New Salary over/under Average | \$ 1,040.55 | | | | \$ 1,264.79 |
| Percentage | | | 13.31% | | |
| % Delta New Salary over/under Average | | | | | |
| SALARY PER ORDINANCE | \$ 7,820.59 | | | | \$ 9,505.97 |
| SALARY ADJUSTMENT = No Change | \$ 8,861.13 | \$ 9,304.19 | \$ 9,769.40 | \$ 10,257.87 | \$ 10,770.76 |
| Police Lieutenant | | | | | |
| Current FBPD | \$ 6,649.11 | \$ 6,981.56 | \$ 7,330.64 | \$ 7,697.17 | \$ 8,082.03 |
| Average of Comparable Jurisdictions | \$ 5,694.00 | \$ 5,978.70 | \$ 6,277.64 | \$ 6,591.52 | \$ 6,921.09 |
| Difference | | | | | |
| New Salary over/under Average | \$ 955.11 | \$ 1,002.86 | \$ 1,053.01 | \$ 1,105.66 | \$ 1,160.94 |
| Percentage | | | 16.77% | | |
| % Delta New Salary over/under Average | | | | | |
| SALARY PER ORDINANCE | \$ 5,694.00 | \$ 5,978.70 | \$ 6,277.64 | \$ 6,591.52 | \$ 6,921.09 |
| SALARY ADJUSTMENT = No Change | \$ 6,649.11 | \$ 6,981.56 | \$ 7,330.64 | \$ 7,697.17 | \$ 8,082.03 |
| Administrative Assistant (RES) | | | | | |
| Current FBPD | \$ 3,434.19 | \$ 3,605.90 | \$ 3,786.19 | \$ 3,975.50 | \$ 4,174.27 |
| Average of Comparable Jurisdictions | \$ 3,191.42 | \$ 3,350.99 | \$ 3,518.54 | \$ 3,694.47 | \$ 3,878.74 |
| Difference | | | | | |
| New Salary over/under Average | \$ 242.76 | \$ 254.90 | \$ 267.65 | \$ 281.03 | \$ 295.53 |
| Percentage | | | 7.61% | | |
| % Delta New Salary over/under Average | | | | | |
| SALARY PER ORDINANCE | \$ 3,191.42 | \$ 3,350.99 | \$ 3,518.54 | \$ 3,694.47 | \$ 3,878.74 |
| SALARY ADJUSTMENT = No Change | \$ 3,434.19 | \$ 3,605.90 | \$ 3,786.19 | \$ 3,975.50 | \$ 4,174.27 |
| Police Sergeant - Basic POST Certification | | | | | |
| Current FBPD | \$ 5,011.43 | \$ 5,262.01 | \$ 5,525.11 | \$ 5,801.36 | \$ 6,091.43 |
| Average of Comparable Jurisdictions | \$ 4,553.47 | \$ 4,781.14 | \$ 5,020.20 | \$ 5,271.21 | \$ 5,534.53 |
| Difference | | | | | |
| New Salary over/under Average | \$ 508.08 | \$ 533.49 | \$ 560.16 | \$ 588.17 | \$ 617.81 |
| Percentage | | | 11.16% | | |
| % Delta New Salary over/under Average | | | | | |
| SALARY PER ORDINANCE | \$ 4,553.47 | \$ 4,781.14 | \$ 5,020.20 | \$ 5,271.21 | \$ 5,534.53 |
| SALARY ADJUSTMENT PER MOU 1% | \$ 5,061.55 | \$ 5,314.63 | \$ 5,580.36 | \$ 5,859.38 | \$ 6,152.34 |

1/30/2013 1:00 PM

NOTE: Numbers May Vary Due to Rounding

1 of 3

**EXHIBIT A
CITY OF FORT BRAGG
ORDINANCE 672
FBPA SALARY SURVEY
Effective January 1, 2013**

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|---------------------------------------|-------------|-------------|-------------|-------------|
| <u>Police Sergeant - Intermediate POST Certification</u> | | | | | |
| Current FBPD | \$ 5,286.21 | \$ 5,550.52 | \$ 5,828.04 | \$ 6,119.44 | \$ 6,425.42 |
| Average of Comparable Jurisdictions | \$ 5,052.97 | \$ 5,305.62 | \$ 5,570.90 | \$ 5,849.44 | \$ 6,142.16 |
| Difference | \$ 286.10 | \$ 300.40 | \$ 315.42 | \$ 331.20 | \$ 347.51 |
| Percentage | New Salary over/under Average | | 5.66% | | |
| | % Delta New Salary over/under Average | | | | |
| SALARY PER ORDINANCE | \$ 5,052.97 | \$ 5,305.62 | \$ 5,570.90 | \$ 5,849.44 | \$ 6,142.16 |
| SALARY ADJUSTMENT PER MOU 1% | \$ 5,339.07 | \$ 5,606.02 | \$ 5,886.32 | \$ 6,180.64 | \$ 6,489.67 |
| <u>Police Sergeant - Advanced POST Certification</u> | | | | | |
| Current FBPD | \$ 5,547.34 | \$ 5,824.70 | \$ 6,115.94 | \$ 6,421.73 | \$ 6,742.82 |
| Average of Comparable Jurisdictions | \$ 5,304.56 | \$ 5,569.79 | \$ 5,848.28 | \$ 6,140.70 | \$ 6,447.59 |
| Difference | \$ 298.25 | \$ 313.16 | \$ 328.82 | \$ 345.26 | \$ 362.66 |
| Percentage | New Salary over/under Average | | 5.62% | | |
| | % Delta New Salary over/under Average | | | | |
| SALARY PER ORDINANCE | \$ 5,304.56 | \$ 5,569.79 | \$ 5,848.28 | \$ 6,140.70 | \$ 6,447.59 |
| SALARY ADJUSTMENT PER MOU 1% | \$ 5,602.81 | \$ 5,882.95 | \$ 6,177.10 | \$ 6,485.95 | \$ 6,810.25 |
| <u>Police Officer - Basic POST Certification</u> | | | | | |
| Current FBPD | \$ 4,097.10 | \$ 4,301.96 | \$ 4,517.05 | \$ 4,742.91 | \$ 4,980.05 |
| Average of Comparable Jurisdictions | \$ 3,888.38 | \$ 4,082.80 | \$ 4,286.94 | \$ 4,501.29 | \$ 4,726.53 |
| Difference | \$ 249.69 | \$ 262.17 | \$ 275.28 | \$ 289.04 | \$ 303.32 |
| Percentage | New Salary over/under Average | | 6.42% | | |
| | % Delta New Salary over/under Average | | | | |
| SALARY PER ORDINANCE | \$ 3,888.38 | \$ 4,082.80 | \$ 4,286.94 | \$ 4,501.29 | \$ 4,726.53 |
| SALARY ADJUSTMENT PER MOU 1% | \$ 4,138.07 | \$ 4,344.97 | \$ 4,562.22 | \$ 4,790.33 | \$ 5,029.85 |
| <u>Police Officer - Intermediate POST Certification</u> | | | | | |
| Current FBPD | \$ 4,302.92 | \$ 4,518.07 | \$ 4,743.97 | \$ 4,981.17 | \$ 5,230.23 |
| Average of Comparable Jurisdictions | \$ 4,085.25 | \$ 4,289.51 | \$ 4,503.99 | \$ 4,729.19 | \$ 4,965.75 |
| Difference | \$ 260.70 | \$ 273.74 | \$ 287.42 | \$ 301.79 | \$ 316.78 |
| Percentage | New Salary over/under Average | | 6.38% | | |
| | % Delta New Salary over/under Average | | | | |
| SALARY PER ORDINANCE | \$ 4,085.25 | \$ 4,289.51 | \$ 4,503.99 | \$ 4,729.19 | \$ 4,965.75 |
| SALARY ADJUSTMENT PER MOU 1% | \$ 4,345.95 | \$ 4,563.25 | \$ 4,791.41 | \$ 5,030.98 | \$ 5,282.53 |

**EXHIBIT A
CITY OF FORT BRAGG
ORDINANCE 672
FBPA SALARY SURVEY
Effective January 1, 2013**

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|
| <u>Police Officer - Advanced POST Certification</u> | | | | | |
| Current FBPD | \$ 4,513.85 | \$ 4,739.54 | \$ 4,976.52 | \$ 5,225.34 | \$ 5,486.61 |
| Average of Comparable Jurisdictions | \$ 4,287.27 | \$ 4,501.63 | \$ 4,726.72 | \$ 4,963.05 | \$ 5,211.03 |
| Difference | | | | | |
| New Salary over/under Average | \$ 271.71 | \$ 285.30 | \$ 299.56 | \$ 314.54 | \$ 330.45 |
| Percentage | | | | | |
| % Delta New Salary over/under Average | | | 6.34% | | |
| SALARY PER ORDINANCE | \$ 4,287.27 | \$ 4,501.63 | \$ 4,726.72 | \$ 4,963.05 | \$ 5,211.03 |
| SALARY ADJUSTMENT PER MOU 1% | \$ 4,558.99 | \$ 4,786.93 | \$ 5,026.28 | \$ 5,277.60 | \$ 5,541.47 |
| <u>Police Recruit</u> | | | | | |
| Current FBPD (Hourly Rate) | \$ 19.41 | | | | |
| *Average of Comparable Jurisdictions | \$ 18.46 | | | | |
| Difference | | | | | |
| New Salary over/under Average | \$ 1.15 | | | | |
| Percentage | | | | | |
| % Delta New Salary over/under Average | | | 6.22% | | |
| SALARY PER ORDINANCE | \$ 18.46 | | | | |
| SALARY ADJUSTMENT PER MOU 1% | \$ 19.60 | | | | |
| <u>Community Services Officer</u> | | | | | |
| Current FBPD | \$ 2,930.15 | \$ 3,076.66 | \$ 3,230.49 | \$ 3,392.02 | \$ 3,561.62 |
| *Average of Comparable Jurisdictions | \$ 2,825.93 | \$ 2,967.22 | \$ 3,115.58 | \$ 3,271.36 | \$ 3,435.13 |
| Difference | | | | | |
| New Salary over/under Average | \$ 133.53 | \$ 140.21 | \$ 147.22 | \$ 154.58 | \$ 162.10 |
| Percentage | | | | | |
| % Delta New Salary over/under Average | | | 4.73% | | |
| SALARY PER ORDINANCE | \$ 2,825.93 | \$ 2,967.22 | \$ 3,115.58 | \$ 3,271.36 | \$ 3,435.13 |
| SALARY ADJUSTMENT PER MOU 1% | \$ 2,959.46 | \$ 3,107.43 | \$ 3,262.80 | \$ 3,425.94 | \$ 3,597.24 |
| <u>Police Services Technician</u> | | | | | |
| Current FBPD | \$ 3,049.10 | \$ 3,201.56 | \$ 3,361.63 | \$ 3,529.71 | \$ 3,706.20 |
| *Average of Comparable Jurisdictions | \$ 2,644.28 | \$ 2,776.49 | \$ 2,915.32 | \$ 3,061.08 | \$ 3,214.07 |
| Difference | | | | | |
| New Salary over/under Average | \$ 435.31 | \$ 457.08 | \$ 479.93 | \$ 503.93 | \$ 529.19 |
| Percentage | | | | | |
| % Delta New Salary over/under Average | | | 16.46% | | |
| SALARY PER ORDINANCE | \$ 2,644.28 | \$ 2,776.49 | \$ 2,915.32 | \$ 3,061.08 | \$ 3,214.07 |
| SALARY ADJUSTMENT PER MOU 1% | \$ 3,079.59 | \$ 3,233.57 | \$ 3,395.25 | \$ 3,565.01 | \$ 3,743.26 |

EXHIBIT B

| Police Compensation Schedule | | | | | |
|---|-----------------------|---------------|---------------|---------------|---------------|
| Effective: January 1, 2013 | | | | | |
| | Monthly Salary | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| Chief of Police | \$ 8,861.13 | \$ 9,304.19 | \$ 9,769.40 | \$ 10,257.87 | \$ 10,770.76 |
| Police Lieutenant | \$ 6,649.11 | \$ 6,981.56 | \$ 7,330.64 | \$ 7,697.17 | \$ 8,082.03 |
| Administrative Assistant - RES | \$ 3,434.19 | \$ 3,605.90 | \$ 3,786.19 | \$ 3,975.50 | \$ 4,174.27 |
| Police Sergeant - Basic POST Certificate | \$ 5,061.55 | \$ 5,314.63 | \$ 5,580.36 | \$ 5,859.38 | \$ 6,152.34 |
| Police Sergeant - Intermediate POST Certificate | \$ 5,339.07 | \$ 5,606.02 | \$ 5,886.32 | \$ 6,180.64 | \$ 6,489.67 |
| Police Sergeant - Advanced POST Certificate | \$ 5,602.81 | \$ 5,882.95 | \$ 6,177.10 | \$ 6,485.95 | \$ 6,810.25 |
| Police Officer - Basic POST Certificate | \$ 4,138.07 | \$ 4,344.97 | \$ 4,562.22 | \$ 4,790.33 | \$ 5,029.85 |
| Police Officer - Intermediate POST Certificate | \$ 4,345.95 | \$ 4,563.25 | \$ 4,791.41 | \$ 5,030.98 | \$ 5,282.53 |
| Police Officer - Advanced POST Certificate | \$ 4,558.99 | \$ 4,786.93 | \$ 5,026.28 | \$ 5,277.60 | \$ 5,541.47 |
| Police Recruit | \$ 19.60 | | | | |
| Community Services Officer | \$ 2,959.46 | \$ 3,107.43 | \$ 3,262.80 | \$ 3,425.94 | \$ 3,597.24 |
| Police Services Technician | \$ 3,079.59 | \$ 3,233.57 | \$ 3,395.25 | \$ 3,565.01 | \$ 3,743.26 |