

RESOLUTION NO. 3508-2012

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A 2012 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, staff 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 has been forwarded to the Fort Bragg Police Association for review and comment; and

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

WHEREAS, the adopted FY 2011-2012 Police Department Budget contained sufficient funds in anticipation of the January 1, 2012 salary adjustments required by the salary survey; and

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


1. Staff have implemented Ordinance 672 as prescribed and completed the requisite salary study.
2. Staff completed the data analysis and made salary adjustment recommendations as prescribed by Ordinance 672.
3. Fort Bragg Police Association has reviewed and accepted the results of the study.

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, 2012.

The above and foregoing Resolution was introduced by Councilmember Courtney, seconded by Councilmember Gjerde, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 23rd day of January, 2012, by the following vote:

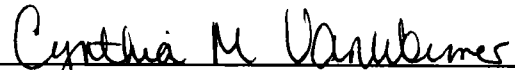
AYES: Councilmembers Courtney, Gjerde, Hammerstrom, and Mayor Turner.
NOES: None.
ABSENT: None.

ABSTAIN: None.



DAVE TURNER,
Mayor

ATTEST:



Cynthia M. VanWormer, CMC
City Clerk

Exhibit A

	Step 1	Step 2	Step 3	Step 4	Step 5
Police Chief					
Current FBPD	\$ 8,687.38	\$ 9,121.75	\$ 9,577.84	\$ 10,056.73	\$ 10,559.56
Average of Comparable Jurisdictions	\$ 7,027.86				\$ 8,542.40
Difference	\$ 1,659.53				\$ 2,017.16
Percentage			23.61%		
% Delta New Salary over/under Average	\$ 7,027.86				\$ 8,542.40
SALARY PER ORDINANCE	\$ 8,687.38	\$ 9,121.75	\$ 9,577.84	\$ 10,056.73	\$ 10,559.56
Police Lieutenant					
Current FBPD	\$ 6,518.73	\$ 6,844.67	\$ 7,186.90	\$ 7,546.24	\$ 7,923.56
Average of Comparable Jurisdictions	\$ 5,694.00	\$ 5,978.70	\$ 6,277.64	\$ 6,591.52	\$ 6,921.09
Difference	\$ 824.73	\$ 865.97	\$ 909.26	\$ 954.73	\$ 1,002.46
Percentage			14.48%		
% Delta New Salary over/under Average	\$ 5,694.00	\$ 5,978.70	\$ 6,277.64	\$ 6,591.52	\$ 6,921.09
SALARY PER ORDINANCE	\$ 6,518.73	\$ 6,844.67	\$ 7,186.90	\$ 7,546.24	\$ 7,923.56
Administrative Assistant (RES)					
Current FBPD	\$ 3,383.43	\$ 3,552.60	\$ 3,730.23	\$ 3,916.74	\$ 4,112.58
Average of Comparable Jurisdictions	\$ 2,892.42	\$ 3,037.04	\$ 3,188.89	\$ 3,348.34	\$ 3,515.75
Difference	\$ 491.01	\$ 515.56	\$ 541.34	\$ 568.41	\$ 596.83
Percentage			16.98%		
% Delta New Salary over/under Average	\$ 2,892.42	\$ 3,037.04	\$ 3,188.89	\$ 3,348.34	\$ 3,515.75
SALARY PER ORDINANCE	\$ 3,383.43	\$ 3,552.60	\$ 3,730.23	\$ 3,916.74	\$ 4,112.58

Police Sergeant - Basic POST Certification

Current FBPD	\$ 4,865.47	\$ 5,108.74	\$ 5,364.18	\$ 5,632.39	\$ 5,914.01
Average of Comparable Jurisdictions	\$ 4,849.25	\$ 5,091.71	\$ 5,346.30	\$ 5,613.62	\$ 5,894.30
Difference	\$ 162.18	\$ 170.29	\$ 178.81	\$ 187.75	\$ 197.13
Percentage			3.34%		
SALARY PER ORDINANCE	\$ 4,849.25	\$ 5,091.71	\$ 5,346.30	\$ 5,613.62	\$ 5,894.30
SALARY ADJUSTMENT PER MOU 3%	\$ 5,011.43	\$ 5,262.01	\$ 5,525.11	\$ 5,801.36	\$ 6,091.43

Police Sergeant - Intermediate POST Certification

Current FBPD	\$ 5,132.24	\$ 5,388.85	\$ 5,658.29	\$ 5,941.21	\$ 6,238.27
Average of Comparable Jurisdictions	\$ 4,925.52	\$ 5,171.79	\$ 5,430.38	\$ 5,701.90	\$ 5,987.00
Difference	\$ 360.69	\$ 378.73	\$ 397.66	\$ 417.54	\$ 438.42
Percentage			7.32%		
SALARY PER ORDINANCE	\$ 4,925.52	\$ 5,171.79	\$ 5,430.38	\$ 5,701.90	\$ 5,987.00
SALARY ADJUSTMENT PER MOU 3%	\$ 5,286.21	\$ 5,550.52	\$ 5,828.04	\$ 6,119.45	\$ 6,425.42

Police Sergeant - Advanced POST Certification

Current FBPD	\$ 5,385.76	\$ 5,655.05	\$ 5,937.81	\$ 6,234.70	\$ 6,546.43
Average of Comparable Jurisdictions	\$ 5,170.53	\$ 5,429.06	\$ 5,700.51	\$ 5,985.54	\$ 6,284.82
Difference	\$ 376.80	\$ 395.64	\$ 415.43	\$ 436.20	\$ 458.01
Percentage			7.29%		
SALARY PER ORDINANCE	\$ 5,170.53	\$ 5,429.06	\$ 5,700.51	\$ 5,985.54	\$ 6,284.82
SALARY ADJUSTMENT PER MOU 3%	\$ 5,547.34	\$ 5,824.70	\$ 6,115.94	\$ 6,421.74	\$ 6,742.82

Step	Step	Step	Step	Step
1	2	3	4	5

FBPA REPRESENTED BY SWORIS, NON-SWORIS

Police Officer - Basic POST Certification

Current FBPD	\$ 3,977.77	\$ 4,176.66	\$ 4,385.49	\$ 4,604.77	\$ 4,835.00
Average of Comparable Jurisdictions	\$ 3,788.76	\$ 3,978.20	\$ 4,177.11	\$ 4,385.96	\$ 4,605.26
Difference	\$ 308.34	\$ 323.76	\$ 339.95	\$ 356.95	\$ 374.79
Percentage			8.14%		
SALARY PER ORDINANCE	\$ 3,788.76	\$ 3,978.20	\$ 4,177.11	\$ 4,385.96	\$ 4,605.26
SALARY ADJUSTMENT PER MOU 3%	\$ 4,097.10	\$ 4,301.96	\$ 4,517.06	\$ 4,742.91	\$ 4,980.05

Police Officer - Intermediate POST Certification

Current FBPD	\$ 4,177.60	\$ 4,386.48	\$ 4,605.80	\$ 4,836.09	\$ 5,077.89
Average of Comparable Jurisdictions	\$ 3,979.25	\$ 4,178.21	\$ 4,387.12	\$ 4,606.48	\$ 4,836.80
Difference	\$ 323.68	\$ 339.86	\$ 356.85	\$ 374.69	\$ 393.43
Percentage			8.13%		
SALARY PER ORDINANCE	\$ 3,979.25	\$ 4,178.21	\$ 4,387.12	\$ 4,606.48	\$ 4,836.80
SALARY ADJUSTMENT PER MOU 3%	\$ 4,302.92	\$ 4,518.07	\$ 4,743.97	\$ 4,981.17	\$ 5,230.23

Police Officer - Advanced POST Certification

Current FBPD	\$ 4,382.38	\$ 4,601.50	\$ 4,831.57	\$ 5,073.15	\$ 5,326.81
Average of Comparable Jurisdictions	\$ 4,174.50	\$ 4,383.22	\$ 4,602.38	\$ 4,832.50	\$ 5,074.13
Difference	\$ 339.35	\$ 356.32	\$ 374.14	\$ 392.85	\$ 412.49
Percentage			8.13%		
SALARY PER ORDINANCE	\$ 4,174.50	\$ 4,383.22	\$ 4,602.38	\$ 4,832.50	\$ 5,074.13
SALARY ADJUSTMENT PER MOU 3%	\$ 4,513.85	\$ 4,739.54	\$ 4,976.52	\$ 5,225.35	\$ 5,486.61

Police Recruit

Current FBPD (Hourly Rate)	\$ 18.84				
*Average of Comparable Jurisdictions	\$ 17.84				
Difference	\$ 1.57				
Percentage			8.77%		
SALARY PER ORDINANCE	\$ 17.84				
SALARY ADJUSTMENT PER MOU 3%	\$ 19.41				

FBPA REPRESENTED (SWORN & NON-SWORN)

Community Services Officer

Current FBPD	\$ 2,844.81	\$ 2,987.05	\$ 3,136.40	\$ 3,293.22	\$ 3,457.88
*Average of Comparable Jurisdictions	\$ 2,844.81	\$ 2,987.05	\$ 3,136.40	\$ 3,293.22	\$ 3,457.88
Difference	\$ 85.34	\$ 89.61	\$ 94.09	\$ 98.80	\$ 103.74
Percentage			3.00%		
SALARY PER ORDINANCE					
SALARY ADJUSTMENT PER MOU 3%					
	\$ 2,844.81	\$ 2,987.05	\$ 3,136.40	\$ 3,293.22	\$ 3,457.88
	\$ 2,930.15	\$ 3,076.66	\$ 3,230.50	\$ 3,392.02	\$ 3,561.62

Police Services Technician

Current FBPD	\$ 2,960.29	\$ 3,108.30	\$ 3,263.72	\$ 3,426.91	\$ 3,598.25
*Average of Comparable Jurisdictions	\$ 2,792.12	\$ 2,931.73	\$ 3,078.31	\$ 3,242.00	\$ 3,407.00
Difference	\$ 516.56	\$ 542.39	\$ 569.51	\$ 597.99	\$ 627.89
Percentage			20.40%		
SALARY PER ORDINANCE					
SALARY ADJUSTMENT PER MOU 3%					
	\$ 2,960.29	\$ 3,108.30	\$ 3,263.72	\$ 3,426.91	\$ 3,598.25
	\$ 3,049.10	\$ 3,201.55	\$ 3,361.63	\$ 3,529.71	\$ 3,706.20

Note: Numbers may very slightly due to averaging and rounding

EXHIBIT B

POLICE COMPENSATION SCHEDULE					
EFFECTIVE: JANUARY 1, 2012					
	Step A	Step B	Step C	Step D	Step E
Chief of Police	8687.38				10559.57
Police Lieutenant	6518.73	6844.67	7186.90	7546.25	7923.56
Administrative Secretary - RES	3383.43	3552.61	3730.24	3916.75	4112.59
Police Sergeant - Basic POST Certification	5011.43	5262.01	5525.11	5801.36	6091.43
Police Sergeant - Intermediate POST Certification	5286.21	5550.52	5828.04	6119.44	6425.42
Police Sergeant - Advanced POST Certification	5547.34	5824.70	6115.94	6421.73	6742.82
Police Officer - Basic POST Certification	4097.10	4301.96	4517.05	4742.91	4980.05
Police Officer - Intermediate POST Certification	4302.92	4518.07	4743.97	4981.17	5230.23
Police Officer - Advanced POST Certification	4513.85	4739.54	4976.52	5225.34	5486.61
Police Recruit	19.41				
Community Services Officer	2930.15	3076.66	3230.49	3392.02	3561.62
Police Services Technician	3049.10	3201.56	3361.63	3529.71	3706.20