

RESOLUTION NO. 3469-2011

RESOLUTION OF THE FORT BRAGG CITY COUNCIL AMENDING THE COMPENSATION PLAN FOR NON-BARGAINING & CONFIDENTIAL EMPLOYEES

WHEREAS, it is the desire of the City Council to provide an adequate level of compensation and to enumerate the benefits and conditions of employment for non-bargaining and confidential classifications and

WHEREAS, non-bargaining and confidential classifications covered by this resolution include: Administrative Assistant - Administrative Services, Housing & Economic Development Coordinator, Water Projects Coordinator, and the Administrative Administrative-RES; and

WHEREAS, non-bargaining confidential classifications are non-exempt and shall be a part of the Personnel Merit System, and shall receive the benefits associated with the Fort Bragg Employee Organization (FBEO).

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does establish compensation and affirm benefits effective July 1, 2011 through June 30, 2014 for non-bargaining confidential employees as follows:

SECTION 1.0 SALARY COMPENSATION

Salaries shall be reviewed according to the terms and conditions of the current Memorandum of Understanding effective July 1, 2011 through June 30, 2014 between the City and the FBEO affiliated with the Service Employees International Union (SEIU).

1.1 SALARY SCHEDULE FOR NON-BARGAINING CONFIDENTIAL NON-EXEMPT CLASSIFICATIONS

- A. The salary provisions of Initiative Measure D. Ordinance 672 as adopted by the voters on November 4, 1986, are hereby recognized as the policy document governing the salary of the Administrative Assistant-RES.
- B. The salary adjustments as provided for in Ordinance 672 shall be implemented as soon as possible after January 1 of each year, and before January 31 unless there is a discrepancy. In these instances, the discrepancy shall be resolved, and the salary adjustments shall be implemented no later than February 28.
- C. In order to maintain equity across the organization with respect to all Administrative Assistant classifications, the salary range for the Administrative Assistant – RES classification shall be set equal to the Administrative Assistant-Administrative Services and the Administrative Assistant (FBEO) classifications, unless the provisions of Ordinance 672 result in a higher salary range, in which case the salary range for Administrative Secretary – RES shall be set at the higher salary.

The salary ranges for the non-bargaining, confidential non-exempt classifications shall be as follows:

	<u>Position</u>	<u>Range/Month</u> Effective July 31, 2011	<u>Range/Month</u> Effective First Full Pay-Period in July 2012	<u>Range/Month</u> Effective First Full Pay-Period in July 2013
1.	Administrative Assistant- RES	\$3,383-\$4,112	\$3,434-\$4,174	\$3,468-\$4,216
2.	Administrative Assistant-Admin Services	\$3,383-\$4,112	\$3,434-\$4,174	\$3,468-\$4,216

1.2 SALARY SCHEDULE FOR NON-BARGAINING NON-EXEMPT CLASSIFICATIONS

The salary ranges for the non-bargaining non-exempt classifications shall be as follows:

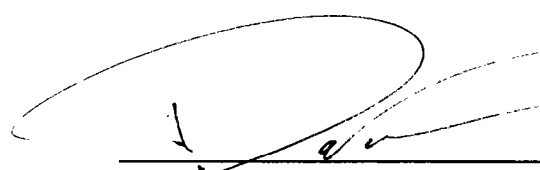
	<u>Position</u>	<u>Range/Month</u> Effective July 31, 2011	<u>Range/Month</u> Effective First Full Pay-Period in July 2012	<u>Range/Month</u> Effective First Full Pay-Period in July 2013
1.	Housing & Economic Development Coordinator	\$4,505-\$5,476	\$4,572-\$5,558	\$4,619-\$5,614
2.	Water Projects Coordinator	\$4,792-\$5,825	\$4,864-\$5,912	\$4,913-\$5,972

SECTION 2.0 OTHER BENEFITS

All other benefits terms and conditions will be provided and administered as provided for Fort Bragg Employee Organization employees.

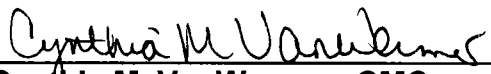
The above and foregoing Resolution was introduced by Councilmember Melo, seconded by Councilmember Hammerstrom, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 25th day of July, 2011, by the following vote:

- AYES:** Councilmembers Courtney, Gjerde, Hammerstrom, Melo, and Mayor Turner.
- NOES:** None.
- ABSENT:** None.
- ABSTAIN:** None.



DAVE TURNER,
Mayor

ATTEST:



Cynthia M. VanWormer, CMC
City Clerk