

RESOLUTION NO. 3425-2011

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A 2011 SALARY SCHEDULE FOR 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 2010-2011 Police Department Budget contained sufficient funds in anticipation of the January 1, 2011 salary adjustments required by the salary survey; and

WHEREAS, all Police Department salaries shall be effective January 1, 2011, as required by Ordinance 672; 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 effective January 1, 2011.

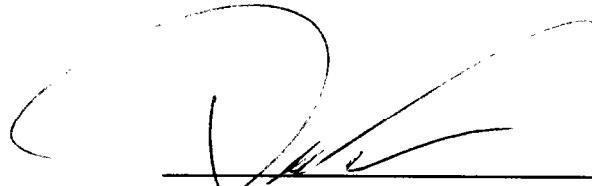
The above and foregoing Resolution was introduced by Councilmember Gjerde, seconded by Councilmember Hammerstrom, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 24th day of January 2011, by the following vote:

AYES: Councilmembers Courtney, Gjerde, Hammerstrom, Melo, and Mayor Turner.

NOES: None.

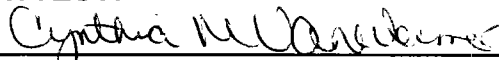
ABSENT: None.

ABSTAIN: None.



DAVE TURNER,
Mayor

ATTEST:



Cynthia M. VanWormer, CMC
City Clerk

EXHIBIT A

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2011**

	Step A	Step B	Step C	Step D	Step E
ORDINANCE OR RESOLUTION					
Chief of Police					
Current FBPD	\$ 8,307.92				\$ 10,098.33
Average of Comparable Jurisdictions	\$ 6,880.43				\$ 8,363.20
Difference	\$ 1,427.49				\$ 1,735.13
Percentage	17.18%				17.18%
SALARY PER ORDINANCE	\$ 6,880.43				\$ 8,363.20
SALARY PER RESOLUTION	\$ 8,307.92				\$ 10,098.33

Police Captain					
Current FBPD	\$ 7,071.68	\$ 7,425.26	\$ 7,796.53	\$ 8,186.35	\$ 8,595.67
**Average of Comparable Jurisdictions	\$ 6,801.79	\$ 7,141.87	\$ 7,498.97	\$ 7,873.92	\$ 8,267.61
Difference	\$ 269.90	\$ 283.39	\$ 297.56	\$ 312.44	\$ 328.06
Percentage	3.82%	3.82%	3.82%	3.82%	3.82%
SALARY PER ORDINANCE	\$ 6,801.79	\$ 7,141.87	\$ 7,498.97	\$ 7,873.92	\$ 8,267.61
SALARY PER RESOLUTION	\$ 7,071.68	\$ 7,425.26	\$ 7,796.53	\$ 8,186.35	\$ 8,595.67

ORDINANCE OR COLA

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	\$ 4,553.64	\$ 4,781.32	\$ 5,020.39	\$ 5,271.41	\$ 5,534.98
Difference	\$ 311.83	\$ 327.42	\$ 343.79	\$ 360.98	\$ 379.03
Percentage	6.41%	6.41%	6.41%	6.41%	6.41%
SALARY PER ORDINANCE	\$ 4,553.64	\$ 4,781.32	\$ 5,020.39	\$ 5,271.41	\$ 5,534.98
SALARY PER MOU 0% COLA	\$ 4,865.47	\$ 5,108.74	\$ 5,364.18	\$ 5,632.39	\$ 5,914.01

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	\$ 4,925.23	\$ 5,171.49	\$ 5,430.07	\$ 5,701.57	\$ 5,986.65
Difference	\$ 207.01	\$ 217.36	\$ 228.23	\$ 239.64	\$ 251.62
Percentage	4.03%	4.03%	4.03%	4.03%	4.03%
SALARY PER ORDINANCE	\$ 4,925.23	\$ 5,171.49	\$ 5,430.07	\$ 5,701.57	\$ 5,986.65
SALARY PER MOU 0% COLA	\$ 5,132.24	\$ 5,388.85	\$ 5,658.29	\$ 5,941.21	\$ 6,238.27

Police Sergeant - Advanced POST Certification					
Current FBPD	\$ 5,385.76	\$ 5,655.05	\$ 5,937.80	\$ 6,234.69	\$ 6,546.42
Average of Comparable Jurisdictions	\$ 5,170.53	\$ 5,429.06	\$ 5,700.51	\$ 5,985.54	\$ 6,284.82
Difference	\$ 215.23	\$ 225.99	\$ 237.29	\$ 249.15	\$ 261.61
Percentage	4.00%	4.00%	4.00%	4.00%	4.00%
SALARY PER ORDINANCE	\$ 5,170.53	\$ 5,429.06	\$ 5,700.51	\$ 5,985.54	\$ 6,284.82
SALARY PER MOU 0% COLA	\$ 5,385.76	\$ 5,655.05	\$ 5,937.80	\$ 6,234.69	\$ 6,546.42

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	\$ 3,788.87	\$ 3,978.32	\$ 4,177.23	\$ 4,386.09	\$ 4,605.40
Difference	\$ 188.90	\$ 198.34	\$ 208.26	\$ 218.67	\$ 229.61
Percentage	4.75%	4.75%	4.75%	4.75%	4.75%
SALARY PER ORDINANCE	\$ 3,788.87	\$ 3,978.32	\$ 4,177.23	\$ 4,386.09	\$ 4,605.40
SALARY PER MOU 0% COLA	\$ 3,977.77	\$ 4,176.66	\$ 4,385.49	\$ 4,604.77	\$ 4,835.00

Police Officer - Intermediate POST

<u>Certification</u>									
Current FBPD	\$ 4,177.60	\$ 4,386.48	\$ 4,605.80	\$ 4,836.09	\$ 5,077.90				
Average of Comparable Jurisdictions	\$ 3,979.28	\$ 4,178.24	\$ 4,387.15	\$ 4,606.51	\$ 4,836.84				
Difference	\$ 198.32	\$ 208.24	\$ 218.65	\$ 229.58	\$ 241.06				
Percentage	4.75%	4.75%	4.75%	4.75%	4.75%				
SALARY PER ORDINANCE	\$ 3,979.28	\$ 4,178.24	\$ 4,387.15	\$ 4,606.51	\$ 4,836.84				
SALARY PER MOU 0% COLA	\$ 4,177.60	\$ 4,386.48	\$ 4,605.80	\$ 4,836.09	\$ 5,077.90				

Police Officer - Advanced POST

<u>Certification</u>									
Current FBPD	\$ 4,382.38	\$ 4,601.50	\$ 4,831.57	\$ 5,073.15	\$ 5,326.81				
Average of Comparable Jurisdictions	\$ 4,174.61	\$ 4,383.34	\$ 4,602.51	\$ 4,832.64	\$ 5,074.27				
Difference	\$ 207.77	\$ 218.16	\$ 229.06	\$ 240.52	\$ 252.54				
Percentage	4.74%	4.74%	4.74%	4.74%	4.74%				
SALARY PER ORDINANCE	\$ 4,174.61	\$ 4,383.34	\$ 4,602.51	\$ 4,832.64	\$ 5,074.27				
SALARY PER MOU 0% COLA	\$ 4,382.38	\$ 4,601.50	\$ 4,831.57	\$ 5,073.15	\$ 5,326.81				

Police Recruit

Current FBPD (Hourly Rate)	\$ 18.84								
*Average of Comparable Jurisdictions	\$ 18.21								
Difference	\$ 0.64								
Percentage	3.37%								
SALARY PER ORDINANCE	\$ 18.21								
SALARY PER MOU 0% COLA	\$ 18.84								

Administrative Secretary

Current FBPD	\$ 3,284.18	\$ 3,448.39	\$ 3,620.81	\$ 3,801.85	\$ 3,991.94				
Average of Comparable Jurisdictions	\$ 3,271.85	\$ 3,435.44	\$ 3,607.21	\$ 3,787.58	\$ 3,976.95				
Difference	\$ 12.33	\$ 12.95	\$ 13.59	\$ 14.27	\$ 14.99				
Percentage	0.38%	0.38%	0.38%	0.38%	0.38%				
SALARY PER ORDINANCE	\$ 3,271.85	\$ 3,435.44	\$ 3,607.21	\$ 3,787.58	\$ 3,976.95				
SALARY PER MOU 0% COLA	\$ 3,284.18	\$ 3,448.39	\$ 3,620.81	\$ 3,801.85	\$ 3,991.94				

Community Services Officer

Current FBPD	\$ 2,809.33	\$ 2,949.80	\$ 3,097.29	\$ 3,252.15	\$ 3,414.76				
Average of Comparable Jurisdictions	\$ 2,844.81	\$ 2,987.05	\$ 3,136.40	\$ 3,293.22	\$ 3,457.88				
Difference	\$ (35.48)	\$ (37.25)	\$ (39.12)	\$ (41.07)	\$ (43.13)				
Percentage	-1.26%	-1.26%	-1.26%	-1.26%	-1.26%				
SALARY PER ORDINANCE	\$ 2,844.81	\$ 2,987.05	\$ 3,136.40	\$ 3,293.22	\$ 3,457.88				

SALARY PER MOU 0% COLA \$ 2,809.33 \$ 2,949.80 \$ 3,097.29 \$ 3,252.15 \$ 3,414.76

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Police Services Technician							
Current FBPD	\$ 2,685.07	\$ 2,819.32	\$ 2,960.29	\$ 3,108.30	\$ 3,263.72	3,426.91	3,598.25
*Average of Comparable Jurisdictions	\$ 2,610.97	\$ 2,741.51	\$ 2,878.59	\$ 3,022.52	\$ 3,173.64	0.00	0.00
Difference	\$ 74.11	\$ 77.81	\$ 81.70	\$ 85.79	\$ 90.08		
Percentage	2.76%	2.76%	2.76%	2.76%	2.76%		
SALARY PER ORDINANCE	\$ 2,610.97	\$ 2,741.51	\$ 2,878.59	\$ 3,022.52	\$ 3,173.64	3,332.33	3,498.94
SALARY PER MOU 0% COLA	\$ 2,685.07	\$ 2,819.32	\$ 2,960.29	\$ 3,108.30	\$ 3,263.72	\$ 3,426.91	\$ 3,598.25

EXHIBIT B

**POLICE COMPENSATION SCHEDULE
EFFECTIVE: JANUARY 1, 2011**

	Step A	Step B	Step C	Step D	Step E
Chief of Police	\$ 8,307.92				\$ 10,098.33
Police Captain	\$ 7,071.68	\$ 7,425.26	\$ 7,796.53	\$ 8,186.35	\$ 8,595.67
Police Sergeant - Basic POST Certification	\$ 4,865.47	\$ 5,108.74	\$ 5,364.18	\$ 5,632.39	\$ 5,914.01
Police Sergeant - Intermediate POST Certification	\$ 5,132.24	\$ 5,388.85	\$ 5,658.29	\$ 5,941.21	\$ 6,238.27
Police Sergeant - Advanced POST Certification	\$ 5,385.76	\$ 5,655.05	\$ 5,937.80	\$ 6,234.69	\$ 6,546.42
Police Officer - Basic POST Certification	\$ 3,977.77	\$ 4,176.66	\$ 4,385.49	\$ 4,604.77	\$ 4,835.00
Police Officer - Intermediate POST Certification	\$ 4,177.60	\$ 4,386.48	\$ 4,605.80	\$ 4,836.09	\$ 5,077.90
Police Officer - Advanced POST Certification	\$ 4,382.38	\$ 4,601.50	\$ 4,831.57	\$ 5,073.15	\$ 5,326.81
Police Recruit	\$ 18.84				
Administrative Secretary	\$ 3,284.18	\$ 3,448.39	\$ 3,620.81	\$ 3,801.85	\$ 3,991.94
Community Services Officer					
	\$ 2,844.81	\$ 2,987.05	\$ 3,136.40	\$ 3,293.22	\$ 3,457.88
	Step A	Step B	Step C	Step D	Step E
Police Services Technician	\$ 2,685.07	\$ 2,819.32	\$ 2,960.29	\$ 3,108.30	\$ 3,263.72
				Step F	Step G
				3,426.91	3,598.25