

## RESOLUTION NO. 3340-2010

### RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A 2010 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 FY2009-2010 Police Department Budget contained sufficient funds in anticipation of the January 1, 2010 salary adjustments required by the salary survey; and

**WHEREAS**, all Police Department salaries shall be effective January 1, 2010 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, 2010.

**The above and foregoing Resolution was introduced by Councilmember Turner, 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 25<sup>th</sup> day of January 2010, by the following vote:**

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

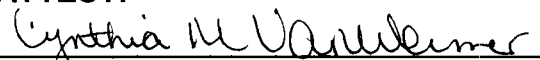
**NOES:** None.

**ABSENT:** None.

**ABSTAIN: None.**

  
\_\_\_\_\_  
**DOUG HAMMERSTROM,**  
**Mayor**

**ATTEST:**

  
\_\_\_\_\_  
**Cynthia M. VanWormer, CMC**  
**City Clerk**

**Exhibit A**

**POLICE SALARY COMPARATIVE STUDY  
EFFECTIVE: JANUARY 1, 2010**

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
<b>ORDINANCE OR RESOLUTION</b>					
<b>Chief of Police</b>					
Current FBPD	7,736.40				9,403.64
Average of Comparable Jurisdictions	6,678.77				8,880.37
Difference	1,057.64				523.28
Percentage	13.7%				5.6%
<b>SALARY PER ORDINANCE</b>	<b>6,678.77</b>				<b>8,880.37</b>
<b>SALARY PER RESOLUTION</b>	<b>7,736.40</b>				<b>9,403.64</b>

<b>Police Captain</b>					
Current FBPD	6,901.61	7,246.69	7,609.03	7,989.48	8,388.95
**Average of Comparable Jurisdictions	7,071.68	7,425.26	7,796.53	8,186.35	8,595.67
Difference	-170.07	-178.57	-187.50	-196.88	-206.72
Percentage	-2.5%	-2.5%	-2.5%	-2.5%	-2.5%
<b>SALARY PER ORDINANCE</b>	<b>7,071.68</b>	<b>7,425.26</b>	<b>7,796.53</b>	<b>8,186.35</b>	<b>8,595.67</b>
<b>SALARY PER RESOLUTION</b>	<b>6,901.61</b>	<b>7,246.69</b>	<b>7,609.03</b>	<b>7,989.48</b>	<b>8,388.95</b>

<b>Administrative Secretary - RES</b>					
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	0.4%	0.4%	0.4%	0.4%	0.4%
<b>SALARY PER ORDINANCE</b>	<b>3,271.85</b>	<b>3,435.44</b>	<b>3,607.21</b>	<b>3,787.58</b>	<b>3,976.95</b>
<b>SALARY PER RESOLUTION</b>	<b>3,284.18</b>	<b>3,448.39</b>	<b>3,620.81</b>	<b>3,801.85</b>	<b>3,991.94</b>

**Police Sergeant - Basic POST Certification**

Current FBPD	4,723.33	4,959.50	5,207.47	5,467.84	5,741.24
Average of Comparable Jurisdictions	4,865.47	5,108.74	5,364.18	5,632.39	5,914.01
Difference	-142.14	-149.25	-156.71	-164.54	-172.77
Percentage	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%
<b>SALARY PER ORDINANCE</b>	<b>4,865.47</b>	<b>5,108.74</b>	<b>5,364.18</b>	<b>5,632.39</b>	<b>5,914.01</b>
<b>SALARY PER MOU/ 4% COLA</b>	<b>4,912.26</b>	<b>5,157.88</b>	<b>5,415.77</b>	<b>5,686.56</b>	<b>5,970.89</b>

**Police Sergeant - Intermediate POST Certification**

Current FBPD	5,058.92	5,311.87	5,577.46	5,856.33	6,149.15
Average of Comparable Jurisdictions	5,132.24	5,388.85	5,658.29	5,941.21	6,238.27
Difference	-73.32	-76.98	-80.83	-84.88	-89.12
Percentage	-1.4%	-1.4%	-1.4%	-1.4%	-1.4%
<b>SALARY PER ORDINANCE</b>	<b>5,132.24</b>	<b>5,388.85</b>	<b>5,658.29</b>	<b>5,941.21</b>	<b>6,238.27</b>
<b>SALARY PER MOU/ 4% COLA</b>	<b>5,261.28</b>	<b>5,524.34</b>	<b>5,800.56</b>	<b>6,090.59</b>	<b>6,395.11</b>

**Police Sergeant - Advanced POST Certification**

Current FBPD	5,308.68	5,574.11	5,852.82	6,145.46	6,452.73
Average of Comparable Jurisdictions	5,385.76	5,655.05	5,937.80	6,234.69	6,546.43
Difference	-77.08	-80.94	-84.98	-89.23	-93.70
Percentage	-1.5%	-1.5%	-1.5%	-1.5%	-1.5%
<b>SALARY PER ORDINANCE</b>	<b>5,385.76</b>	<b>5,655.05</b>	<b>5,937.80</b>	<b>6,234.69</b>	<b>6,546.43</b>
<b>SALARY PER MOU/ 4% COLA</b>	<b>5,521.03</b>	<b>5,797.08</b>	<b>6,086.93</b>	<b>6,391.28</b>	<b>6,710.84</b>

**Police Officer - Basic POST Certification**

Current FBPD	3,918.25	4,114.16	4,319.87	4,535.86	4,762.66
Average of Comparable Jurisdictions	3,977.77	4,176.66	4,385.49	4,604.76	4,835.00
Difference	-59.52	-62.49	-65.62	-68.90	-72.34
Percentage	-1.5%	-1.5%	-1.5%	-1.5%	-1.5%
<b>SALARY PER ORDINANCE</b>	<b>3,977.77</b>	<b>4,176.66</b>	<b>4,385.49</b>	<b>4,604.76</b>	<b>4,835.00</b>
<b>SALARY PER MOU/ 4% COLA</b>	<b>4,074.98</b>	<b>4,278.73</b>	<b>4,492.67</b>	<b>4,717.30</b>	<b>4,953.16</b>

**Police Officer - Intermediate POST Certification**

Current FBPD	4,147.43	4,354.80	4,572.54	4,801.17	5,041.23
Average of Comparable Jurisdictions	4,177.60	4,386.47	4,605.80	4,836.09	5,077.89
Difference	-30.17	-31.67	-33.26	-34.92	-36.67
Percentage	-0.7%	-0.7%	-0.7%	-0.7%	-0.7%
SALARY PER ORDINANCE	4,177.60	4,386.47	4,605.80	4,836.09	5,077.89
<b>SALARY PER MOU/ 4% COLA</b>	<b>4,313.33</b>	<b>4,528.99</b>	<b>4,755.44</b>	<b>4,993.22</b>	<b>5,242.88</b>

**Police Officer - Advanced POST Certification**

Current FBPD	4,316.31	4,532.13	4,758.73	4,996.67	5,246.50
Average of Comparable Jurisdictions	4,382.37	4,601.49	4,831.57	5,073.15	5,326.80
Difference	-66.06	-69.37	-72.84	-76.48	-80.30
Percentage	-1.5%	-1.5%	-1.5%	-1.5%	-1.5%
SALARY PER ORDINANCE	4,382.37	4,601.49	4,831.57	5,073.15	5,326.80
<b>SALARY PER MOU/ 4% COLA</b>	<b>4,488.96</b>	<b>4,713.41</b>	<b>4,949.08</b>	<b>5,196.54</b>	<b>5,456.36</b>

**Police Recruit**

Current FBPD (Hourly Rate)	\$17.73
*Average of Comparable Jurisdictions	\$18.84
Difference	-1.11
Percentage	-6.3%
<b>SALARY PER ORDINANCE</b>	<b>\$18.84</b>
<b>SALARY PER MOU/ 4% COLA</b>	<b>\$18.44</b>

**Community Services Officer**

Current FBPD	2,737.38	2,874.25	3,017.96	3,168.86	3,327.30
Average of Comparable Jurisdictions	2,809.33	2,949.79	3,097.28	3,252.14	3,414.75
Difference	-71.95	-75.54	-79.32	-83.29	-87.45
Percentage	-2.6%	-2.6%	-2.6%	-2.6%	-2.6%
SALARY PER ORDINANCE	2,809.33	2,949.79	3,097.28	3,252.14	3,414.75
<b>SALARY PER MOU/4% COLA</b>	<b>2,846.88</b>	<b>2,989.22</b>	<b>3,138.68</b>	<b>3,295.61</b>	<b>3,460.39</b>

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
<b>Police Services Technician</b>							
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	2.8%	2.8%	2.8%	2.8%	2.8%		
SALARY PER ORDINANCE	2,610.97	2,741.51	2,878.59	3,022.52	3,173.64	3,332.33	3,498.94
<b>SALARY PER MOU/ 4% COLA</b>	<b>2,792.47</b>	<b>2,932.10</b>	<b>3,078.70</b>	<b>3,232.64</b>	<b>3,394.27</b>	<b>3,563.98</b>	<b>3,742.18</b>

**Ukiah survey** Negotiated -5% salary reduction effective 01/01/2010 off the 10/2009 published salary schedule; Salary was adjusted  
**results:** for those groups that included EMPC employer paid contribution  
**Note:** Numbers may very slightly due to averaging and rounding

**Exhibit B**

<b>POLICE COMPENSATION SCHEDULE</b>							
<b>EFFECTIVE: JANUARY 1, 2010</b>							
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>
Chief of Police	7,736.40				9,403.64		
Police Captain	7,071.68	7,425.26	7,796.53	8,186.35	8,595.67		
Administrative Secretary - RES	3,284.18	3,448.39	3,620.81	3,801.85	3,991.94		
Police Sergeant - Basic POST Certification	4,912.26	5,157.88	5,415.77	5,686.56	5,970.89		
Police Sergeant - Intermediate POST Certification	5,261.28	5,524.34	5,800.56	6,090.59	6,395.11		
Police Sergeant - Advanced POST Certification	5,521.03	5,797.08	6,086.93	6,391.28	6,710.84		
Police Officer - Basic POST Certification	4,074.98	4,278.73	4,492.67	4,717.30	4,953.16		
Police Officer - Intermediate POST Certification	4,313.33	4,528.99	4,755.44	4,993.22	5,242.88		
Police Officer - Advanced POST Certification	4,488.96	4,713.41	4,949.08	5,196.54	5,456.36		
Police Recruit	\$18.84						
Community Services Officer	2,846.88	2,989.22	3,138.68	3,295.61	3,460.39		
Police Services Technician	2,792.47	2,932.10	3,078.70	3,232.64	3,394.27	3,563.98	3,742.18