

RESOLUTION NO. 3246-2009

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A 2009 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 study, review and analysis of the salaries for 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, all Police Department salaries shall be effective January 1, 2009 as required by Ordinance 672; and

WHEREAS, the adopted FY2008-2009 Police Department Budget contained sufficient funds in anticipation of the January 1, 2009 salary adjustments required by the salary survey; and

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

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 as required by Ordinance 672 effective January 1, 2009.

The above and foregoing Resolution was introduced by Councilmember Melo, seconded by Councilmember Courtney, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 9th day of February 2009, by the following vote:

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



DOUG HAMMERSTROM,
Mayor

ATTEST:



Cynthia M. VanWormer, CMC
City Clerk

SURVEY RESULTS

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2009**

	Step A	Step B	Step C	Step D	Step E
<u>Administrative Secretary - RES</u>					
Mendocino County - Administrative Assistant - Conf.	3,192.80	3,352.44	3,520.06	3,696.07	3,880.87
Ukiah - Administrative Secretary (7% EPMC adj)	2,817.46	2,958.33	3,106.25	3,261.56	3,424.64
Willits		NO COMPARABLE CLASSIFICATION			
AVERAGE	3,005.13	3,155.39	3,313.16	3,478.81	3,652.75
<u>Community Services Officer</u>					
Mendocino County Community Service Officer	2,622.53	2,753.66	2,891.34	3,035.91	3,187.70
Ukiah - No Classification		NO COMPARABLE CLASSIFICATION			
Willits Community Services Officer/Corrections I	2,652.25	2,784.86	2,924.11	3,070.31	3,223.83
AVERAGE	2,637.39	2,769.26	2,907.72	3,053.11	3,205.76
<u>Police Chief</u>					
Mendocino County Sheriff/Coroner	8,948.26	9,395.68	9,865.46	10,358.73	10,876.67
Ukiah - (10% EPMC Adj)	8,009.35	8,409.82	8,830.31	9,271.82	9,735.41
Willits - Chief of Police	5,729.58	6,016.06	6,316.86	6,632.71	6,964.34
AVERAGE	7,562.40	7,940.52	8,337.54	8,754.42	9,192.14
<u>Police Lieutenant</u>					
Mendocino County Sheriff Lieutenant	5,907.20	6,202.56	6,512.69	6,838.32	7,180.24
Ukiah		NO COMPARABLE CLASSIFICATION			
Willits		NO COMPARABLE CLASSIFICATION			
AVERAGE	5,907.20	6,202.56	6,512.69	6,838.32	7,180.24
<u>Police Officer - Basic</u>					
Mendocino County	3,596.67	3,776.50	3,965.33	4,163.60	4,371.77
Deputy Sheriff/Coroner I	4,002.27	4,202.38	4,412.50	4,633.13	4,864.78
Deputy Sheriff/Coroner II	3,799.47	3,989.44	4,188.92	4,398.36	4,618.28
Average	4,187.04	4,396.39	4,616.21	4,847.02	5,089.37
Ukiah - Officer	3,404.50	3,574.73	3,753.46	3,941.13	4,138.19
Willits					
AVERAGE	3,797.00	3,986.85	4,186.20	4,395.51	4,615.28

SURVEY RESULTS

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2009**

	Step A	Step B	Step C	Step D	Step E
--	-----------	-----------	-----------	-----------	-----------

Police Officer Intermediate Post Certification

Mendocino County	3,773.47	3,962.14	4,160.25	4,368.26	4,586.68
Deputy Sheriff/Coroner I	<u>4,210.27</u>	<u>4,420.78</u>	<u>4,641.82</u>	<u>4,873.91</u>	<u>5,117.61</u>
Deputy Sheriff/Coroner II	3,991.87	4,191.46	4,401.04	4,621.09	4,852.14
Average	4,396.39	4,616.21	4,847.02	5,089.37	5,343.84
Ukiah - Officer (IPC)	3,574.73	3,753.47	3,941.14	4,138.20	4,345.11
Willits	3,987.66	4,187.05	4,396.40	4,616.22	4,847.03
AVERAGE					

Police Officer - Advanced Post Certification

Mendocino County	3,953.73	4,151.42	4,358.99	4,576.94	4,805.78
Deputy Sheriff/Coroner I	<u>4,406.13</u>	<u>4,626.44</u>	<u>4,857.76</u>	<u>5,100.65</u>	<u>5,355.68</u>
Deputy Sheriff/Coroner II	4,179.93	4,388.93	4,608.37	4,838.79	5,080.73
Average	4,616.21	4,847.02	5,089.37	5,343.84	5,611.03
Ukiah - Officer (APC)	3,753.47	3,941.14	4,138.20	4,345.11	4,562.37
Willits	4,183.20	4,392.36	4,611.98	4,842.58	5,084.71
AVERAGE					

Police Recruit

Mendocino County					
Ukiah (Officer: in Academy for Basic POST)	\$22.31	NO COMPARABLE POSITION			
Willits (Police Recruit)	12.32	Per Hour			
AVERAGE	17.32	Per Hour			

Police Sergeant - Basic

Mendocino County Sheriff's Sergeant	4,723.33	4,959.50	5,207.47	5,467.84	5,741.24
Ukiah		NO COMPARABLE POSITION			
Willits		NO COMPARABLE POSITION			
AVERAGE	4,723.33	4,959.50	5,207.47	5,467.84	5,741.24

SURVEY RESULTS

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2009**

	Step A	Step B	Step C	Step D	Step E
<u>Police Sergeant - Intermediate Post Certification</u>					
Mendocino County - Sheriff's Sergeant	4,959.07	5,207.02	5,467.37	5,740.74	6,027.78
Ukiah - Sergeant (IPC)	5,338.88	5,605.82	5,886.12	6,180.42	6,489.44
Willits - Police Sergeant	4,403.00	4,623.15	4,854.31	5,097.02	5,351.87
AVERAGE	4,900.32	5,145.33	5,402.60	5,672.73	5,956.37
<u>Police Sergeant - Advanced Post Certification</u>					
Mendocino County - Sheriff's Sergeant	5,198.27	5,458.18	5,731.09	6,017.65	6,318.53
Ukiah - Sergeant (APC)	5,605.82	5,886.11	6,180.42	6,489.44	6,813.91
Willits - Police Sergeant	4,623.15	4,854.31	5,097.02	5,351.87	5,619.47
AVERAGE	5,142.41	5,399.53	5,669.51	5,952.99	6,250.64
<u>Police Services Technician</u>					
Mendocino County - Sheriff's Services Technician	2,502.93	2,628.08	2,759.48	2,897.45	3,042.33
Ukiah - Police Records Clerk (7% EPMC Adj)	2,681.68	2,815.76	2,956.55	3,104.38	3,259.60
Willits		NO COMPARABLE POSITION			
AVERAGE	2,592.31	2,721.92	2,858.02	3,000.92	3,150.96

EPMC Adj -- For some employee groups Ukiah includes the employer paid employee contribution to CalPERS in the employee salary for reporting purposes. For purposes of this survey, the impacted classifications are Administrative Secretary, Police Chief, and Police Services Technician.

*Note: Current Ukiah Public Safety Director (temporary appointment) receives 5% above Police Chief salary
Note: 2008 Salary Survey applied incorrect A Step to Willits Police Chief salary*

PROPOSED COMPENSATION SCHEDULE FOR 2009

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2009**

	Step A	Step B	Step C	Step D	Step E
<u>Administrative Secretary - RES</u>					
Current FBPD	3,235.65	3,397.43	3,567.30	3,745.67	3,932.95
*Average of Comparable Jurisdictions	3,005.13	3,155.39	3,313.16	3,478.81	3,652.75
Difference	230.52	242.05	254.15	266.86	280.20
Percentage	7.1%	7.1%	7.1%	7.1%	7.1%
SALARY PER ORDINANCE	3,005.13	3,155.39	3,313.16	3,478.81	3,652.75
SALARY PER RESOLUTION	3,235.65	3,397.43	3,567.30	3,745.67	3,932.95
<u>Community Services Officer</u>					
Current FBPD	2,632.10	2,763.71	2,901.89	3,046.98	3,199.33
*Average of Comparable Jurisdictions	2,637.39	2,769.26	2,907.72	3,053.11	3,205.76
Difference	-5.29	-5.55	-5.83	-6.12	-6.43
Percentage	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%
SALARY PER ORDINANCE	2,637.39	2,769.26	2,907.72	3,053.11	3,205.76
SALARY PER MOU/4% COLA	2,737.38	2,874.25	3,017.97	3,168.86	3,327.31
<u>Chief of Police</u>					
Current FBPD	7,622.07	8,003.17	8,403.33	8,823.50	9,264.67
Average of Comparable Jurisdictions	7,562.40	7,940.52	8,337.54	8,754.42	9,192.14
Difference	59.67	62.66	65.79	69.08	72.53
Percentage	0.8%	0.8%	0.8%	0.8%	0.8%
SALARY PER ORDINANCE	7,562.40	7,940.52	8,337.54	8,754.42	9,192.14
SALARY PER RESOLUTION	7,622.07	8,003.17	8,403.33	8,823.50	9,264.67
<u>Police Lieutenant</u>					
Current FBPD	5,708.94	5,994.39	6,294.11	6,608.81	6,939.25
**Average of Comparable Jurisdictions	5,907.20	6,202.56	6,512.69	6,838.32	7,180.24
Difference	-198.26	-208.17	-218.58	-229.51	-240.99
Percentage	-3.5%	-3.5%	-3.5%	-3.5%	-3.5%
SALARY PER ORDINANCE	5,907.20	6,202.56	6,512.69	6,838.32	7,180.24
SALARY PER RESOLUTION	5,708.94	5,994.39	6,294.11	6,608.81	6,939.25

PROPOSED COMPENSATION SCHEDULE FOR 2009

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2009**

Police Officer - Basic

	Step A	Step B	Step C	Step D	Step E
Current FBPD	3,767.56	3,955.94	4,153.73	4,361.42	4,579.49
Average of Comparable Jurisdictions	3,797.00	3,986.85	4,186.20	4,395.51	4,615.28
Difference	-29.44	-30.92	-32.46	-34.08	-35.79
Percentage	-0.8%	-0.8%	-0.8%	-0.8%	-0.8%
SALARY PER ORDINANCE	3,797.00	3,986.85	4,186.20	4,395.51	4,615.28
SALARY PER MOU/ 4% COLA	3,918.26	4,114.18	4,319.88	4,535.88	4,762.67

Police Officer - Intermediate Post Certification

Current FBPD	3,987.91	4,187.31	4,396.67	4,616.50	4,847.33
Average of Comparable Jurisdictions	3,987.66	4,187.05	4,396.40	4,616.22	4,847.03
Difference	0.25	0.26	0.27	0.29	0.30
Percentage	0.0%	0.0%	0.0%	0.0%	0.0%
SALARY PER ORDINANCE	3,987.66	4,187.05	4,396.40	4,616.22	4,847.03
SALARY PER MOU/ 4% COLA	4,147.43	4,354.80	4,572.54	4,801.16	5,041.22

Police Officer - Advanced Post Certification

Current FBPD	4,150.29	4,357.80	4,575.69	4,804.48	5,044.70
Average of Comparable Jurisdictions	4,183.20	4,392.36	4,611.98	4,842.58	5,084.71
Difference	-32.91	-34.56	-36.29	-38.10	-40.01
Percentage	-0.8%	-0.8%	-0.8%	-0.8%	-0.8%
SALARY PER ORDINANCE	4,183.20	4,392.36	4,611.98	4,842.58	5,084.71
SALARY PER MOU/ 4% COLA	4,316.30	4,532.12	4,758.72	4,996.66	5,246.49

Police Recruit

Current FBPD (Hourly Rate)	\$17.05
*Average of Comparable Jurisdictions	\$17.32
Difference	-0.27
Percentage	-1.6%
SALARY PER ORDINANCE	\$17.32
SALARY PER MOU/ 4% COLA	\$17.73

PROPOSED COMPENSATION SCHEDULE FOR 2009

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2009**

Police Sergeant - Basic

	Step A	Step B	Step C	Step D	Step E
Current FBPD	4,538.94	4,765.89	5,004.18	5,254.39	5,517.11
**Average of Comparable Jurisdictions	4,723.33	4,959.50	5,207.47	5,467.84	5,741.24
Difference	-184.39	-193.61	-203.29	-213.45	-224.13
Percentage	-4.1%	-4.1%	-4.1%	-4.1%	-4.1%
SALARY PER ORDINANCE	4,723.33	4,959.50	5,207.47	5,467.84	5,741.24
SALARY PER MOU/ 4% COLA	4,720.50	4,956.52	5,204.35	5,464.57	5,737.79

Police Sergeant - Intermediate Post Certification

Current FBPD	4,864.36	5,107.58	5,362.96	5,631.10	5,912.66
Average of Comparable Jurisdictions	4,900.32	5,145.33	5,402.60	5,672.73	5,956.37
Difference	-35.96	-37.75	-39.64	-41.62	-43.71
Percentage	-0.7%	-0.7%	-0.7%	-0.7%	-0.7%
SALARY PER ORDINANCE	4,900.32	5,145.33	5,402.60	5,672.73	5,956.37
SALARY PER MOU/ 4% COLA	5,058.93	5,311.88	5,577.48	5,856.35	6,149.17

Sergeant Advanced Post Certification

Current FBPD	5,104.49	5,359.71	5,627.70	5,909.09	6,204.54
Average of Comparable Jurisdictions	5,142.41	5,399.53	5,669.51	5,952.99	6,250.64
Difference	-37.92	-39.82	-41.81	-43.90	-46.10
Percentage	-0.7%	-0.7%	-0.7%	-0.7%	-0.7%
SALARY PER ORDINANCE	5,142.41	5,399.53	5,669.51	5,952.99	6,250.64
SALARY PER MOU/ 4% COLA	5,308.67	5,574.10	5,852.81	6,145.45	6,452.72

Police Services Technician

Current FBPD	2,581.80	2,710.89	2,846.43	2,988.76	3,138.19	3,295.10	3,459.86
*Average of Comparable Jurisdictions	2,592.31	2,721.92	2,858.02	3,000.92	3,150.96	3,308.51	3,473.94
Difference	-10.50	-11.03	-11.58	-12.16	-12.77	-12.77	0.00
Percentage	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	0.00
SALARY PER ORDINANCE	2,592.31	2,721.92	2,858.02	3,000.92	3,150.96	3,308.51	3,473.94
SALARY PER MOU/ 4% COLA	2,685.07	2,819.33	2,960.29	3,108.31	3,263.72	3,426.91	3,598.25

*Two of the three surveyed jurisdictions have a comparable position

**One of the three surveyed jurisdictions has a comparable position

***None of the three surveyed jurisdictions have a comparable position

NOTE: NUMBERS MAY VARY SLIGHTLY DUE TO AVERAGING AND ROUNDING.