

RESOLUTION NO. 3180-2008

RESOLUTION OF THE FORT BRAGG CITY COUNCIL AMENDING THE COMPENSATION PLAN AND BENEFITS AND CONDITIONS OF EMPLOYMENT FOR MID-MANAGEMENT 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 mid-management classifications and

WHEREAS, mid-management classifications covered by this resolution include:, Senior Government Accountant, Associate City Engineer, Senior Planner, Police Lieutenant, Public Works Superintendent, and Treatment Plant Superintendent; and

WHEREAS, mid-management classifications covered by this Resolution are exempt from overtime but are a part of the Personnel Merit System; and

WHEREAS, the Human Resources Office performed a compensation and benefits study for mid-management classifications pursuant to Section 1.4 of City Council Resolution 3094-2007; and

WHEREAS, all other benefits and conditions of employment contained in City Council Resolution 3094-2007 remain unchanged.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does amend the compensation plan set forth in Section 1 of Resolution 3094-2007, effective July 1, 2008 through June 30, 2011 for mid-management employees as follows:

SECTION 1.0 SALARY COMPENSATION

Salaries shall be reviewed according to the mid-management compensation policy established by the City Council. This review will occur once a year. In conjunction with the compensation and benefits study completed in May, 2008, a 2.5% equity adjustment is implemented in addition to cost of living adjustments provided by Resolution 3094-2007.

1.1 SALARY SCHEDULE MID-MANAGEMENT EXEMPT CLASSIFICATIONS

The following salary ranges shall be effective 07/01/2008.

	<u>Position</u>	<u>Range/Month</u>
1	Senior Government Accountant	\$4,811 - \$5,848
2	Associate City Engineer	\$5,012 - \$6,092
3	Senior Planner	\$4,700 - \$5,713
4	Public Works Superintendent	\$4,834 - \$5,876
5	Treatment Plant Superintendent	\$4,834 - \$5,876

1.2 SALARY SCHEDULE FOR INITIATIVE MEASURE D, ORDINANCE 672 MID-MANAGEMENT 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 Police Lieutenant.
- 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.

The following salary is effective July 1, 2008:

	<u>Position</u>	<u>Range/Month</u>
1.	Police Lieutenant	\$5,708 – \$6,939

1.3 ANNUAL COST-OF-LIVING ADJUSTMENTS

Salaries will be determined by and according to the following cost-of-living adjustment (COLA):

- A. Effective July 1, 2009 and July 1, 2010 the base salary of each employee covered by this resolution, with the exception of the Police Lieutenant, shall be increased from between a minimum of 1.5% and a maximum of 4% based on the April San Francisco-Oakland-San Jose All Urban Consumers Price Index.
- B. For the Police Lieutenant classification, effective July 1, 2009 and July 1, 2010 the salary adjustment (if any) resulting from the provisions of Ordinance 672 as applied on January 1 of the respective year will be subtracted from the COLA resulting from the cost-of-living adjustment defined in Paragraph A of this section. The remainder (if any) will be applied to the base salary as defined in Paragraph A.

The above and foregoing Resolution was introduced by Councilmember Turner, 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 14th day of July, 2008, 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