

## RESOLUTION NO. 3181-2008

### RESOLUTION OF THE FORT BRAGG CITY COUNCIL AMENDING THE COMPENSATION PLAN AND BENEFITS AND CONDITIONS OF EMPLOYMENT FOR EXEMPT AT-WILL EXECUTIVE CLASSIFICATIONS

**WHEREAS**, it is the desire of the City Council to provide an adequate level of compensation and to enumerate benefits and conditions of employment for Executive classifications; and

**WHEREAS**, exempt at-will Executive classifications covered by this resolution include: City Clerk/Assistant to the City Manager, Community Development Director, Finance Director/City Treasurer, Human Resources Manager/Assistant to the City Manager, Police Chief, and Public Works Director; and

**WHEREAS**, exempt Executive classifications are not part of the Personnel Merit System and do not receive consideration as provided for others in that system; and

**WHEREAS**, all classifications covered by this resolution are at-will, serve at the pleasure of the City Manager and can be terminated with or without notice or cause and with no rights of appeal;

**WHEREAS**, the Human Resources Office performed a compensation and benefits study for Executive classifications pursuant to Section 1.4 of City Council Resolution 3096-2007; and

**WHEREAS**, all other benefits and conditions of employment contained in City Council Resolution 3096-2007 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 3096-2007, effective July 1, 2008 through June 30, 2011 for Executive employees as follows:

#### **SECTION 1.0 SALARY COMPENSATION**

Salaries shall be reviewed according to the Executive 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 4% equity adjustment is implemented in addition to cost of living adjustments provided by Resolution 3096-2007.

#### **1.1 SALARY SCHEDULE MID-MANAGEMENT EXEMPT CLASSIFICATIONS**

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

	<b><u>Position</u></b>	<b><u>Range/Month</u></b>
1.	City Clerk/Assistant to the City Manager	\$5,368 - \$6,525
2.	Community Development Director	\$6,539 - \$7,948
3.	Finance Director/City Treasurer	\$6,539 - \$7,948
4.	Human Resources Manager/Assistant to the City Mgr	\$5,368 - \$6,525

5.	Police Chief	\$7,622 - \$9,264
6.	Public Works Director	\$6,539 - \$7,948

**1.2 INITIATIVE MEASURE D, ORDINANCE 672**

- A. The salary provisions of Initiative Measure D. Ordinance 672 as adopted by the voters on November 4, 1986, are hereby recognized as the basic policy document governing the salary of the Police Chief covered in this resolution.
- 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.

**1.3 ANNUAL COST-OF-LIVING ADJUSTMENTS**

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

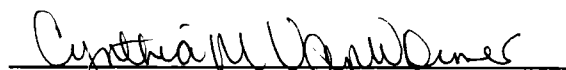
- A. Effective July 1, 2009 and July 1, 2010 the base salary of each employee covered by this resolution, with the exception of the Police Chief, shall be increased from between a minimum of 1.5% and a maximum of 4% based on the April San Francisco-Oakland-SanJose All Urban Consumers Price Index.
- B. For the Police Chief 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 14<sup>th</sup> 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**