

**RESOLUTION NO. 3048-2007**

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A 2007 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, 2007 as required by Ordinance 672; and

**WHEREAS**, the adopted FY2006-2007 Police Department Budget contained sufficient funds in anticipation of the January 1, 2007 salary adjustments required by the salary survey; and

**WHEREAS**, the City Council has reviewed the salary study as required by Ordinance 672.

**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, 2007, attached hereto as Exhibit "A" and by this reference incorporated herein.

The above and foregoing Resolution was introduced by Councilmember Turner, seconded by Councilmember Melo, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 22<sup>nd</sup> day of January, 2007, by the following vote:

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

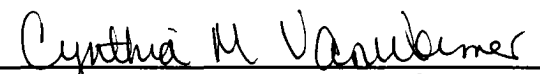
**NOES:** None.

**ABSENT:** None.

**ABSTAIN:** None.

  
**DOUG HAMMERSTROM,**  
Mayor

**ATTEST:**

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

PROPOSED COMPENSATION SCHEDULE FOR 2007

POLICE SALARY COMPARATIVE STUDY  
EFFECTIVE: JANUARY 1, 2007

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
<b><u>Administrative Secretary - RES</u></b>							
Current FBPD	2,663.99	2,797.19	2,937.05	3,083.90	3,238.10		
*Average of Comparable Jurisdictions	2,717.42	2,863.29	2,995.95	3,145.75	3,303.03		
Difference	53.43	56.10	58.90	61.85	64.93		
Percentage	2.0%	2.0%	2.0%	2.0%	2.0%		
<b>NEW PROPOSED FBPD</b>	<b>2,717.42</b>	<b>2,853.29</b>	<b>2,995.96</b>	<b>3,145.75</b>	<b>3,303.04</b>		
<b><u>Community Services Officer</u></b>							
Current FBPD	2,410.36	2,530.88	2,657.42	2,790.29	2,929.81		
*Average of Comparable Jurisdictions	2,432.90	2,554.54	2,682.27	2,816.38	2,957.20		
Difference	22.54	23.66	24.85	26.09	27.39		
Percentage	0.9%	0.9%	0.9%	0.9%	0.9%		
<b>NEW PROPOSED FBPD</b>	<b>2,432.90</b>	<b>2,554.55</b>	<b>2,682.27</b>	<b>2,816.39</b>	<b>2,957.21</b>		
<b><u>Police Lieutenant</u></b>							
Current FBPD	4,997.20	5,247.06	5,509.41	5,784.88	6,074.13		
**Average of Comparable Jurisdictions	5,199.50	5,459.48	5,732.45	6,019.07	6,320.02		
Difference	202.30	212.42	223.04	234.19	245.90		
Percentage	4.0%	4.0%	4.0%	4.0%	4.0%		
<b>NEW PROPOSED FBPD</b>	<b>5,199.50</b>	<b>5,459.48</b>	<b>5,732.45</b>	<b>6,019.07</b>	<b>6,320.02</b>		
<b><u>Police Officer - Basic</u></b>							
Current FBPD	3,450.14	3,622.65	3,803.78	3,993.97	4,193.67		
Average of Comparable Jurisdictions	3,534.70	3,711.43	3,897.00	4,091.85	4,296.44		
Difference	84.56	88.78	93.22	97.88	102.77		
Percentage	2.5%	2.5%	2.5%	2.5%	2.5%		
<b>NEW PROPOSED FBPD</b>	<b>3,534.70</b>	<b>3,711.44</b>	<b>3,897.01</b>	<b>4,091.86</b>	<b>4,296.45</b>		
<b><u>Police Officer - Intermediate Post Certification</u></b>							
Current FBPD	3,651.94	3,834.54	4,026.26	4,227.58	4,438.96		
Average of Comparable Jurisdictions	3,741.32	3,928.39	4,124.81	4,331.05	4,547.60		
Difference	89.38	93.85	98.55	103.47	108.64		
Percentage	2.4%	2.4%	2.4%	2.4%	2.4%		
<b>NEW PROPOSED FBPD</b>	<b>3,741.32</b>	<b>3,928.39</b>	<b>4,124.81</b>	<b>4,331.05</b>	<b>4,547.60</b>		

**PROPOSED COMPENSATION SCHEDULE FOR 2007**

**POLICE SALARY COMPARATIVE STUDY  
EFFECTIVE: JANUARY 1, 2007**

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
--	-----------	-----------	-----------	-----------	-----------	-----------	-----------

**Police Officer - Advanced Post Certification**

Current FBPD	3,800.65	3,990.68	4,190.22	4,399.73	4,619.71		
Average of Comparable Jurisdictions	3,893.84	4,088.54	4,292.96	4,507.61	4,732.99		
Difference	93.19	97.86	102.74	107.88	113.28		
Percentage	2.5%	2.5%	2.5%	2.5%	2.5%		
<b>NEW PROPOSED FBPD</b>	<b>3,893.84</b>	<b>4,088.53</b>	<b>4,292.96</b>	<b>4,507.61</b>	<b>4,732.99</b>		

**Police Recruit**

Current FBPD (Hourly Rate)	\$16.39						
*Average of Comparable Jurisdictions	\$16.90						
Difference	\$0.51						
Percentage	3%						
<b>NEW PROPOSED FBPD</b>	<b>\$16.90</b>						

**Police Sergeant - Basic**

Current FBPD	4,156.53	4,364.36	4,582.57	4,811.70	5,052.29		
**Average of Comparable Jurisdictions	4,240.11	4,452.12	4,674.72	4,908.46	5,153.88		
Difference	83.58	87.76	92.15	96.76	101.59		
Percentage	2.0%	2.0%	2.0%	2.0%	2.0%		
<b>NEW PROPOSED FBPD</b>	<b>4,240.11</b>	<b>4,452.12</b>	<b>4,674.72</b>	<b>4,908.46</b>	<b>5,153.88</b>		

**Police Sergeant - Intermediate Post Certification**

Current FBPD	4,454.52	4,677.25	4,911.11	5,156.66	5,414.50		
Average of Comparable Jurisdictions	4,562.76	4,790.90	5,030.45	5,281.97	5,546.07		
Difference	108.24	113.65	119.34	125.31	131.57		
Percentage	2.4%	2.4%	2.4%	2.4%	2.4%		
<b>NEW PROPOSED FBPD</b>	<b>4,562.76</b>	<b>4,790.90</b>	<b>5,030.44</b>	<b>5,281.97</b>	<b>5,546.06</b>		

**PROPOSED COMPENSATION SCHEDULE FOR 2007**

**POLICE SALARY COMPARATIVE STUDY  
EFFECTIVE: JANUARY 1, 2007**

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
--	-----------	-----------	-----------	-----------	-----------	-----------	-----------

**Sergeant Advanced Post Certification**

Current FBPD	4,674.44	4,908.16	5,153.57	5,411.25	5,681.81		
Average of Comparable Jurisdictions	4,787.93	5,027.32	5,278.69	5,542.62	5,819.75		
Difference	113.49	119.16	125.12	131.37	137.94		
Percentage	2.4%	2.4%	2.4%	2.4%	2.4%		
<b>NEW PROPOSED FBPD</b>	<b>4,787.93</b>	<b>5,027.33</b>	<b>5,278.69</b>	<b>5,542.63</b>	<b>5,819.76</b>		

**Police Services Technician**

Current FBPD	2,364.28	2,482.49	2,606.62	2,736.95	2,873.80	3,017.49	3,168.36
*Average of Comparable Jurisdictions	2,412.10	2,532.70	2,659.33	2,792.30	2,931.92	0.00	0.00
Difference	47.82	50.21	52.71	55.35	58.12		
Percentage	2.0%	2.0%	2.0%	2.0%	2.0%		
<b>NEW PROPOSED FBPD</b>	<b>2,412.10</b>	<b>2,532.71</b>	<b>2,659.34</b>	<b>2,792.31</b>	<b>2,931.92</b>	<b>3,078.52</b>	<b>3,232.44</b>

**Transportation Officer**

Current FBPD	\$13.00						
***Average of Comparable Jurisdictions							
Difference							
Percentage							
<b>NEW PROPOSED FBPD</b>	<b>\$14.04</b>	Salary proposed at Step A of CSO rate					

\*Two of the three surveyed jurisdictions have a comparable position

\*\*Only 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.**