

RESOLUTION NO. 2932-2006

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A 2006 SALARY SCHEDULE FOR EMPLOYEES OF THE FORT BRAGG POLICE DEPARTMENT PURSUANT TO SURVEY RESULTS AS REQUIRED BY ORDINANCE 672 AND AUTHORIZE ADJUSTMENT TO FY2005-06 BUDGET TO INCREASE ACCOUNT #110.4200.100 BY \$5,980 AND ACCOUNT #110.4200.200 BY \$2,515

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, 2006 as required by Ordinance 672; and

WHEREAS, the adopted FY2005-2006 Police Department Budget contemplated 2.5% annualized wage and salary increases, and salary based employee benefit increases such as pension contributions, and the survey results equate to an annualized overall increase of 3%, an amendment is needed to increase Salaries and Wages (Account #110.4200.100) by \$5,980 from \$1,195,886 to \$1,201,866 and Employee Benefits (Account #110.4200.200) by \$2,515 from \$739,119 to \$741,634; and

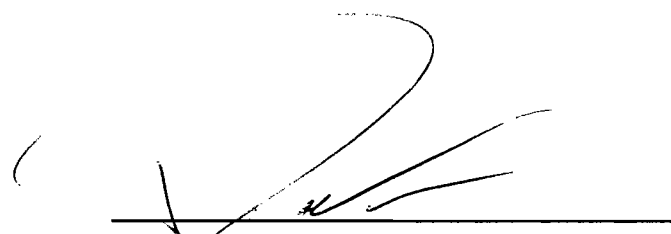
WHEREAS, the City Council has reviewed the salary study as required by Ordinance 672.

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, 2006, attached hereto as Exhibit "A" and by this reference incorporated herein, and authorize amendment of the FY2005-2005 Budget to increase Police Department Wages and Salaries Account #110.4200.100 from \$1,195,886 to \$1,201,866 and Employee Benefits Account #110.4200.200 from \$739,119 to \$741,634.

The above and foregoing Resolution was introduced by Councilmember Baltierra, 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 27th day of February, 2006, by the following vote:

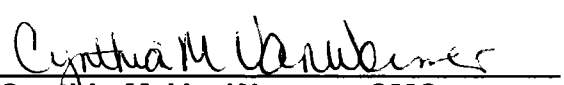
AYES: Councilmembers Gjerde, Baltierra, Hammerstrom, Melo, and Mayor Turner.

NOES: None.
ABSENT: None.
ABSTAIN: None.

A handwritten signature in black ink, appearing to read 'DAVE TURNER', is written over a horizontal line. The signature is stylized with a large, sweeping initial 'D'.

DAVE TURNER,
Mayor

ATTEST:



Cynthia M. VanWormer, CMC
City Clerk

SURVEY RESULTS

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2006**

	Step A	Step B	Step C	Step D	Step E
<u>Administrative Secretary - RES</u>					
Mendocino County - Administrative Assistant - Conf.	2,672.80	2,806.27	2,946.67	3,094.00	3,248.27
Ukiah - Administrative Secretary (7% EPMC adj)	2,655.18	2,787.94	2,927.34	3,073.70	3,227.39
Willits	NO COMPARABLE CLASSIFICATION				
AVERAGE	2,663.99	2,797.10	2,937.00	3,083.85	3,237.83
<u>Community Services Officer</u>					
Mendocino County Community Services Officer	2,308.80	2,424.93	2,546.27	2,672.80	2,806.27
Ukiah - No Classification	NO COMPARABLE CLASSIFICATION				
Willits	2,511.92	2,637.52	2,769.39	2,907.86	3,053.25
AVERAGE	2,410.36	2,530.88	2,657.42	2,790.29	2,929.81
<u>Police Chief</u>					
Mendocino County Sheriff/Coroner	7,238.96	7,600.91	7,980.95	8,380.00	8,799.00
Ukiah - Chief of Police (10% EPMC Adj)	5,649.25	5,931.71	6,228.30	6,539.71	6,866.70
Willits - Chief of Police	5,362.17	5,630.28	5,911.79	6,207.38	6,517.75
AVERAGE	6,083.46	6,387.63	6,707.01	7,042.37	7,394.48
<u>Police Lieutenant</u>					
Mendocino County Sheriff Lieutenant	4,997.20	5,246.80	5,508.53	5,784.13	6,073.60
Ukiah	NO COMPARABLE CLASSIFICATION				
Willits	NO COMPARABLE CLASSIFICATION				
AVERAGE	4,997.20	5,246.80	5,508.53	5,784.13	6,073.60
<u>Police Officer - Basic</u>					
Mendocino County	3,256.93	3,419.78	3,590.77	3,770.30	3,958.82
Deputy Sheriff/Coroner I	<u>3,419.87</u>	<u>3,590.86</u>	<u>3,770.41</u>	<u>3,958.93</u>	<u>4,156.87</u>
Deputy Sheriff/Coroner II	3,338.40	3,505.32	3,680.59	3,864.62	4,057.85
Average	3,722.61	3,908.74	4,104.18	4,309.39	4,524.86
Ukiah - Officer	3,289.42	3,453.89	3,626.59	3,807.91	3,998.31
Willits	NO COMPARABLE CLASSIFICATION				
AVERAGE	3,450.14	3,622.65	3,803.78	3,993.97	4,193.67

SURVEY RESULTS

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2006**

	Step A	Step B	Step C	Step D	Step E
<u>Police Officer Intermediate Post Certification</u>					
Mendocino County	3,419.87	3,590.86	3,770.41	3,958.93	4,156.87
Deputy Sheriff/Coroner I	<u>3,593.20</u>	<u>3,772.86</u>	<u>3,961.50</u>	<u>4,159.58</u>	<u>4,367.56</u>
Deputy Sheriff/Coroner II	3,506.54	3,681.86	3,865.95	4,059.25	4,262.22
Average	3,908.74	4,104.18	4,309.39	4,524.86	4,751.10
Ukiah - Officer	3,453.89	3,626.58	3,807.91	3,998.31	4,198.22
Willits	3,651.94	3,834.54	4,026.27	4,227.58	4,438.96
<u>Police Officer - Advanced Post Certification</u>					
Mendocino County	3,581.07	3,760.12	3,948.13	4,145.54	4,352.81
Deputy Sheriff/Coroner I	<u>3,761.33</u>	<u>3,949.40</u>	<u>4,146.87</u>	<u>4,354.21</u>	<u>4,571.92</u>
Deputy Sheriff/Coroner II	3,671.20	3,854.76	4,047.50	4,249.87	4,462.37
Average	4,104.18	4,309.39	4,524.86	4,751.10	4,988.66
Ukiah - Officer	3,626.58	3,807.91	3,998.30	4,198.22	4,408.13
Willits	3,800.65	3,990.69	4,190.22	4,399.73	4,619.72
<u>Police Recruit</u>					
Mendocino County					
Ukiah	20.45				
Willits (Police Recruit)	12.32				
AVERAGE	16.39				
<u>Police Sergeant - Basic</u>					
Mendocino County Sheriff's Sergeant	4,156.53	4,364.36	4,582.57	4,811.70	5,052.29
Ukiah					
Willits					
AVERAGE	4,156.53	4,364.36	4,582.57	4,811.70	5,052.29

SURVEY RESULTS

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2006**

	Step A	Step B	Step C	Step D	Step E
<u>Police Sergeant - Intermediate Post Certification</u>					
Mendocino County - Sheriff's Sergeant	4,362.80	4,580.94	4,809.99	5,050.49	5,303.01
Ukiah - Sergeant	4,746.69	4,984.02	5,233.23	5,494.89	5,769.63
Willits - Police Sergeant	4,254.08	4,466.78	4,690.12	4,924.63	5,170.86
AVERAGE	4,454.52	4,677.25	4,911.11	5,156.67	5,414.50
<u>Police Sergeant - Advanced Post Certification</u>					
Mendocino County - Sheriff's Sergeant	4,572.53	4,801.16	5,041.21	5,293.28	5,557.94
Ukiah - Sergeant	4,984.02	5,233.22	5,494.88	5,769.63	6,058.11
Willits - Police Sergeant	4,466.78	4,690.12	4,924.62	5,170.86	5,429.40
AVERAGE	4,674.44	4,908.17	5,153.57	5,411.25	5,681.82
<u>Police Services Technician</u>					
Mendocino County - Sheriffs Services Technician	2,201.33	2,311.40	2,426.97	2,548.31	2,675.73
Ukiah - Police Records Clerk (7% EPMC Adj)	2,527.23	2,653.59	2,786.27	2,925.58	3,071.86
Willits		NO COMPARABLE POSITION			
AVERAGE	2,364.28	2,482.49	2,606.62	2,736.95	2,873.80
<u>Transportation Officer</u>					
Mendocino County		NO COMPARABLE POSITION			
Ukiah		NO COMPARABLE POSITION			
Willits		NO COMPARABLE POSITION			
AVERAGE					

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 Police Chief, Administrative Secretary and Police Services Technician.

PROPOSED COMPENSATION SCHEDULE FOR 2005

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2006**

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
<u>Administrative Secretary - RES</u>							
Current FBPD	2,650.01	2,782.51	2,921.63	3,067.71	3,221.10		
*Average of Comparable Jurisdictions	2,663.99	2,797.10	2,937.00	3,083.85	3,237.83		
Difference	13.98	14.59	15.37	16.14	16.73		
Percentage	0.53%	0.52%	0.53%	0.53%	0.52%		
NEW PROPOSED FBPD	2,663.99	2,797.19	2,937.05	3,083.90	3,238.10		
<u>Community Services Officer</u>							
Current FBPD	2,286.27	2,400.58	2,520.61	2,646.64	2,778.98		
*Average of Comparable Jurisdictions	2,410.36	2,530.88	2,657.42	2,790.29	2,929.81		
Difference	124.09	130.30	136.81	143.65	150.83		
Percentage	5.4%	5.4%	5.4%	5.4%	5.4%		
NEW PROPOSED FBPD	2,410.36	2,530.88	2,657.42	2,790.29	2,929.81		
<u>Chief of Police</u>							
Current FBPD	5,883.00	6,177.15	6,486.01	6,810.31	7,150.82		
Average of Comparable Jurisdictions	6,083.46	6,387.63	6,707.01	7,042.37	7,394.48		
Difference	200.46	210.48	221.00	232.06	243.66		
Percentage	3.4%	3.4%	3.4%	3.4%	3.4%		
NEW PROPOSED FBPD	6,083.46	6,387.63	6,707.01	7,042.37	7,394.48		
<u>Police Lieutenant</u>							
Current FBPD	4,997.20	5,247.06	5,509.41	5,784.88	6,074.13		
**Average of Comparable Jurisdictions	4,997.20	5,246.80	5,508.53	5,784.13	6,073.60		
Difference	0.00	-0.26	-0.88	-0.75	-0.53		
Percentage	0%	0%	0%	0%	0%		
NEW PROPOSED FBPD	4,997.20	5,247.06	5,509.41	5,784.88	6,074.13		
<u>Police Officer - Basic</u>							
Current FBPD	3,204.64	3,364.87	3,533.12	3,709.77	3,895.26		
Average of Comparable Jurisdictions	3,450.14	3,622.65	3,803.78	3,993.97	4,193.67		
Difference	245.50	257.78	270.66	284.20	298.41		
Percentage	7.7%	7.7%	7.7%	7.7%	7.7%		
NEW PROPOSED FBPD	3,450.14	3,622.65	3,803.78	3,993.97	4,193.67		

PROPOSED COMPENSATION SCHEDULE FOR 2005

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2006**

Step A	Step B	Step C	Step D	Step E	Step F	Step G
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Police Officer - Intermediate Post Certification

Current FBPD	3,394.01	3,563.71	3,741.90	3,928.99	4,125.44	
Average of Comparable Jurisdictions	3,651.94	3,834.54	4,026.27	4,227.58	4,438.96	
Difference	257.93	270.83	284.37	298.59	313.52	
Percentage	7.6%	7.6%	7.6%	7.6%	7.6%	
NEW PROPOSED FBPD	3,651.94	3,834.54	4,026.26	4,227.58	4,438.96	

Police Officer - Advanced Post Certification

Current FBPD	3,532.79	3,709.43	3,894.90	4,089.65	4,294.13	
Average of Comparable Jurisdictions	3,800.65	3,990.69	4,190.22	4,399.73	4,619.72	
Difference	267.86	281.26	295.32	310.08	325.59	
Percentage	7.6%	7.6%	7.6%	7.6%	7.6%	
NEW PROPOSED FBPD	3,800.65	3,990.68	4,190.22	4,399.73	4,619.71	

Police Recruit

Current FBPD (Hourly Rate)	\$14.34
*Average of Comparable Jurisdictions	\$16.39
Difference	\$2.05
Percentage	14%
NEW PROPOSED FBPD	\$16.39

Police Sergeant - Basic

Current FBPD	3,993.60	4,193.28	4,402.94	4,623.09	4,854.25	
**Average of Comparable Jurisdictions	4,156.53	4,364.36	4,582.57	4,811.70	5,052.29	
Difference	162.93	171.08	179.63	188.61	198.04	
Percentage	4.1%	4.1%	4.1%	4.1%	4.1%	
NEW PROPOSED FBPD	4,156.53	4,364.36	4,582.57	4,811.70	5,052.29	

PROPOSED COMPENSATION SCHEDULE FOR 2005

**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2006**

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
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Police Sergeant - Intermediate Post Certification

Current FBPD	4,104.12	4,309.33	4,524.79	4,751.03	4,988.58		
Average of Comparable Jurisdictions	4,454.52	4,677.25	4,911.11	5,156.67	5,414.50		
Difference	350.40	367.92	386.32	405.64	425.92		
Percentage	8.5%	8.5%	8.5%	8.5%	8.5%		
NEW PROPOSED FBPD	4,454.52	4,677.25	4,911.11	5,156.66	5,414.50		

Sergeant Advanced Post Certification

Current FBPD	4,307.91	4,523.31	4,749.47	4,986.94	5,236.29		
Average of Comparable Jurisdictions	4,674.44	4,908.17	5,153.57	5,411.25	5,681.81		
Difference	366.53	384.86	404.10	424.31	445.52		
Percentage	8.5%	8.5%	8.5%	8.5%	8.5%		
NEW PROPOSED FBPD	4,674.44	4,908.16	5,153.57	5,411.25	5,681.81		

Police Services Technician

Current FBPD	2,352.00	2,469.00	2,593.00	2,722.00	2,858.00	3,001.00	3,151.00
*Average of Comparable Jurisdictions	2,364.28	2,482.49	2,606.62	2,736.95	2,873.80	0.00	0.00
Difference	12.28	13.49	13.62	14.95	15.80		
Percentage	0.52%	0.55%	0.53%	0.55%	0.55%		
NEW PROPOSED FBPD	2,364.28	2,482.49	2,606.62	2,736.95	2,873.80	3,017.49	3,168.36

Transportation Officer

Current FBPD	\$13.00						
***Average of Comparable Jurisdictions	\$13.00						
Difference	\$0.00						
Percentage	0%						
NEW PROPOSED FBPD	\$13.91	Salary proposed at Step A of CSO rate (7% increase)					

*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.