

RESOLUTION NO. 2847-2005

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A 2005 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

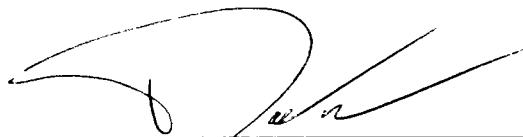
WHEREAS, all Police Department salaries shall be effective January 1, 2005 as required by Ordinance 672; and

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, 2005, attached hereto as Exhibit "A" and by this reference incorporated herein.


The above and foregoing Resolution was introduced by Councilmember Baltierra, seconded by Councilmember Hammerstrom, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 14th day of March, 2005, by the following vote:

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



DAVE TURNER,
Mayor

ATTEST:



Cynthia M. VanWormer, CMC
City Clerk

SURVEY RESULTS

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**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2005**

	Step A	Step B	Step C	Step D	Step E
<u>Administrative Secretary - RES</u>					
Mendocino County - Administrative Assistant - Conf.	2,646.80	2,778.53	2,917.20	3,062.80	3,215.33
Ukiah - Administrative Secretary (7% EPMC adj)	2,577.84	2,706.73	2,842.07	2,984.17	3,133.38
Willits	NO COMPARABLE CLASSIFICATION				
AVERAGE	2,612.32	2,742.63	2,879.63	3,023.49	3,174.36
<u>Community Services Officer</u>					
Mendocino County (75646)	2,286.27	2,400.67	2,520.27	2,646.80	2,778.53
Ukiah - No Classification	NO COMPARABLE CLASSIFICATION				
Willits - Eliminated Classification 2004	NO COMPARABLE CLASSIFICATION				
AVERAGE	2,286.27	2,400.67	2,520.27	2,646.80	2,778.53
<u>Police Chief</u>					
Mendocino County (77541) Sheriff/Coroner	7,167.00	7,526.00	7,902.00	8,297.00	8,712.00
Ukiah - Chief of Police (10% EPMC Adj)	5,400.81	5,670.85	5,954.39	6,252.11	6,564.72
Willits - Chief of Police	4,795.76	5,035.55	5,287.33	5,551.70	5,829.28
AVERAGE	5,787.86	6,077.47	6,381.24	6,700.27	7,035.33
<u>Police Lieutenant</u>					
Mendocino County (75024) 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	3,130.40	3,286.92	3,451.27	3,623.83	3,805.02
Deputy Sheriff/Coroner I (74246)	3,286.40	3,450.72	3,623.26	3,804.42	3,994.64
Deputy Sheriff/Coroner II (H-74346)	3,208.40	3,368.82	3,537.26	3,714.12	3,899.83
Average	3,545.34	3,722.61	3,908.74	4,104.17	4,309.38
Ukiah - Officer	2,860.16	3,003.17	3,153.33	3,311.00	3,476.55
Willits	NO COMPARABLE CLASSIFICATION				
AVERAGE	3,204.63	3,364.87	3,533.11	3,709.77	3,895.25

SURVEY RESULTS

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**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2005**

Step	Step	Step	Step	Step
A	B	C	D	E

Police Officer Intermediate Post Certification

Mendocino County	3,286.40	3,450.72	3,623.26	3,804.42	3,994.64
Deputy Sheriff/Coroner I (74246)	<u>3,452.80</u>	<u>3,625.44</u>	<u>3,806.71</u>	<u>3,997.05</u>	<u>4,196.90</u>
Deputy Sheriff/Coroner II (H-74346)	3,369.60	3,538.08	3,714.98	3,900.73	4,095.77
Average	3,722.61	3,908.74	4,104.18	4,309.39	4,524.86
Ukiah - Officer	3,006.62	3,156.95	3,314.80	3,480.54	3,654.57
Willits	3,394.01	3,563.71	3,741.90	3,928.99	4,125.44

Police Officer - Advanced Post Certification

Mendocino County	3,442.40	3,614.52	3,795.25	3,985.01	4,184.26
Deputy Sheriff/Coroner I (74246)	3,615.73	3,796.52	3,986.34	4,185.66	4,394.94
Deputy Sheriff/Coroner II (H-74346)	3,529.07	3,705.52	3,890.79	4,085.33	4,289.60
Average	3,908.74	4,104.18	4,309.39	4,524.86	4,751.10
Ukiah - Officer	3,160.58	3,318.60	3,484.53	3,658.76	3,841.70
Willits	3,532.79	3,709.43	3,894.90	4,089.65	4,294.13

Police Recruit

Mendocino County	NO COMPARABLE POSITION				
Ukiah	NO COMPARABLE POSITION				
Willits (Police Recruit)	12.32/hr	NO COMPARABLE POSITION			
AVERAGE	12.32/hr	NO COMPARABLE POSITION			

Police Sergeant - Basic

Mendocino Cty (74834) Sheriff's Sergeant	3,993.60	4,193.28	4,402.94	4,623.09	4,854.25
Ukiah	NO COMPARABLE POSITION				
Willits - Police Sergeant	NO COMPARABLE POSITION				
AVERAGE	3,993.60	4,193.28	4,402.94	4,623.09	4,854.25

SURVEY RESULTS

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**POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2005**

Step	Step	Step	Step	Step
A	B	C	D	E

Police Sergeant - Intermediate Post Certification

Mendocino County (74831) - Sheriff's Sergeant	4,192.93	4,402.58	4,622.71	4,853.84	5,096.53
Ukiah - Sergeant	4,520.66	4,746.69	4,984.02	5,233.22	5,494.88
Willits - Police Sergeant	3,598.77	3,778.71	3,967.64	4,166.03	4,374.33
AVERAGE	4,104.12	4,309.32	4,524.79	4,751.03	4,988.58

Police Sergeant - Advanced Post Certification

Mendocino County (748342) - Sheriff's Sergeant	4,394.00	4,613.70	4,844.39	5,086.60	5,340.93
Ukiah - Sergeant	4,746.69	4,984.02	5,233.22	5,494.88	5,769.62
Willits - Police Sergeant	3,783.05	3,972.20	4,170.81	4,379.35	4,598.32
AVERAGE	4,307.91	4,523.31	4,749.47	4,986.94	5,236.29

Police Services Technician

Mendocino County (74036) - Sherf. Svc. Tech	2,178.80	2,287.74	2,402.13	2,522.23	2,648.35
Ukiah - Police Records Clerk (7% EPMC Adj)	2,453.63	2,576.31	2,705.13	2,840.38	2,982.40
Willits		NO COMPARABLE POSITION			
AVERAGE	2,316.22	2,432.03	2,553.63	2,681.31	2,815.37

Transportation Officer

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

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POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2005

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Administrative Secretary - RES							
Current FBPD	2,650.01	2,782.51	2,921.63	3,067.71	3,221.10		
**Average of Comparable Jurisdictions	2,612.32	2,742.63	2,879.63	3,023.49	3,174.36		
Difference	-37.69	-39.88	-42.00	-44.22	-46.74		
Percentage	-1%	-1%	-1%	-1%	-1%		
NEW PROPOSED FBPD	2,650.01	2,782.51	2,921.63	3,067.71	3,221.10		
Community Services Officer							
Current FBPD	2,240.00	2,352.00	2,469.00	2,593.00	2,726.00		
**Average of Comparable Jurisdictions	2,286.27	2,400.67	2,520.27	2,646.80	2,778.53		
Difference	46.27	48.67	51.27	53.80	52.53		
Percentage	2%	2%	2%	2%	2%		
NEW PROPOSED FBPD	2,286.27	2,400.58	2,520.61	2,646.64	2,778.98		
Chief of Police							
Current FBPD	5,883.00	6,208.00	6,487.00	6,809.00	7,156.00		
Average of Comparable Jurisdictions	5,787.86	6,077.47	6,381.24	6,700.27	7,035.33		
Difference	-95.14	-130.53	-105.76	-108.73	-120.67		
Percentage	-2%	-2%	-2%	-2%	-2%		
NEW PROPOSED FBPD	5,883.00	6,208.00	6,487.00	6,809.00	7,156.00		
Police Lieutenant							
Current FBPD (New Classification)	4,876.00	5,119.80	5,375.79	5,644.58	5,926.81		
**Average of Comparable Jurisdictions	4,997.20	5,246.80	5,508.53	5,784.13	6,073.60		
Difference	121.20	127.00	132.74	139.55	146.79		
Percentage	2%	2%	2%	2%	2%		
NEW PROPOSED FBPD	4,997.20	5,246.80	5,508.53	5,784.13	6,073.60		
Police Officer - Basic							
Current FBPD	3,058.00	3,211.00	3,399.00	3,569.00	3,750.00		
Average of Comparable Jurisdictions	3,204.63	3,364.87	3,533.11	3,709.77	3,895.25		
Difference	146.63	153.87	134.11	140.77	145.25		
Percentage	4.79%	4.79%	3.95%	3.94%	3.87%		
NEW PROPOSED FBPD	3,204.63	3,364.87	3,533.11	3,709.77	3,895.25		

PROPOSED COMPENSATION SCHEDULE FOR 2005

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POLICE SALARY COMPARATIVE STUDY
EFFECTIVE: JANUARY 1, 2005

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

Police Officer - Intermediate Post Certification

Current FBPD	3237.00	3399.00	3569.00	3750.00	3938.00
Average of Comparable Jurisdictions	3394.01	3563.71	3741.90	3928.99	4125.44
Difference	157.01	164.71	172.90	178.99	187.44
Percentage	5%	5%	5%	5%	5%
NEW PROPOSED FBPD	3394.01	3563.71	3741.90	3928.99	4125.44

Police Officer - Advanced Post Certification

Current FBPD	3,396.00	3,566.00	3,746.00	3,934.00	4,131.00
Average of Comparable Jurisdictions	3,532.79	3,709.43	3,894.90	4,089.65	4,294.13
Difference	136.79	143.43	148.90	155.65	163.13
Percentage	4%	4%	4%	4%	4%
NEW PROPOSED FBPD	3,532.79	3,709.43	3,894.90	4,089.65	4,294.13

Police Recruit

Current FBPD (Hourly Rate)	\$14.34
**Average of Comparable Jurisdictions	\$12.32
Difference	-\$2.02
Percentage	-14%
NEW PROPOSED FBPD	\$14.34

Police Sergeant - Basic

Current FBPD	3,784.00	3,973.00	4,172.00	4,380.00	4,602.00
**Average of Comparable Jurisdictions	3,993.60	4,193.28	4,402.94	4,623.09	4,854.25
Difference	209.60	220.28	230.94	243.09	252.25
Percentage	5.54%	5.54%	5.54%	5.55%	5.48%
NEW PROPOSED FBPD	3,993.60	4,193.28	4,402.94	4,623.09	4,854.25

PROPOSED COMPENSATION SCHEDULE FOR 2005

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

Current FBPD	3,973.00	4,155.00	4,380.00	4,601.00	4,832.00		
Average of Comparable Jurisdictions	4,104.12	4,309.32	4,524.79	4,751.03	4,988.58		
Difference	131.12	154.32	144.79	150.03	156.58		
Percentage	3.30%	3.71%	3.31%	3.26%	3.24%		
NEW PROPOSED FBPD	4,104.12	4,309.32	4,524.79	4,751.03	4,988.58		

Sergeant Advanced Post Certification

Current FBPD	4,168.00	4,377.00	4,599.00	4,829.00	5,070.00		
Average of Comparable Jurisdictions	4,307.91	4,523.31	4,749.47	4,986.94	5,236.29		
Difference	139.91	146.31	150.47	157.94	166.29		
Percentage	3.36%	3.34%	3.27%	3.27%	3.28%		
NEW PROPOSED FBPD	4,307.91	4,523.31	4,749.47	4,986.94	5,236.29		

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	2,316.22	2,432.03	2,553.63	2,681.31	2,815.37	0.00	0.00
Difference	-35.78	-36.97	-39.37	-40.69	-42.63		
Percentage	-1.5%	-1.5%	-1.5%	-1.5%	-1.5%		
NEW PROPOSED FBPD	2,352.00	2,469.00	2,593.00	2,722.00	2,858.00	3,001.00	3,151.00

Transportation Officer

Current FBPD	\$13.00						
***Average of Comparable Jurisdictions	\$0.00						
Difference	\$13.00						
Percentage	0%						
NEW PROPOSED FBPD	\$13.00						

*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. THE CITY'S FINAL COMPENSATION SCHEDULE WILL INCLUDE THE ACTUAL UNROUNDED HOURLY, BI-MONTHLY, MONTHLY AND ANNUAL RATES.