

RESOLUTION NO. 4064-2018

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ACCEPTING THE FORT BRAGG POLICE DEPARTMENT SALARY SURVEY RESULTS AS REQUIRED BY ORDINANCE 672

WHEREAS, the voters adopted Ordinance 672 requiring an annual review of the compensation schedule for employees of the Fort Bragg Police Department; and

WHEREAS, the City has completed the study, reviewed, and analyzed the data for salaries of 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 was forwarded to the Fort Bragg Police Association ("FBPA") for review and comment and the FBPA has concurred with the information presented in the survey; and

WHEREAS, the City Council has reviewed the salary survey results as required by Ordinance 672 and attached hereto as Exhibit A; and

WHEREAS, the City Council has reviewed the Police Compensation Schedule, attached hereto as Exhibit B and which indicates that no compensation adjustments are required as a result of Ordinance 672; and

WHEREAS, based on all the evidence presented, the City Council finds as follows:

1. Ordinance 672 has been implemented and the requisite salary study has been prepared as required.
2. The data analysis is presented as prescribed by Ordinance 672.
3. The Fort Bragg Police Association has reviewed and accepted the results of the annual salary survey.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby accept Salary Survey results as required by Ordinance 672.

The above and foregoing Resolution was introduced by Councilmember Norvell, seconded by Councilmember Lee, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 22nd day of January, 2018, by the following vote:

AYES: Councilmembers Cimolino, Lee, Norvell, Turner and Mayor Peters.
NOES: None.
ABSENT: None.
ABSTAIN: None.
RECUSED: None.



LINDY PETERS,
Mayor

ATTEST:



June Lemos, CMC
City Clerk

POLICE SALARY COMPARATIVE STUDY
PER ORDINANCE 672 AS OF 01-01-2018

	Step 1	Step 2	Step 3	Step 4	Step 5	
Fort Bragg Police Department Administrative Staff						
Police Chief						
Current FBPD	\$ 9,734.75	\$ 10,221.48	\$ 10,732.56	\$ 11,269.19	\$ 11,832.65	
Average of Comparable Jurisdictions	\$ 9,864.30	\$ 10,149.18	\$ 10,448.30	\$ 10,762.39	\$ 11,092.17	
Difference	New Salary over/under Average	\$ (129.55)	\$ 72.31	\$ 284.26	\$ 506.80	\$ 740.48
Percentage	% Delta New Salary over/under Average		2.72%			
SALARY PER ORDINANCE	\$ 9,864.30	\$ 10,149.18	\$ 10,448.30	\$ 10,762.39	\$ 11,092.17	
SALARY ADJUSTMENT = No Change	\$ 9,734.75	\$ 10,221.49	\$ 10,732.56	\$ 11,269.19	\$ 11,832.65	
Police Lieutenant						
Current FBPD	\$ 7,450.38	\$ 7,822.90	\$ 8,214.04	\$ 8,624.74	\$ 9,055.98	
Average of Comparable Jurisdictions	\$ 6,741.17	\$ 7,078.22	\$ 7,432.13	\$ 7,803.74	\$ 8,193.70	
Difference	New Salary over/under Average	\$ 709.22	\$ 744.68	\$ 781.91	\$ 821.01	\$ 862.29
Percentage	% Delta New Salary over/under Average		10.52%			
SALARY PER ORDINANCE	\$ 6,741.17	\$ 7,078.22	\$ 7,432.13	\$ 7,803.74	\$ 8,193.70	
SALARY ADJUSTMENT = No Change	\$ 7,450.38	\$ 7,822.90	\$ 8,214.04	\$ 8,624.75	\$ 9,055.98	
Administrative Coordinator						
Current FBPD	\$ 3,903.24	\$ 4,098.40	\$ 4,303.32	\$ 4,518.49	\$ 4,744.41	
Average of Comparable Jurisdictions	\$ 3,496.22	\$ 3,671.03	\$ 3,854.58	\$ 4,047.31	\$ 4,249.45	
Difference	New Salary over/under Average	\$ 407.02	\$ 427.37	\$ 448.74	\$ 471.17	\$ 494.97
Percentage	% Delta New Salary over/under Average		11.64%			
SALARY PER ORDINANCE	\$ 3,496.22	\$ 3,671.03	\$ 3,854.58	\$ 4,047.31	\$ 4,249.45	
SALARY ADJUSTMENT = No Change	\$ 3,903.24	\$ 4,098.40	\$ 4,303.32	\$ 4,518.49	\$ 4,744.41	
FBPA REPRESENTED (SWORN & NON-SWORN)						
Police Sergeant - Basic POST Certification						
Current FBPD	\$ 5,478.26	\$ 5,752.17	\$ 6,039.78	\$ 6,341.77	\$ 6,658.86	
Average of Comparable Jurisdictions	\$ 5,174.00	\$ 5,432.70	\$ 5,704.34	\$ 5,989.55	\$ 6,290.27	
Difference	New Salary over/under Average	\$ 608.64	\$ 639.07	\$ 671.03	\$ 704.58	\$ 740.25
Percentage	% Delta New Salary over/under Average		12.36%			
SALARY PER ORDINANCE	\$ 4,924.40	\$ 5,170.62	\$ 5,429.15	\$ 5,700.61	\$ 5,985.20	
SALARY ADJUSTMENT = No Change	\$ 5,533.04	\$ 5,809.69	\$ 6,100.18	\$ 6,405.19	\$ 6,725.45	

EXHIBIT A

POLICE SALARY COMPARATIVE STUDY
PER ORDINANCE 672 AS OF 01-01-2018

Police Sergeant - Intermediate POST Certification						
Current FBPD		\$ 5,778.62	\$ 6,067.55	\$ 6,370.93	\$ 6,689.48	\$ 7,023.95
Average of Comparable Jurisdictions		\$ 5,634.69	\$ 5,916.42	\$ 6,212.24	\$ 6,522.85	\$ 6,845.03
Difference	New Salary over/under Average	\$ 143.93	\$ 151.13	\$ 158.69	\$ 166.63	\$ 178.92
Percentage	% Delta New Salary over/under Average			2.55%		
SALARY PER ORDINANCE		\$ 5,634.69	\$ 5,916.42	\$ 6,212.24	\$ 6,522.85	\$ 6,845.03
SALARY ADJUSTMENT = No Change		\$ 5,778.62	\$ 6,067.55	\$ 6,370.93	\$ 6,689.48	\$ 7,023.95
Police Sergeant - Advanced POST Certification						
Current FBPD		\$ 6,064.08	\$ 6,367.28	\$ 6,685.65	\$ 7,019.93	\$ 7,370.92
Average of Comparable Jurisdictions		\$ 5,914.99	\$ 6,210.74	\$ 6,521.28	\$ 6,847.35	\$ 7,189.62
Difference	New Salary over/under Average	\$ 149.09	\$ 156.54	\$ 164.37	\$ 172.58	\$ 181.30
Percentage	% Delta New Salary over/under Average			2.52%		
SALARY PER ORDINANCE		\$ 5,914.99	\$ 6,210.74	\$ 6,521.28	\$ 6,847.35	\$ 7,189.62
SALARY ADJUSTMENT = No Change		\$ 6,064.08	\$ 6,367.28	\$ 6,685.65	\$ 7,019.93	\$ 7,370.92
Police Officer - Basic POST Certification						
Current FBPD		\$ 4,478.75	\$ 4,702.69	\$ 4,937.82	\$ 5,184.71	\$ 5,443.95
Average of Comparable Jurisdictions		\$ 4,427.91	\$ 4,649.31	\$ 4,881.77	\$ 5,125.86	\$ 5,381.79
Difference	New Salary over/under Average	\$ 50.84	\$ 53.38	\$ 56.05	\$ 58.85	\$ 62.16
Percentage	% Delta New Salary over/under Average			1.15%		
SALARY PER ORDINANCE		\$ 4,427.91	\$ 4,649.31	\$ 4,881.77	\$ 5,125.86	\$ 5,381.79
SALARY ADJUSTMENT = No Change		\$ 4,478.75	\$ 4,702.69	\$ 4,937.82	\$ 5,184.71	\$ 5,443.95
Police Officer - Intermediate POST Certification						
Current FBPD		\$ 4,703.75	\$ 4,938.93	\$ 5,185.88	\$ 5,445.17	\$ 5,717.43
Average of Comparable Jurisdictions		\$ 4,653.54	\$ 4,886.22	\$ 5,130.53	\$ 5,387.06	\$ 5,656.04
Difference	New Salary over/under Average	\$ 50.21	\$ 52.71	\$ 55.35	\$ 58.11	\$ 61.39
Percentage	% Delta New Salary over/under Average			1.08%		
SALARY PER ORDINANCE		\$ 4,653.54	\$ 4,886.22	\$ 5,130.53	\$ 5,387.06	\$ 5,656.04
SALARY ADJUSTMENT = No Change		\$ 4,703.75	\$ 4,938.93	\$ 5,185.88	\$ 5,445.17	\$ 5,717.43

POLICE SALARY COMPARATIVE STUDY
PER ORDINANCE 672 AS OF 01-01-2018

Police Officer - Advanced POST Certification										
Current FBPD	\$	4,934.32	\$	5,181.03	\$	5,440.09	\$	5,712.09	\$	5,997.69
Average of Comparable Jurisdictions	\$	4,882.16	\$	5,126.27	\$	5,382.58	\$	5,651.71	\$	5,934.91
Difference										
Percentage										
SALARY PER ORDINANCE	\$	4,882.16	\$	5,126.27	\$	5,382.58	\$	5,651.71	\$	5,934.91
SALARY ADJUSTMENT = No Change	\$	4,934.32	\$	5,181.03	\$	5,440.09	\$	5,712.09	\$	5,997.69
Police Recruit										
Current FBPD (Hourly Rate)	\$	21.21								
*Average of Comparable Jurisdictions	\$	20.38								
Difference										
Percentage										
SALARY PER ORDINANCE	\$	20.38								
SALARY ADJUSTMENT = No Change	\$	21.21								
Community Services Officer										
Current FBPD	\$	3,252.17	\$	3,414.78	\$	3,585.52	\$	3,764.79	\$	3,953.03
*Average of Comparable Jurisdictions	\$	3,079.35	\$	3,233.31	\$	3,394.98	\$	3,564.73	\$	3,743.87
Difference										
Percentage										
SALARY PER ORDINANCE	\$	3,079.35	\$	3,233.31	\$	3,394.98	\$	3,564.73	\$	3,743.87
SALARY ADJUSTMENT = No Change	\$	3,252.17	\$	3,414.78	\$	3,585.52	\$	3,764.79	\$	3,953.03
Police Services Technician										
Current FBPD	\$	3,333.13	\$	3,499.78	\$	3,674.77	\$	3,858.51	\$	4,051.44
*Average of Comparable Jurisdictions	\$	2,893.02	\$	3,037.67	\$	3,189.56	\$	3,349.03	\$	3,517.55
Difference										
Percentage										
SALARY PER ORDINANCE	\$	2,893.02	\$	3,037.67	\$	3,189.56	\$	3,349.03	\$	3,517.55
SALARY ADJUSTMENT = No Change	\$	3,333.13	\$	3,499.78	\$	3,674.77	\$	3,858.51	\$	4,051.44

EXHIBIT B

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Resolution 4049-2017 - Fort Bragg Police Department Classifications - Adopted November 27, 2017

Effective August 10, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Coordinator - Police (Confidential/Restricted; Non-Bargaining)					
Hourly	22,518.69	23,644.62	24,826.85	26,068.20	27,371.60
Bi-Weekly	1,801.49	1,891.57	1,986.15	2,085.46	2,189.73
Monthly	3,903.24	4,098.40	4,303.32	4,518.49	4,744.41
Annual	46,838.87	49,180.81	51,639.85	54,221.85	56,932.94
Community Services Officer (FBPA)					
Hourly	18,762.52	19,700.65	20,685.68	21,719.96	22,805.96
Bi-Weekly	1,501.00	1,576.05	1,654.85	1,737.60	1,824.48
Monthly	3,252.17	3,414.78	3,585.52	3,764.79	3,953.03
Annual	39,026.04	40,977.34	43,026.21	45,177.52	47,436.40
Police Chief (Executive; At Will)					
Hourly	56,162.00	58,970.10	61,918.61	65,014.54	68,265.27
Bi-Weekly	4,492.96	4,717.61	4,953.49	5,201.16	5,461.22
Monthly	9,734.75	10,221.48	10,732.56	11,269.19	11,832.65
Annual	116,816.97	122,657.81	128,790.70	135,230.24	141,991.75
Police Lieutenant (Mid-Management; Non-Bargaining)					
Hourly	42,982.94	45,132.09	47,388.69	49,758.13	52,246.03
Bi-Weekly	3,438.64	3,610.57	3,791.10	3,980.65	4,179.68
Monthly	7,450.38	7,822.90	8,214.04	8,624.74	9,055.98
Annual	89,404.52	93,874.74	98,568.48	103,496.90	108,671.75
Police Sergeant Basic POST (FBPA)					
Hourly	31,605.33	33,185.59	34,844.87	36,587.12	38,416.47
Bi-Weekly	2,528.43	2,654.85	2,787.59	2,926.97	3,073.32
Monthly	5,478.26	5,752.17	6,039.78	6,341.77	6,658.86
Annual	65,739.08	69,026.03	72,477.34	76,101.20	79,908.28
Police Sergeant Intermediate POST (FBPA)					
Hourly	33,338.21	35,005.12	36,755.37	38,593.14	40,522.80
Bi-Weekly	2,667.06	2,800.41	2,940.43	3,087.45	3,241.82
Monthly	5,778.62	6,067.55	6,370.93	6,689.48	7,023.95
Annual	69,343.47	72,810.65	76,451.18	80,273.74	84,287.42
Police Sergeant Advance POST (FBPA)					
Hourly	34,985.06	36,734.32	38,571.03	40,499.58	42,524.56
Bi-Weekly	2,798.81	2,938.75	3,085.68	3,239.97	3,401.97
Monthly	6,064.08	6,367.28	6,685.65	7,019.93	7,370.92
Annual	72,768.93	76,407.38	80,227.75	84,239.14	88,451.09
Police Officer Basic POST (FBPA)					
Hourly	25,838.95	27,130.89	28,487.44	29,911.81	31,407.40
Bi-Weekly	2,067.12	2,170.47	2,279.00	2,392.94	2,512.59
Monthly	4,478.75	4,702.69	4,937.82	5,184.71	5,443.95
Annual	53,745.01	56,432.26	59,253.87	62,216.57	65,327.39
Police Officer Intermediate POST (FBPA)					
Hourly	27,136.99	28,493.84	29,918.54	31,414.46	32,985.19
Bi-Weekly	2,170.96	2,279.51	2,393.48	2,513.16	2,638.81
Monthly	4,703.75	4,938.93	5,185.88	5,445.17	5,717.43
Annual	56,444.95	59,267.19	62,230.55	65,342.08	68,609.19

**City of Fort Bragg Salary Rate Compensation Plan
Effective August 10, 2017**

Police Officer Advance POST (FBPA)							
Hourly			28.46722	29.89058	31.38511	32.95436	34.60208
Bi-Weekly			2,277.38	2,391.25	2,510.81	2,636.35	2,768.17
Monthly			4,934.32	5,181.03	5,440.09	5,712.09	5,997.69
Annual			59,211.82	62,172.41	65,281.03	68,545.08	71,972.33
Police Recruit (1040 hours; FBPA)							
Hourly			21.21363				
Bi-Weekly			848.55				
Monthly			1,838.51				
Annual			22,062.18				
Police Services Technician (FBPA)							
Hourly			19.22958	20.19106	21.20081	22.26064	23.37367
Bi-Weekly			1,538.37	1,615.28	1,696.05	1,780.85	1,869.89
Monthly			3,333.13	3,499.78	3,674.77	3,858.51	4,051.44
Annual			39,997.53	41,997.40	44,097.27	46,302.14	48,617.24