

## RESOLUTION NO. 4031-2017

### RESOLUTION OF THE FORT BRAGG CITY COUNCIL AMENDING THE COMPENSATION PLAN FOR NON-BARGAINING AND CONFIDENTIAL, NON-EXEMPT EMPLOYEES

**WHEREAS**, on July 24, 2017, the Fort Bragg City Council adopted Resolution No. 4024-2017, establishing compensation and conditions of employment for non-bargaining and confidential employees; and

**WHEREAS**, non-bargaining and confidential, non-exempt classifications covered by this resolution are as follows: Administrative Coordinator – Police; Human Resources Technician; Systems Analyst - Lead; Special Projects Assistant (80% part-time); and

**WHEREAS**, the classifications covered by this resolution are non-exempt, are a part of the Personnel Merit System, and unless otherwise defined in this resolution, shall receive all benefits received by members of the Fort Bragg Employee Organization (FBEO); and

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Fort Bragg does hereby amend the benefits set forth in Resolution No. 4024-2017 to add an additional one floating holiday (for a total of two (2) floating holidays) per Fiscal Year;

**NOW, THEREFORE BE IT FURTHER RESOLVED** that the City Council of the City of Fort Bragg does hereby amend the classifications defined in Resolution No. 4024-2017 to include Special Projects Assistant (80% Part-Time) and to establish compensation and affirm benefits effective July 23, 2017 through June 30, 2019 for non-bargaining and confidential, non-exempt employees as follows:

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

##### **1.1      SALARY SCHEDULE FOR NON-BARGAINING AND CONFIDENTIAL, NON-EXEMPT CLASSIFICATIONS**

A. The salary ranges for the non-bargaining, confidential non-exempt classifications shall be as follows:

	<b>Position</b>	<b>Annual Salary Range</b>	<b>Annual Salary Range</b>
		<b>Effective pay period beginning July 23, 2017</b>	<b>Effective 1st full pay period July 2018</b>
1	Administrative Coordinator - Police	\$46,838.86 - \$56,932.94	\$47,775.63 - \$58,071.59
2	Human Resources Technician	\$44,608.44 - \$54,221.83	\$45,500.60 - \$55,306.26
3	Systems Analyst - Lead	\$60,240.69 - \$73,222.93	\$61,445.50 - \$74,687.38
4	Special Projects Assistant (80% time)	\$32,183.13 - \$39,118.80	\$32,826.79 - \$39,901.18

The salary ranges established for non-bargaining, confidential, non-exempt classifications incorporate cost of living adjustments as follows: effective July 23, 2017 - 3%; effective first full pay-period in July 2018 – 2%.

##### **1.2      ONE-TIME BONUS PAYMENTS**

A one-time bonus payment will be made to each employee covered by this Resolution on the date and in the manner described below. These payments are not included in the City's Compensation Plan and are not considered "special compensation" under Title 2, section 571 of the California Code of Regulations.

- A. Effective the pay period beginning July 23, 2017, each employee covered by this Resolution whose hire date is prior to July 23, 2017 shall receive a one-time payment of 0.5% (i.e. one-half percent) of his or her annual salary as of June 30, 2017, to be paid to the employee as taxable income to the extent required by law.

## **SECTION 2.0      RETIREMENT**

- A. For employees hired prior to December 31, 2012, and employees hired on or after January 1, 2013, who are "Classic Employees" as defined by CalPERS, the City offers the 2% @ 55 CalPERS Retirement Plan for all Miscellaneous employees covered by this Resolution. Effective July 1, 2018, each Classic Employee covered by this Resolution shall contribute an additional 1% towards the City's share of CalPERS premiums.
- B. For employees hired on January 1, 2013 or after, who are not "Classic Employees" as defined by CalPERS, the City offers the 2% @ 62 CalPERS Retirement Plan for all Miscellaneous Employees covered by this resolution.

## **SECTION 3.0      OTHER BENEFITS**

All other benefits terms and conditions will be provided and administered as provided for Fort Bragg Employee Organization employees, including the following recent additions:

- A. Employees covered under this Resolution shall receive a new longevity benefit consisting of a \$750 one-time payment after 10 years of employment; a \$1,500 one-time payment after 15 years of employment; and a \$2,000 one-time payment after 20 years of employment.
- B. For lodging reimbursement, a maximum of \$140.00 per night is established, which shall include local taxes, but exclude tips, porter's fees, room service, movies, valet, etc.
- C. Two "floating holidays" may be taken as time off only, with advanced approval by the Department Head or City Manager and scheduled with due regard to the wishes of the employee and convenience of the City, in addition to other holidays already permitted. Floating holidays, defined as eight hours, may not be carried forward from one fiscal year to the next and must be used no later than the last regularly scheduled pay date prior to June 30<sup>th</sup> of each fiscal year. Unused floating holidays are deemed to be lost, if not used, at the end of each fiscal year or upon termination of employment. A new employee hired after January 1<sup>st</sup> in any fiscal year shall be entitled to not more than half of the applicable floating holiday entitlement for the balance of the fiscal year. Floating holiday time may not be exchanged for actual compensation under any circumstances.

**The above and foregoing Resolution was introduced by Councilmember Lee, seconded by Councilmember Turner, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 11<sup>th</sup> day of September, 2017, by the following vote:**

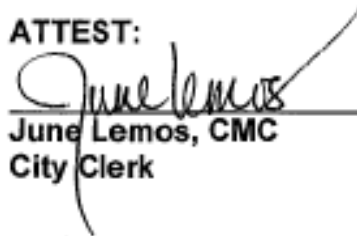
**AYES:** Councilmembers Cimolino, Lee, Norvell, Turner and Mayor Peters.  
**NOES:** None.  
**ABSENT:** None.  
**ABSTAIN:** None.  
**RECUSED:** None.



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**LINDY PETERS,**  
**Mayor**

**ATTEST:**



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**June Lemos, CMC**  
**City Clerk**