

RESOLUTION NO. 3976 -2017

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 Fort Bragg Police Association 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 2016 Police Compensation Schedule, attached hereto as Exhibit B and which indicates that no compensation adjustments are required except to the Community Services Officer ("CSO") classification 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.
4. The compensation for the Community Services Officer classification will increase by 1.53% effective January 1, 2017.
5. The City currently employs three CSOs. Two CSOs are subject to the CSO classification and will receive the aforementioned increase in compensation. The third CSO is subject to the CSO Y-Rated Classification and will not receive the aforementioned increase as the compensation for the current CSO Y-Rated Classification is slightly higher than the compensation for the regular CSO Classification.
6. Sufficient funds exist in the FY 2016-2017 budget to accommodate the compensation changes.

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 and establishes the CSO Classification compensation, effective January 1, 2017, as follows:

Community Services Officer (FBPA)	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	18.2194	19.1304	20.0869	21.0912	22.1458
Bi-Weekly	1,457.55	1,530.43	1,606.95	1,687.30	1,771.66
Monthly	3,158.03	3,315.93	3,481.73	3,655.81	3,838.60
Annual	37,889.36	39,791.16	41,780.76	43,869.72	46,063.20

The above and foregoing Resolution was introduced by Councilmember Turner, 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 23rd day of January 2017, 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
 City Clerk

EXHIBIT A
POLICE SALARY COMPARATIVE STUDY
PER ORDINANCE 672 AS OF 01-01-2017

	Step 1	Step 2	Step 3	Step 4	Step 5
Fort Bragg Police Department Administrative Staff					
Police Chief					
Current FBPD	\$ 9,451.21	\$ 9,923.77	\$ 10,419.96	\$ 10,940.96	\$ 11,488.01
Average of Comparable Jurisdictions	\$ 8,909.98	\$ 9,355.48	\$ 9,823.25	\$ 10,314.41	\$ 10,830.13
Difference	\$ 541.23	\$ 568.29	\$ 596.71	\$ 626.54	\$ 657.87
Percentage			6.07%		
SALARY PER ORDINANCE	\$ 8,909.98	\$ 9,355.48	\$ 9,823.25	\$ 10,314.41	\$ 10,830.13
SALARY ADJUSTMENT = No Change	\$ 9,451.21	\$ 9,923.77	\$ 10,419.96	\$ 10,940.96	\$ 11,488.00
Police Lieutenant					
Current FBPD	\$ 7,233.37	\$ 7,595.04	\$ 7,974.30	\$ 8,373.54	\$ 8,792.21
Average of Comparable Jurisdictions	\$ 6,565.63	\$ 6,893.91	\$ 7,238.51	\$ 7,600.54	\$ 7,980.16
Difference	\$ 667.74	\$ 701.13	\$ 736.19	\$ 772.99	\$ 812.04
Percentage			10.17%		
SALARY PER ORDINANCE	\$ 6,565.63	\$ 6,893.91	\$ 7,238.51	\$ 7,600.54	\$ 7,980.16
SALARY ADJUSTMENT = No Change	\$ 7,233.37	\$ 7,595.04	\$ 7,974.79	\$ 8,373.53	\$ 8,792.21
Administrative Coordinator					
Current FBPD	\$ 3,789.55	\$ 3,979.03	\$ 4,177.38	\$ 4,386.88	\$ 4,606.22
Average of Comparable Jurisdictions	\$ 3,401.84	\$ 3,571.93	\$ 3,750.52	\$ 3,938.05	\$ 4,135.22
Difference	\$ 387.71	\$ 407.10	\$ 427.45	\$ 448.83	\$ 471.00
Percentage			11.40%		
SALARY PER ORDINANCE	\$ 3,401.84	\$ 3,571.93	\$ 3,750.52	\$ 3,938.05	\$ 4,135.22
SALARY ADJUSTMENT = No Change	\$ 3,789.55	\$ 3,979.03	\$ 4,177.38	\$ 4,386.88	\$ 4,606.22
FBPA REPRESENTED (SWORN & NON-SWORN)					
Police Sergeant - Basic POST Certification					
Current FBPD	\$ 5,318.70	\$ 5,584.63	\$ 5,863.36	\$ 6,157.06	\$ 6,464.91
Average of Comparable Jurisdictions	\$ 5,023.20	\$ 5,274.36	\$ 5,538.38	\$ 5,814.98	\$ 6,106.53
Difference	\$ 447.49	\$ 469.86	\$ 493.35	\$ 518.02	\$ 544.36
Percentage			9.09%		
SALARY PER ORDINANCE	\$ 4,924.40	\$ 5,170.62	\$ 5,429.15	\$ 5,700.61	\$ 5,985.20
SALARY ADJUSTMENT = No Change	\$ 5,371.89	\$ 5,640.48	\$ 5,922.50	\$ 6,218.63	\$ 6,529.56

POLICE SALARY COMPARATIVE STUDY
PER ORDINANCE 672 AS OF 01-01-2017

Police Sergeant - Intermediate POST Certification					
Current FBPD	\$ 5,610.31	\$ 5,890.83	\$ 6,185.37	\$ 6,494.64	\$ 6,819.37
Average of Comparable Jurisdictions	\$ 5,485.15	\$ 5,759.41	\$ 6,047.38	\$ 6,349.75	\$ 6,662.47
Difference					
New Salary <i>over/under</i> Average	\$ 125.16	\$ 131.42	\$ 137.99	\$ 144.89	\$ 156.90
Percentage					
% Delta New Salary <i>over/under</i> Average			2.28%		
SALARY PER ORDINANCE	\$ 5,485.15	\$ 5,759.41	\$ 6,047.38	\$ 6,349.75	\$ 6,662.47
SALARY ADJUSTMENT = No Change	\$ 5,610.31	\$ 5,890.83	\$ 6,185.37	\$ 6,494.64	\$ 6,819.37
Police Sergeant - Advanced POST Certification					
Current FBPD	\$ 5,887.45	\$ 6,181.83	\$ 6,490.92	\$ 6,815.46	\$ 7,156.24
Average of Comparable Jurisdictions	\$ 5,757.73	\$ 6,045.61	\$ 6,347.89	\$ 6,665.29	\$ 6,999.44
Difference					
New Salary <i>over/under</i> Average	\$ 129.72	\$ 136.22	\$ 143.03	\$ 150.17	\$ 156.80
Percentage					
% Delta New Salary <i>over/under</i> Average			2.25%		
SALARY PER ORDINANCE	\$ 5,757.73	\$ 6,045.61	\$ 6,347.89	\$ 6,665.29	\$ 6,999.44
SALARY ADJUSTMENT = No Change	\$ 5,887.45	\$ 6,181.83	\$ 6,490.92	\$ 6,815.46	\$ 7,156.24
Police Officer - Basic POST Certification					
Current FBPD	\$ 4,348.30	\$ 4,565.72	\$ 4,794.00	\$ 5,033.70	\$ 5,285.39
Average of Comparable Jurisdictions	\$ 4,309.70	\$ 4,525.18	\$ 4,751.44	\$ 4,989.01	\$ 5,239.10
Difference					
New Salary <i>over/under</i> Average	\$ 38.60	\$ 40.54	\$ 42.56	\$ 44.69	\$ 46.29
Percentage					
% Delta New Salary <i>over/under</i> Average			0.90%		
SALARY PER ORDINANCE	\$ 4,309.70	\$ 4,525.18	\$ 4,751.44	\$ 4,989.01	\$ 5,239.10
SALARY ADJUSTMENT = No Change	\$ 4,348.30	\$ 4,565.72	\$ 4,794.00	\$ 5,033.70	\$ 5,285.39
Police Officer - Intermediate POST Certification					
Current FBPD	\$ 4,566.74	\$ 4,795.08	\$ 5,034.83	\$ 5,286.58	\$ 5,550.90
Average of Comparable Jurisdictions	\$ 4,500.32	\$ 4,725.34	\$ 4,961.61	\$ 5,209.69	\$ 5,470.01
Difference					
New Salary <i>over/under</i> Average	\$ 66.42	\$ 69.74	\$ 73.22	\$ 76.89	\$ 80.89
Percentage					
% Delta New Salary <i>over/under</i> Average			1.48%		
SALARY PER ORDINANCE	\$ 4,500.32	\$ 4,725.34	\$ 4,961.61	\$ 5,209.69	\$ 5,470.01
SALARY ADJUSTMENT = No Change	\$ 4,566.74	\$ 4,795.08	\$ 5,034.83	\$ 5,286.58	\$ 5,550.90

POLICE SALARY COMPARATIVE STUDY
PER ORDINANCE 672 AS OF 01-01-2017

Police Officer - Advanced POST Certification					
Current FBPD	\$ 4,790.60	\$ 5,030.13	\$ 5,281.64	\$ 5,545.72	\$ 5,823.00
Average of Comparable Jurisdictions	\$ 4,752.11	\$ 4,989.71	\$ 5,239.20	\$ 5,501.16	\$ 5,776.97
Difference		New Salary over/under Average	\$ 38.49	\$ 40.42	\$ 42.44
Percentage		% Delta New Salary over/under Average		0.81%	44.56
SALARY PER ORDINANCE	\$ 4,752.11	\$ 4,989.71	\$ 5,239.20	\$ 5,501.16	\$ 5,776.97
SALARY ADJUSTMENT = No Change	\$ 4,790.60	\$ 5,030.13	\$ 5,281.64	\$ 5,545.72	\$ 5,823.00
Police Recruit					
Current FBPD (Hourly Rate)	\$ 20.60				
*Average of Comparable Jurisdictions	\$ 19.80				
Difference		New Salary over/under Average	\$ 0.80		
Percentage		% Delta New Salary over/under Average		4.05%	
SALARY PER ORDINANCE	\$ 19.80				
SALARY ADJUSTMENT = No Change	\$ 20.60				
Community Services Officer (without the County and without Willits' CSO II)					
Current FBPD	\$ 3,109.81	\$ 3,265.30	\$ 3,428.56	\$ 3,599.99	\$ 3,779.99
*Average of Comparable Jurisdictions	\$ 3,158.03	\$ 3,315.93	\$ 3,481.73	\$ 3,655.81	\$ 3,838.60
Difference		New Salary over/under Average	\$ (48.22)	\$ (50.63)	\$ (53.17)
Percentage		% Delta New Salary over/under Average		-1.53%	\$ (58.82)
SALARY PER ORDINANCE	\$ 3,158.03	\$ 3,315.93	\$ 3,481.73	\$ 3,655.81	\$ 3,838.60
SALARY ADJUSTMENT = 1.53% increase	\$ 3,158.03	\$ 3,315.93	\$ 3,481.73	\$ 3,655.81	\$ 3,838.60
Police Services Technician					
Current FBPD	\$ 3,236.05	\$ 3,397.85	\$ 3,567.74	\$ 3,746.13	\$ 3,933.43
*Average of Comparable Jurisdictions	\$ 2,816.84	\$ 2,967.68	\$ 3,105.56	\$ 3,260.84	\$ 3,424.12
Difference		New Salary over/under Average	\$ 419.21	\$ 440.17	\$ 482.18
Percentage		% Delta New Salary over/under Average		14.88%	\$ 485.29
SALARY PER ORDINANCE	\$ 2,816.84	\$ 2,967.68	\$ 3,105.56	\$ 3,260.84	\$ 3,424.12
SALARY ADJUSTMENT = No Change	\$ 3,236.05	\$ 3,397.85	\$ 3,567.74	\$ 3,746.13	\$ 3,933.43

EXHIBIT B

Fort Bragg Police Compensation Schedule Effective: July 1, 2016					
	Monthly Salary				
	Step 1	Step 2	Step 3	Step 4	Step 5
Chief of Police	\$ 9,451.21	\$ 9,923.77	\$ 10,419.96	\$ 10,940.96	\$ 11,488.01
Police Lieutenant	\$ 7,233.37	\$ 7,595.04	\$ 7,974.80	\$ 8,373.54	\$ 8,792.21
Administrative Coordinator	\$ 3,789.55	\$ 3,979.03	\$ 4,177.98	\$ 4,386.88	\$ 4,606.22
Police Sergeant - Basic POST Certificate	\$ 5,318.70	\$ 5,584.63	\$ 5,863.86	\$ 6,157.06	\$ 6,464.91
Police Sergeant - Intermediate POST Certificate	\$ 5,610.31	\$ 5,890.83	\$ 6,185.37	\$ 6,494.64	\$ 6,819.37
Police Sergeant - Advanced POST Certificate	\$ 5,887.45	\$ 6,181.83	\$ 6,490.92	\$ 6,815.46	\$ 7,156.24
Police Officer - Basic POST Certificate	\$ 4,348.30	\$ 4,565.72	\$ 4,794.00	\$ 5,033.70	\$ 5,285.39
Police Officer - Intermediate POST Certificate	\$ 4,566.74	\$ 4,795.08	\$ 5,034.83	\$ 5,286.58	\$ 5,550.90
Police Officer - Advanced POST Certificate	\$ 4,790.60	\$ 5,030.13	\$ 5,281.64	\$ 5,545.72	\$ 5,823.00
Police Recruit	\$ 20.60				
Community Services Officer	\$ 3,109.81	\$ 3,265.30	\$ 3,428.56	\$ 3,599.99	\$ 3,779.99
Police Services Technician	\$ 3,236.05	\$ 3,397.85	\$ 3,567.74	\$ 3,746.13	\$ 3,933.43