

## RESOLUTION NO. 3885-2016

### 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 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 Hammerstrom, seconded by Councilmember Deitz, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 25<sup>th</sup> day of January, 2016, by the following vote:**

**AYES:** Councilmember Cimolino, Deitz, Hammerstrom, Peters, and Mayor Turner.  
**NOES:** None.  
**ABSENT:** None.

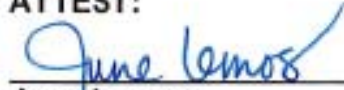
ABSTAIN: None.



---

DAVE TURNER,  
Mayor

ATTEST:



---

June Lemos  
City Clerk

"EXHIBIT A"  
POLICE SALARY COMPARATIVE STUDY  
PER ORDINANCE 672 AS OF 01-01-2016

	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Fort Bragg Police Department Administrative Staff</b>					
<b>Police Chief</b>					
Current FBPD	\$ 9,311.54	\$ 9,777.11	\$ 10,265.97	\$ 10,779.27	\$ 11,318.23
Average of Comparable Jurisdictions	\$ 8,277.14	\$ 8,691.00	\$ 9,125.55	\$ 9,581.83	\$ 10,060.92
Difference					
New Salary <b>over/under</b> Average	\$ 1,034.40	\$ 1,086.12	\$ 1,140.42	\$ 1,197.44	\$ 1,257.31
Percentage					
% Delta New Salary <b>over/under</b> Average			12.50%		
SALARY PER ORDINANCE	\$ 8,277.14	\$ 8,691.00	\$ 9,125.55	\$ 9,581.83	\$ 10,060.92
<b>SALARY ADJUSTMENT = No Change</b>	<b>\$ 9,311.54</b>	<b>\$ 9,777.12</b>	<b>\$ 10,265.97</b>	<b>\$ 10,779.27</b>	<b>\$ 11,318.24</b>
<b>Police Lieutenant</b>					
Current FBPD	\$ 7,126.48	\$ 7,482.80	\$ 7,856.94	\$ 8,249.79	\$ 8,662.28
Average of Comparable Jurisdictions	\$ 6,234.80	\$ 6,546.54	\$ 6,873.87	\$ 7,217.56	\$ 7,578.13
Difference					
New Salary <b>over/under</b> Average	\$ 891.68	\$ 936.26	\$ 983.08	\$ 1,032.23	\$ 1,084.15
Percentage					
% Delta New Salary <b>over/under</b> Average			14.30%		
SALARY PER ORDINANCE	\$ 6,234.80	\$ 6,546.54	\$ 6,873.87	\$ 7,217.56	\$ 7,578.13
<b>SALARY ADJUSTMENT = No Change</b>	<b>\$ 7,126.48</b>	<b>\$ 7,482.80</b>	<b>\$ 7,856.94</b>	<b>\$ 8,249.79</b>	<b>\$ 8,662.28</b>
<b>Administrative Coordinator</b>					
Current FBPD	\$ 3,733.55	\$ 3,920.23	\$ 4,116.24	\$ 4,322.05	\$ 4,538.15
Average of Comparable Jurisdictions	\$ 3,327.49	\$ 3,493.86	\$ 3,668.56	\$ 3,851.98	\$ 4,043.84
Difference					
New Salary <b>over/under</b> Average	\$ 406.06	\$ 426.36	\$ 447.68	\$ 470.07	\$ 494.31
Percentage					
% Delta New Salary <b>over/under</b> Average			12.20%		
SALARY PER ORDINANCE	\$ 3,327.49	\$ 3,493.86	\$ 3,668.56	\$ 3,851.98	\$ 4,043.84
<b>SALARY ADJUSTMENT = No Change</b>	<b>\$ 3,733.55</b>	<b>\$ 3,920.23</b>	<b>\$ 4,116.24</b>	<b>\$ 4,322.05</b>	<b>\$ 4,538.15</b>
<b>FBPA REPRESENTED (SWORN &amp; NON-SWORN)</b>					
<b>Police Sergeant - Basic POST Certification</b>					
Current FBPD	\$ 5,214.41	\$ 5,475.13	\$ 5,748.88	\$ 6,036.33	\$ 6,338.14
Average of Comparable Jurisdictions	\$ 4,924.40	\$ 5,170.62	\$ 5,429.15	\$ 5,700.61	\$ 5,985.20
Difference					
New Salary <b>over/under</b> Average	\$ 342.15	\$ 359.26	\$ 377.22	\$ 396.08	\$ 416.32
Percentage					
% Delta New Salary <b>over/under</b> Average			6.95%		
SALARY PER ORDINANCE	\$ 4,924.40	\$ 5,170.62	\$ 5,429.15	\$ 5,700.61	\$ 5,985.20
<b>SALARY ADJUSTMENT = No Change</b>	<b>\$ 5,266.55</b>	<b>\$ 5,529.88</b>	<b>\$ 5,806.37</b>	<b>\$ 6,096.69</b>	<b>\$ 6,401.52</b>

POLICE SALARY COMPARATIVE STUDY  
PER ORDINANCE 672 AS OF 01-01-2016

<b>Police Sergeant - Intermediate POST Certification</b>					
Current FBPD	\$ 5,500.31	\$ 5,775.32	\$ 6,064.09	\$ 6,367.29	\$ 6,685.66
Average of Comparable Jurisdictions	\$ 5,228.39	\$ 5,489.81	\$ 5,764.30	\$ 6,052.52	\$ 6,355.68
Difference					
Percentage					
SALARY PER ORDINANCE	\$ 5,228.39	\$ 5,489.81	\$ 5,764.30	\$ 6,052.52	\$ 6,355.68
<b>SALARY ADJUSTMENT = No Change</b>	<b>\$ 5,500.31</b>	<b>\$ 5,775.32</b>	<b>\$ 6,064.09</b>	<b>\$ 6,367.29</b>	<b>\$ 6,685.66</b>
<b>Police Sergeant - Advanced POST Certification</b>					
Current FBPD	\$ 5,772.01	\$ 6,060.61	\$ 6,363.65	\$ 6,681.83	\$ 7,015.92
Average of Comparable Jurisdictions	\$ 5,488.12	\$ 5,762.53	\$ 6,050.66	\$ 6,353.19	\$ 6,670.34
Difference					
Percentage					
SALARY PER ORDINANCE	\$ 5,488.12	\$ 5,762.53	\$ 6,050.66	\$ 6,353.19	\$ 6,670.34
<b>SALARY ADJUSTMENT = No Change</b>	<b>\$ 5,772.01</b>	<b>\$ 6,060.61</b>	<b>\$ 6,363.65</b>	<b>\$ 6,681.83</b>	<b>\$ 7,015.92</b>
<b>Police Officer - Basic POST Certification</b>					
Current FBPD	\$ 4,263.04	\$ 4,476.19	\$ 4,700.00	\$ 4,935.00	\$ 5,181.75
Average of Comparable Jurisdictions	\$ 4,107.78	\$ 4,220.96	\$ 4,432.00	\$ 4,653.61	\$ 4,886.12
Difference					
Percentage					
SALARY PER ORDINANCE	\$ 4,107.78	\$ 4,220.96	\$ 4,432.00	\$ 4,653.61	\$ 4,886.12
<b>SALARY ADJUSTMENT = No Change</b>	<b>\$ 4,263.04</b>	<b>\$ 4,476.19</b>	<b>\$ 4,700.00</b>	<b>\$ 4,935.00</b>	<b>\$ 5,181.75</b>
<b>Police Officer - Intermediate POST Certification</b>					
Current FBPD	\$ 4,477.20	\$ 4,701.06	\$ 4,936.11	\$ 5,182.92	\$ 5,442.06
Average of Comparable Jurisdictions	\$ 4,317.44	\$ 4,518.59	\$ 4,744.52	\$ 4,981.75	\$ 5,230.84
Difference					
Percentage					
SALARY PER ORDINANCE	\$ 4,317.44	\$ 4,518.59	\$ 4,744.52	\$ 4,981.75	\$ 5,230.84
<b>SALARY ADJUSTMENT = No Change</b>	<b>\$ 4,477.20</b>	<b>\$ 4,701.06</b>	<b>\$ 4,936.11</b>	<b>\$ 5,182.92</b>	<b>\$ 5,442.06</b>
<b>Police Officer - Advanced POST Certification</b>					
Current FBPD	\$ 4,696.67	\$ 4,931.50	\$ 5,178.08	\$ 5,436.98	\$ 5,708.83
Average of Comparable Jurisdictions	\$ 4,530.03	\$ 4,756.53	\$ 4,994.35	\$ 5,244.07	\$ 5,506.57

POLICE SALARY COMPARATIVE STUDY  
PER ORDINANCE 672 AS OF 01-01-2016

Difference	New Salary <b>over/under</b> Average	\$ 166.64	\$ 174.97	\$ 183.73	\$ 192.91	\$ 202.26
Percentage	% Delta New Salary <b>over/under</b> Average			3.68%		
SALARY PER ORDINANCE		\$ 4,530.03	\$ 4,756.53	\$ 4,994.35	\$ 5,244.07	\$ 5,506.57
<b>SALARY ADJUSTMENT = No Change</b>		<b>\$ 4,696.67</b>	<b>\$ 4,931.50</b>	<b>\$ 5,178.08</b>	<b>\$ 5,436.98</b>	<b>\$ 5,708.83</b>
<b>Police Recruit</b>						
Current FBPD (Hourly Rate)		\$ 20.19				
*Average of Comparable Jurisdictions		\$ 18.40				
Difference	New Salary <b>over/under</b> Average	\$ 1.79				
Percentage	% Delta New Salary <b>over/under</b> Average			9.73%		
SALARY PER ORDINANCE		\$ 18.40				
<b>SALARY ADJUSTMENT = No Change</b>		<b>\$ 20.19</b>				
<b>Community Services Officer</b>						
Current FBPD		\$ 3,048.83	\$ 3,201.27	\$ 3,361.34	\$ 3,529.40	\$ 3,705.87
*Average of Comparable Jurisdictions		\$ 2,856.76	\$ 2,999.60	\$ 3,149.58	\$ 3,307.06	\$ 3,472.58
Difference	New Salary <b>over/under</b> Average	\$ 192.07	\$ 201.67	\$ 211.76	\$ 222.34	\$ 233.29
Percentage	% Delta New Salary <b>over/under</b> Average			6.72%		
SALARY PER ORDINANCE		\$ 2,856.76	\$ 2,999.60	\$ 3,149.58	\$ 3,307.06	\$ 3,472.58
<b>SALARY ADJUSTMENT = No Change</b>		<b>\$ 3,048.83</b>	<b>\$ 3,201.27</b>	<b>\$ 3,361.34</b>	<b>\$ 3,529.40</b>	<b>\$ 3,705.87</b>
<b>Police Services Technician</b>						
Current FBPD		\$ 3,172.59	\$ 3,331.22	\$ 3,497.79	\$ 3,672.67	\$ 3,856.31
*Average of Comparable Jurisdictions		\$ 2,753.76	\$ 2,891.44	\$ 3,036.01	\$ 3,187.82	\$ 3,346.61
Difference	New Salary <b>over/under</b> Average	\$ 418.84	\$ 439.78	\$ 461.78	\$ 484.85	\$ 509.70
Percentage	% Delta New Salary <b>over/under</b> Average			15.21%		
SALARY PER ORDINANCE		\$ 2,753.76	\$ 2,891.44	\$ 3,036.01	\$ 3,187.82	\$ 3,346.61
<b>SALARY ADJUSTMENT = No Change</b>		<b>\$ 3,172.59</b>	<b>\$ 3,331.22</b>	<b>\$ 3,497.79</b>	<b>\$ 3,672.67</b>	<b>\$ 3,856.31</b>



## EXHIBIT B

<b>Fort Bragg Police Compensation Schedule</b>					
<b>Effective: September 15, 2015</b>					
	Monthly Salary				
	Step 1	Step 2	Step 3	Step 4	Step 5
Chief of Police	\$ 9,311.54	\$ 9,777.11	\$ 10,265.97	\$ 10,779.27	\$ 11,318.23
Police Lieutenant	\$ 7,126.48	\$ 7,482.80	\$ 7,856.94	\$ 8,249.79	\$ 8,662.28
Administrative Coordinator	\$ 3,733.55	\$ 3,920.23	\$ 4,116.24	\$ 4,322.05	\$ 4,538.15
Police Sergeant - Basic POST Certificate	\$ 5,214.41	\$ 5,475.13	\$ 5,748.88	\$ 6,036.33	\$ 6,338.14
Police Sergeant - Intermediate POST Certificate	\$ 5,500.31	\$ 5,775.32	\$ 6,064.09	\$ 6,367.29	\$ 6,685.66
Police Sergeant - Advanced POST Certificate	\$ 5,772.01	\$ 6,060.61	\$ 6,363.65	\$ 6,681.83	\$ 7,015.92
Police Officer - Basic POST Certificate	\$ 4,263.04	\$ 4,476.19	\$ 4,700.00	\$ 4,935.00	\$ 5,181.75
Police Officer - Intermediate POST Certificate	\$ 4,477.20	\$ 4,701.06	\$ 4,936.11	\$ 5,182.92	\$ 5,442.06
Police Officer - Advanced POST Certificate	\$ 4,696.67	\$ 4,931.50	\$ 5,178.08	\$ 5,436.98	\$ 5,708.83
Police Recruit	\$ 20.19				
Community Services Officer	\$ 3,048.83	\$ 3,201.27	\$ 3,361.34	\$ 3,529.40	\$ 3,705.87
Police Services Technician	\$ 3,172.59	\$ 3,331.22	\$ 3,497.79	\$ 3,672.67	\$ 3,856.31