

RESOLUTION NO. 3776-2015

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 Peters, seconded by Councilmember Cimolino, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 26th day of January, 2015, by the following vote:

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

ABSTAIN: None.

A large, stylized handwritten signature in black ink, consisting of a large loop at the top and several horizontal strokes below it.

DAVE TURNER,
Mayor

ATTEST:



Cynthia M. VanWormer, MMC
City Clerk

EXHIBIT A

POLICE SALARY COMPARATIVE STUDY
 PER ORDINANCE
 AS OF 01-01-2015

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5	COMMENTS
UNREPRESENTED						
Police Chief						
Mendocino County -						NO COMPARABLE CLASSIFICATION
Ukiah	3570	\$ 9,688.18	\$ 10,172.58	\$ 10,681.21	\$ 11,215.27	\$ 11,776.04
Willits	89E	\$ 6,539.16	\$ 6,886.11	\$ 7,209.42	\$ 7,569.89	\$ 7,948.38
AVERAGE		\$ 8,113.67	\$ 8,519.35	\$ 8,945.32	\$ 9,392.58	\$ 9,862.21
Police Lieutenant						
Mendocino County - Sheriff's Lieutenant	#7051	\$ 6,094.00	\$ 5,978.70	\$ 6,277.64	\$ 6,591.52	\$ 6,919.47
Ukiah						NO COMPARABLE CLASSIFICATION
Willits						NO COMPARABLE CLASSIFICATION
AVERAGE		\$ 6,094.00	\$ 5,978.70	\$ 6,277.64	\$ 6,591.52	\$ 6,919.47
Administrative Coordinator						
Mendocino County - Sheriff's Executive Coordinator	#0189	\$ 3,614.00	\$ 3,794.70	\$ 3,984.44	\$ 4,183.66	\$ 4,392.27
Mendocino County - Admin Secretary	#6585	\$ 3,277.73	\$ 3,441.62	\$ 3,613.70	\$ 3,794.39	\$ 3,983.20
Mendo Average		\$ 3,445.87	\$ 3,618.16	\$ 3,799.07	\$ 3,989.02	\$ 4,187.73
Ukiah - Administrative Secretary	6130	\$ 3,105.11	\$ 3,260.37	\$ 3,423.38	\$ 3,594.55	\$ 3,774.28
Willits						NO COMPARABLE CLASSIFICATION
AVERAGE		\$ 3,275.49	\$ 3,439.26	\$ 3,611.23	\$ 3,791.79	\$ 3,981.91
COMPARABLE WITH COUNCIL JURISDICTIONS						
Police Sergeant - Basic POST Certification						
Mendocino County - Sheriff's Sergeant	#7131	\$ 4,553.47	\$ 4,781.14	\$ 5,020.20	\$ 5,271.21	\$ 5,534.53
Ukiah - Sergeant						NO COMPARABLE CLASSIFICATION
Willits - Police Sergeant						NO COMPARABLE CLASSIFICATION
AVERAGE		\$ 4,553.47	\$ 4,781.14	\$ 5,020.20	\$ 5,271.21	\$ 5,534.53
Police Sergeant - Intermediate POST Certification						
Mendocino County - Sheriff's Sergeant 5%	#7132	\$ 4,782.27	\$ 5,021.38	\$ 5,272.45	\$ 5,536.07	\$ 5,813.60
Ukiah - Sergeant	3077	\$ 5,797.31	\$ 6,067.17	\$ 6,391.53	\$ 6,711.11	\$ 7,046.66
Willits - Police Sergeant	#77D	\$ 4,491.05	\$ 4,715.60	\$ 4,951.38	\$ 5,198.95	\$ 5,458.90
AVERAGE		\$ 5,023.54	\$ 5,274.72	\$ 5,538.45	\$ 5,815.38	\$ 6,106.39

POLICE SALARY COMPARATIVE STUDY
 PER ORDINANCE
 AS OF 01-01-2015

		Monthly	Step 1	Step 2	Step 3	Step 4	Step 5	COMMENTS
Police Sergeant - Advanced POST Certification								
Mendocino County - Sheriff's Sergeant 10%	#7133		\$ 5,012.80	\$ 5,263.44	\$ 5,525.61	\$ 5,802.94	\$ 6,092.67	
Ukiah - Sergeant	3177		\$ 6,087.17	\$ 6,391.53	\$ 6,711.11	\$ 7,046.66	\$ 7,399.00	FB Step 1=Ukiah 1 Step of 6
Willits - Police Sergeant	#79D		\$ 4,721.02	\$ 4,957.07	\$ 5,204.82	\$ 5,465.17	\$ 5,736.43	
AVERAGE			\$ 5,273.66	\$ 5,537.35	\$ 5,814.21	\$ 6,104.93	\$ 6,419.63	
Police Officer - Basic POST Certification								
Mendocino County								
Deputy Sheriff/Coroner I	#7097		\$ 3,333.20	\$ 3,499.86	\$ 3,674.85	\$ 3,858.60	\$ 4,050.80	FB Police Officer has aspects of both Deputy Sheriff I and II
Deputy Sheriff/Coroner II	#7113		\$ 3,820.27	\$ 4,011.28	\$ 4,211.84	\$ 4,422.44	\$ 4,645.33	
Mendo Average			\$ 3,576.73	\$ 3,755.57	\$ 3,943.35	\$ 4,140.52	\$ 4,348.07	
Ukiah - Officer	3073		\$ 4,546.56	\$ 4,773.89	\$ 5,012.59	\$ 5,263.22	\$ 5,526.38	FB Step 1=Ukiah 01 Step of 6 steps
Willits	#67A		\$ 3,472.02	\$ 3,646.25	\$ 3,828.58	\$ 4,019.99	\$ 4,220.99	
AVERAGE			\$ 3,866.31	\$ 4,058.57	\$ 4,261.58	\$ 4,474.57	\$ 4,698.48	
Police Officer - Intermediate POST Certification								
Mendocino County								
Deputy Sheriff/Coroner I 5%	#7109		\$ 3,497.67	\$ 3,672.76	\$ 3,856.40	\$ 4,049.22	\$ 4,251.67	FB Police Officer has aspects of both Deputy Sheriff I and II
Deputy Sheriff/Coroner II 5%	#7125		\$ 4,019.60	\$ 4,220.58	\$ 4,431.61	\$ 4,653.19	\$ 4,886.27	
Mendo Average			\$ 3,758.73	\$ 3,946.67	\$ 4,144.00	\$ 4,351.20	\$ 4,569.07	
Ukiah - Officer (IPC)	3173		\$ 4,773.89	\$ 5,012.59	\$ 5,263.21	\$ 5,526.38	\$ 5,802.66	FB Step 1=Ukiah 1 Step of 6 steps
Willits	#69A		\$ 3,650.43	\$ 3,832.95	\$ 4,024.60	\$ 4,225.83	\$ 4,437.12	
AVERAGE			\$ 4,061.02	\$ 4,264.87	\$ 4,477.27	\$ 4,701.14	\$ 4,936.29	
Police Officer - Advanced POST Certification								
Mendocino County								DNB
Deputy Sheriff/Coroner I 10%	#7126		\$ 3,664.27	\$ 3,847.48	\$ 4,039.85	\$ 4,241.85	\$ 4,454.67	FB Police Officer has aspects of both Deputy Sheriff I and II
Deputy Sheriff/Coroner II 10%	#7127		\$ 4,206.80	\$ 4,417.14	\$ 4,636.00	\$ 4,863.90	\$ 5,111.60	
Mendo Average			\$ 3,936.43	\$ 4,132.31	\$ 4,338.93	\$ 4,555.87	\$ 4,783.13	
Ukiah - Officer (APC)	3273		\$ 5,012.59	\$ 5,263.22	\$ 5,526.38	\$ 5,802.69	\$ 6,092.83	FB Step 1=Ukiah 1 Step of 6
Willits	#71A		\$ 3,837.36	\$ 4,029.23	\$ 4,230.69	\$ 4,442.22	\$ 4,664.34	
AVERAGE			\$ 4,261.83	\$ 4,474.92	\$ 4,689.66	\$ 4,933.60	\$ 5,180.10	
Police Recruit								
Mendocino County - Deputy Sheriff/Coroner-Intrain	#7167		\$ 15.00	\$ 15.75	\$ 16.54	\$ 17.36	\$ 18.24	
Ukiah (Officer in Academy for Basic POST)	3073		\$ 24.98	Per Hour				Step 0 of 3073 Officer
Willits (Police Recruit)	NA		\$ 12.52	Per Hour				
AVERAGE			\$ 18.65	Per Hour				

POLICE SALARY COMPARATIVE STUDY
 PER ORDINANCE
 AS OF 01-01-2015

		Monthly	Step 1	Step 2	Step 3	Step 4	Step 5	COMMENTS
Community Services Officer								
Mendocino County Community Srv Officer	#7065		\$ 2,442.27	\$ 2,584.35	\$ 2,692.60	\$ 2,827.23	\$ 2,999.20	
Ukiah	3056		\$ 3,147.63	\$ 3,305.01	\$ 3,470.26	\$ 3,643.77	\$ 3,825.95	
Willits Community Srs Officer/Corrections I	#57A		\$ 2,705.32	\$ 2,840.59	\$ 2,982.62	\$ 3,131.75	\$ 3,288.33	PB CSO has aspects of CSO/CO I & II
Community Srs Officer/Corrections II	#60I		\$ 2,974.58	\$ 3,123.31	\$ 3,279.47	\$ 3,443.45	\$ 3,615.62	
Willits Average			\$ 2,839.95	\$ 2,981.95	\$ 3,131.84	\$ 3,287.69	\$ 3,461.98	
AVERAGE			\$ 2,809.95	\$ 2,950.45	\$ 3,097.97	\$ 3,252.87	\$ 3,415.71	
Police Services Technician								
Mendocino County - Sheriff's Srs Tech	#7047		\$ 2,333.07	\$ 2,449.72	\$ 2,572.21	\$ 2,700.82	\$ 2,835.73	
Ukiah - Police Records Clerk	602B		\$ 3,105.11	\$ 3,260.37	\$ 3,423.38	\$ 3,594.55	\$ 3,774.28	
Willits			NO COMPARABLE POSITION					
AVERAGE			\$ 2,719.09	\$ 2,855.04	\$ 2,997.79	\$ 3,147.68	\$ 3,305.01	

EXHIBIT B

Police Compensation Schedule					
Effective: October 1, 2014					
	Monthly Salary				
	Step 1	Step 2	Step 3	Step 4	Step 5
Chief of Police	\$ 9,173.93	\$ 9,632.63	\$ 10,114.26	\$ 10,619.97	\$ 11,150.97
Police Lieutenant	\$ 7,021.16	\$ 7,372.22	\$ 7,740.83	\$ 8,127.87	\$ 8,534.26
Administrative Coordinator	\$ 3,678.37	\$ 3,862.29	\$ 4,055.41	\$ 4,258.18	\$ 4,471.09
Police Sergeant - Basic POST Certificate	\$ 5,112.16	\$ 5,367.77	\$ 5,636.16	\$ 5,917.97	\$ 6,213.87
Police Sergeant - Intermediate POST Certificate	\$ 5,392.46	\$ 5,662.08	\$ 5,945.19	\$ 6,242.44	\$ 6,554.57
Police Sergeant - Advanced POST Certificate	\$ 5,658.84	\$ 5,941.78	\$ 6,238.87	\$ 6,550.81	\$ 6,878.35
Police Officer - Basic POST Certificate	\$ 4,179.45	\$ 4,388.42	\$ 4,607.85	\$ 4,838.24	\$ 5,080.15
Police Officer - Intermediate POST Certificate	\$ 4,389.41	\$ 4,608.88	\$ 4,839.33	\$ 5,081.29	\$ 5,335.36
Police Officer - Advanced POST Certificate	\$ 4,604.58	\$ 4,834.80	\$ 5,076.54	\$ 5,330.37	\$ 5,596.89
Police Recruit	\$ 19.79				
Community Services Officer	\$ 2,989.05	\$ 3,138.50	\$ 3,295.43	\$ 3,460.20	\$ 3,633.21
Police Services Technician	\$ 3,110.39	\$ 3,265.91	\$ 3,429.20	\$ 3,600.66	\$ 3,780.69