

RESOLUTION NO. 3687-2014

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A 2014 SALARY SCHEDULE FOR THE EMPLOYEES OF THE FORT BRAGG POLICE DEPARTMENT PURSUANT TO SURVEY RESULTS AS REQUIRED BY ORDINANCE 672

WHEREAS, the voters adopted Ordinance 672 requiring an annual review and revision 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 results of the salary survey indicate that there are no Police Department classifications that exceed the salary schedule, after adjustment for the 1% salary increase provided for in the 2012-2014 Memorandum of Understanding between the FBPA and the City ("MOU"); and

WHEREAS, the City Council has reviewed the Police Compensation Schedule, attached hereto as Exhibit B, which implements salary increases pursuant to the MOU, and no further compensation adjustments are required as a result of Ordinance 672; and

WHEREAS, the adopted FY 2013-2014 Budget contains sufficient funds in anticipation of the January 1, 2014 salary adjustments required by the MOU; and

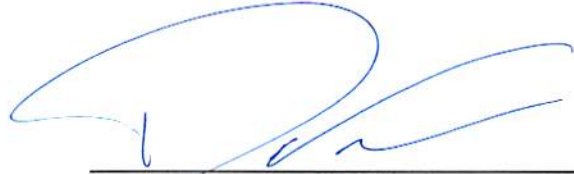
WHEREAS, based on all the evidence presented, the City Council finds as follows:

1. Ordinance 672 has been implemented and the requisite salary study has been prepared as required.
2. The data analysis and salary adjustments are 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 adopt the revised compensation schedule for the employees of the Fort Bragg Police Department (Exhibit B) as required by Ordinance 672 and said compensation schedule shall be effective January 1, 2014.


The above and foregoing Resolution was introduced by Councilmember Courtney, seconded by Councilmember Kraut, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 27th day of January, 2014, by the following vote:

AYES: Councilmembers Courtney, Deitz, Hammerstrom, Kraut, and Mayor
Turner.
NOES: None.
ABSENT: None.
ABSTAIN: None.



DAVE TURNER,
Mayor

ATTEST:



Cynthia M. VanWormer, MMC
City Clerk

EXHIBIT A
CITY OF FORT BRAGG
ORDINANCE 672
FBPA SALARY SURVEY
Effective January 1, 2014

	Step 1	Step 2	Step 3	Step 4	Step 5
Police Chief					
Current FBPD	\$ 9,038.35	\$ 9,490.27	\$ 9,964.78	\$ 10,463.02	\$ 10,986.17
Average of Comparable Jurisdictions	\$ 7,881.67	\$ 8,275.76	\$ 8,689.54	\$ 9,124.02	\$ 9,580.22
Difference New Salary over/under Average	\$ 1,156.68	\$ 9,490.27	\$ 9,964.78	\$ 10,463.02	\$ 1,405.96
Percentage % Delta New Salary over/under Average			14.68%		
SALARY PER ORDINANCE	\$ 7,881.67				\$ 9,580.22
SALARY ADJUSTMENT = No Change	\$ 9,038.35	\$ 9,490.27	\$ 9,964.78	\$ 10,463.02	\$ 10,986.17
Police Lieutenant					
Current FBPD	\$ 6,951.64	\$ 7,299.23	\$ 7,664.19	\$ 8,047.40	\$ 8,449.77
Average of Comparable Jurisdictions	\$ 5,694.00	\$ 5,978.70	\$ 6,277.64	\$ 6,591.52	\$ 6,919.47
Difference New Salary over/under Average	\$ 1,257.64	\$ 1,320.53	\$ 1,386.55	\$ 1,455.88	\$ 1,530.30
Percentage % Delta New Salary over/under Average			22.09%		
SALARY PER ORDINANCE	\$ 5,694.00	\$ 5,978.70	\$ 6,277.64	\$ 6,591.52	\$ 6,919.47
SALARY ADJUSTMENT = No Change	\$ 6,951.64	\$ 7,299.23	\$ 7,664.19	\$ 8,047.40	\$ 8,449.77
Administrative Assistant (RES)					
Current FBPD	\$ 3,468.53	\$ 3,641.95	\$ 3,824.05	\$ 4,015.25	\$ 4,216.02
Average of Comparable Jurisdictions	\$ 3,191.42	\$ 3,350.99	\$ 3,518.54	\$ 3,694.47	\$ 3,878.74
Difference New Salary over/under Average	\$ 277.11	\$ 290.96	\$ 305.51	\$ 320.78	\$ 337.28
Percentage % Delta New Salary over/under Average			8.68%		
SALARY PER ORDINANCE	\$ 3,191.42	\$ 3,350.99	\$ 3,518.54	\$ 3,694.47	\$ 3,878.74
SALARY ADJUSTMENT = No Change	\$ 3,468.53	\$ 3,641.95	\$ 3,824.05	\$ 4,015.25	\$ 4,216.02

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FBPA SALARY SURVEY
Effective January 1, 2014

	Step 1	Step 2	Step 3	Step 4	Step 5
FBPA REPRESENTED (SWORN & NON-SWORN)					
<u>Police Sergeant - Basic POST Certification</u>					
Current FBPD	\$ 5,061.55	\$ 5,314.63	\$ 5,580.36	\$ 5,859.38	\$ 6,152.34
Average of Comparable Jurisdictions	\$ 4,553.47	\$ 4,781.14	\$ 5,020.20	\$ 5,271.21	\$ 5,534.53
Difference New Salary over/under Average	\$ 558.70	\$ 586.63	\$ 615.96	\$ 646.76	\$ 679.33
Percentage % Delta New Salary over/under Average			12.27%		
SALARY PER ORDINANCE	\$ 4,553.47	\$ 4,781.14	\$ 5,020.20	\$ 5,271.21	\$ 5,534.53
SALARY ADJUSTMENT PER MOU 1%	\$ 5,112.16	\$ 5,367.77	\$ 5,636.16	\$ 5,917.97	\$ 6,213.87
<u>Police Sergeant - Intermediate POST Certification</u>					
Current FBPD	\$ 5,339.07	\$ 5,606.02	\$ 5,886.32	\$ 6,180.64	\$ 6,489.67
Average of Comparable Jurisdictions	\$ 5,023.54	\$ 5,274.72	\$ 5,538.45	\$ 5,815.38	\$ 6,106.39
Difference New Salary over/under Average	\$ 368.92	\$ 387.36	\$ 406.73	\$ 427.07	\$ 448.18
Percentage % Delta New Salary over/under Average			7.34%		
SALARY PER ORDINANCE	\$ 5,023.54	\$ 5,274.72	\$ 5,538.45	\$ 5,815.38	\$ 6,106.39
SALARY ADJUSTMENT PER MOU 1%	\$ 5,392.46	\$ 5,662.08	\$ 5,945.19	\$ 6,242.44	\$ 6,554.57
<u>Police Sergeant - Advanced POST Certification</u>					
Current FBPD	\$ 5,602.81	\$ 5,882.95	\$ 6,177.10	\$ 6,485.95	\$ 6,810.25
Average of Comparable Jurisdictions	\$ 5,273.66	\$ 5,537.35	\$ 5,814.21	\$ 6,104.93	\$ 6,410.03
Difference New Salary over/under Average	\$ 385.17	\$ 404.43	\$ 424.65	\$ 445.89	\$ 468.32
Percentage % Delta New Salary over/under Average			7.30%		
SALARY PER ORDINANCE	\$ 5,273.66	\$ 5,537.35	\$ 5,814.21	\$ 6,104.93	\$ 6,410.03
SALARY ADJUSTMENT PER MOU 1%	\$ 5,658.84	\$ 5,941.78	\$ 6,238.87	\$ 6,550.81	\$ 6,878.35

EXHIBIT A
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FBPA SALARY SURVEY
Effective January 1, 2014

	Step 1	Step 2	Step 3	Step 4	Step 5
<u>Police Officer - Basic POST Certification</u>					
Current FBPD	\$ 4,138.07	\$ 4,344.97	\$ 4,562.22	\$ 4,790.33	\$ 5,029.85
Average of Comparable Jurisdictions	\$ 3,865.31	\$ 4,058.57	\$ 4,261.50	\$ 4,474.57	\$ 4,698.48
Difference New Salary over/under Average	\$ 314.15	\$ 329.85	\$ 346.35	\$ 363.66	\$ 381.67
Percentage % Delta New Salary over/under Average			8.13%		
SALARY PER ORDINANCE	\$ 3,865.31	\$ 4,058.57	\$ 4,261.50	\$ 4,474.57	\$ 4,698.48
SALARY ADJUSTMENT PER MOU 1%	\$ 4,179.45	\$ 4,388.42	\$ 4,607.85	\$ 4,838.24	\$ 5,080.15
<u>Police Officer - Intermediate POST Certification</u>					
Current FBPD	\$ 4,345.95	\$ 4,563.25	\$ 4,791.41	\$ 5,030.98	\$ 5,282.53
Average of Comparable Jurisdictions	\$ 4,061.02	\$ 4,264.07	\$ 4,477.27	\$ 4,701.14	\$ 4,936.29
Difference New Salary over/under Average	\$ 328.39	\$ 344.81	\$ 362.05	\$ 380.16	\$ 399.06
Percentage % Delta New Salary over/under Average			8.09%		
SALARY PER ORDINANCE	\$ 4,061.02	\$ 4,264.07	\$ 4,477.27	\$ 4,701.14	\$ 4,936.29
SALARY ADJUSTMENT PER MOU 1%	\$ 4,389.41	\$ 4,608.88	\$ 4,839.33	\$ 5,081.29	\$ 5,335.36
<u>Police Officer - Advanced POST Certification</u>					
Current FBPD	\$ 4,558.99	\$ 4,786.93	\$ 5,026.28	\$ 5,277.60	\$ 5,541.47
Average of Comparable Jurisdictions	\$ 4,261.83	\$ 4,474.92	\$ 4,698.66	\$ 4,933.60	\$ 5,180.10
Difference New Salary over/under Average	\$ 342.75	\$ 359.89	\$ 377.88	\$ 396.77	\$ 416.79
Percentage % Delta New Salary over/under Average			8.04%		
SALARY PER ORDINANCE	\$ 4,261.83	\$ 4,474.92	\$ 4,698.66	\$ 4,933.60	\$ 5,180.10
SALARY ADJUSTMENT PER MOU 1%	\$ 4,604.57	\$ 4,834.80	\$ 5,076.54	\$ 5,330.37	\$ 5,596.89
<u>Police Recruit</u>					
Current FBPD (Hourly Rate)	\$ 19.60				
*Average of Comparable Jurisdictions	\$ 18.27				
Difference New Salary over/under Average	\$ 1.52				
Percentage % Delta New Salary over/under Average			8.34%		
SALARY PER ORDINANCE	\$ 18.27				
SALARY ADJUSTMENT PER MOU 1%	\$ 19.80				

EXHIBIT A
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	Step 1	Step 2	Step 3	Step 4	Step 5
<u>Community Services Officer</u>					
Current FBPD	\$ 2,959.46	\$ 3,107.43	\$ 3,262.80	\$ 3,425.94	\$ 3,597.24
*Average of Comparable Jurisdictions	\$ 2,809.95	\$ 2,950.45	\$ 3,097.97	\$ 3,252.87	\$ 3,415.71
Difference New Salary over/under Average	\$ 179.10	\$ 188.06	\$ 197.46	\$ 207.33	\$ 217.50
Percentage % Delta New Salary over/under Average			6.37%		
SALARY PER ORDINANCE	\$ 2,809.95	\$ 2,950.45	\$ 3,097.97	\$ 3,252.87	\$ 3,415.71
SALARY ADJUSTMENT PER MOU 1%	\$ 2,989.05	\$ 3,138.50	\$ 3,295.43	\$ 3,460.20	\$ 3,633.21
<u>Police Services Technician</u>					
Current FBPD	\$ 3,079.59	\$ 3,233.57	\$ 3,395.25	\$ 3,565.01	\$ 3,743.26
*Average of Comparable Jurisdictions	\$ 2,644.28	\$ 2,776.49	\$ 2,915.32	\$ 3,061.08	\$ 3,214.07
Difference New Salary over/under Average	\$ 466.11	\$ 489.41	\$ 513.88	\$ 539.58	\$ 566.62
Percentage % Delta New Salary over/under Average			17.63%		
SALARY PER ORDINANCE	\$ 2,644.28	\$ 2,776.49	\$ 2,915.32	\$ 3,061.08	3,214.07
SALARY ADJUSTMENT PER MOU 1%	\$ 3,110.39	\$ 3,265.91	\$ 3,429.20	\$ 3,600.66	\$ 3,780.69

EXHIBIT B
Police Compensation Schedule
January 1, 2014

	Step 1	Step 2	Step 3	Step 4	Step 5
Police Chief (Executive; At Will)					
Hourly	51.12191	53.67800	56.36190	59.18000	62.13900
Bi-Weekly	4,089.75	4,294.24	4,508.95	4,734.40	4,971.12
Monthly	8,861.13	9,304.19	9,769.40	10,257.87	10,770.76
Annual	106,333.57	111,650.25	117,232.76	123,094.40	129,249.12
Police Lieutenant (Mid-Management; Non-Bargaining)					
Hourly	38.36024	40.27825	42.29217	44.40677	46.62711
Bi-Weekly	3,068.82	3,222.26	3,383.37	3,552.54	3,730.17
Monthly	6,649.11	6,981.56	7,330.64	7,697.17	8,082.03
Annual	79,789.30	83,778.77	87,967.70	92,366.09	96,984.39
Police Sergeant Basic POST (FBPA)					
Hourly	29.49325	30.96792	32.51631	34.14213	35.84923
Bi-Weekly	2,359.46	2,477.43	2,601.30	2,731.37	2,867.94
Monthly	5,112.16	5,367.77	5,636.16	5,917.97	6,213.87
Annual	61,345.97	64,413.26	67,633.93	71,015.62	74,566.40
Police Sergeant Intermediate POST (FBPA)					
Hourly	31.11034	32.66585	34.29915	36.01410	37.81481
Bi-Weekly	2,488.83	2,613.27	2,743.93	2,881.13	3,025.18
Monthly	5,392.46	5,662.08	5,945.19	6,242.44	6,554.57
Annual	64,709.50	67,944.97	71,342.22	74,909.33	78,654.80
Police Sergeant Advance POST (FBPA)					
Hourly	32.64714	34.27949	35.99347	37.79314	39.68280
Bi-Weekly	2,611.77	2,742.36	2,879.48	3,023.45	3,174.62
Monthly	5,658.84	5,941.78	6,238.87	6,550.81	6,878.35
Annual	67,906.05	71,301.35	74,866.42	78,609.74	82,540.22

EXHIBIT B
Police Compensation Schedule
January 1, 2014

	Step 1	Step 2	Step 3	Step 4	Step 5
Police Officer Basic POST (FBPA)					
Hourly	24.11222	25.31783	26.58372	27.91291	29.30855
Bi-Weekly	1,928.98	2,025.43	2,126.70	2,233.03	2,344.68
Monthly	4,179.45	4,388.42	4,607.85	4,838.24	5,080.15
Annual	50,153.42	52,661.09	55,294.14	58,058.85	60,961.79
Police Officer Intermediate POST (FBPA)					
Hourly	25.32353	26.58970	27.91919	29.31515	30.78090
Bi-Weekly	2,025.88	2,127.18	2,233.53	2,345.21	2,462.47
Monthly	4,389.41	4,608.88	4,839.33	5,081.29	5,335.36
Annual	52,672.93	55,306.58	58,071.91	60,975.51	64,024.28
Police Officer Advance POST (FBPA)					
Hourly	26.56485	27.89310	29.28775	30.75214	32.28975
Bi-Weekly	2,125.19	2,231.45	2,343.02	2,460.17	2,583.18
Monthly	4,604.57	4,834.80	5,076.54	5,330.37	5,596.89
Annual	55,254.90	58,017.64	60,918.53	63,964.45	67,162.67
Police Recruit (1040 hours; FBPA)					
Hourly	19.79600				
Bi-Weekly	1,583.68				
Monthly	3,431.31				
Annual	41,175.68				

EXHIBIT B
Police Compensation Schedule
January 1, 2014

	Step 1	Step 2	Step 3	Step 4	Step 5
Police Service Technician (FBPA)					
Hourly	17.94454	18.84177	19.78385	20.77305	21.81170
Bi-Weekly	1,435.56	1,507.34	1,582.71	1,661.84	1,744.94
Monthly	3,110.39	3,265.91	3,429.20	3,600.66	3,780.69
Annual	37,324.64	39,190.87	41,150.42	43,207.94	45,368.33
Community Services Officer (FBPA)					
Hourly	17.24452	18.10675	19.01208	19.96269	20.96082
Bi-Weekly	1,379.56	1,448.54	1,520.97	1,597.02	1,676.87
Monthly	2,989.05	3,138.50	3,295.43	3,460.20	3,633.21
Annual	35,868.60	37,662.03	39,545.14	41,522.39	43,598.51
Administrative Assistant - Police (RES) (Restricted; Non-bargaining)					
Hourly	19.81261	20.80324	21.84340	22.93557	24.08235
Bi-Weekly	1,585.01	1,664.26	1,747.47	1,834.85	1,926.59
Monthly	3,434.19	3,605.90	3,786.19	3,975.50	4,174.27
Annual	41,210.23	43,270.74	45,434.28	47,705.99	50,091.29