

RESOLUTION NO. 4357-2021

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL
ACCEPTING THE FORT BRAGG POLICE DEPARTMENT SALARY SURVEY
RESULTS AS REQUIRED BY ORDINANCE 672, ADOPTING CHANGES TO
THE CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN**

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 attached hereto as Exhibit A; and

WHEREAS, the salary survey results and proposed salary increases were presented to the Fort Bragg Police Association (FBPA) for review and comment; and

WHEREAS, the FBPA by an affirmative vote of the majority of its members, has approved the salary survey results and the proposed salary increases incorporated and set forth in the attached City of Fort Bragg Salary Rate Compensation Plan attached hereto as Exhibit B; and

WHEREAS, the City Council has reviewed the salary survey results (Exhibit A) as required by Ordinance 672; and

WHEREAS, the City Council has reviewed the 2021 City of Fort Bragg Salary Rate Police Compensation Plan (Exhibit B), which includes compensation adjustments to the following positions:

Police Captain
Police Officer – Basic POST Certification
Police Officer – Intermediate POST Certification
Police Officer – Advance POST Certification
Police Sergeant – Intermediate POST Certification
Police Sergeant – Advance POST Certification
Community Services Officer
Police Recruit

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.

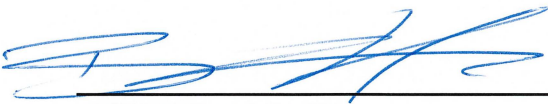
3. The Fort Bragg Police Association (FBPA) has reviewed and accepted the results of the annual salary survey by an affirmative vote of a majority of the membership and accepted the proposed salary increases as set forth in Exhibit B.
4. The compensation shall be increased for the following positions by the amounts set forth below:

Police Captain	1.61%
Police Officer – Basic POST Certification	4.90%
Police Officer – Intermediate POST Certification	4.90%
Police Officer – Advance POST Certification	4.90%
Police Sergeant – Intermediate POST Certification	4.90%
Police Sergeant – Advance POST Certification	4.90%
Community Services Officer	1.03%
Police Recruit	10.18%

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby accept the Salary Survey results as required by Ordinance 672, and establishes the changes in the City of Fort Bragg Salary Rate Compensation Plan set forth in Exhibit B.

The above and foregoing Resolution was introduced by Councilmember Albin-Smith, seconded by Councilmember Peters, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 8th day of February, 2021, by the following vote:

AYES: Councilmembers Albin-Smith, Morsell-Haye, Peters and Mayor Norvell.
NOES: None.
ABSENT: None.
ABSTAIN: None.
RECUSED: None.



BERNIE NORVELL
 Mayor

ATTEST:



 June Lemos, CMC
 City Clerk

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 1-1-2021. Resolution XXXX-2021.

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBEO)								
Hourly				22.98	24.13	25.34	26.61	27.94
Bi-Weekly				1,838.40	1,930.40	2,027.20	2,128.80	2,235.20
Monthly				3,983.20	4,182.53	4,392.27	4,612.40	4,842.93
Annual				47,798.40	50,190.40	52,707.20	55,348.80	58,115.20
Administrative Assistant - Community Development (FBEO)								
Hourly				22.98	24.13	25.34	26.61	27.94
Bi-Weekly				1,838.40	1,930.40	2,027.20	2,128.80	2,235.20
Monthly				3,983.20	4,182.53	4,392.27	4,612.40	4,842.93
Annual				47,798.40	50,190.40	52,707.20	55,348.80	58,115.20
Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)								
Hourly				34.01	35.71	37.50	39.38	41.35
Bi-Weekly				2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly				5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual				70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Assistant City Engineer (FBEO)								
Hourly				31.03	32.58	34.21	35.92	37.72
Bi-Weekly				2,482.40	2,606.40	2,736.80	2,873.60	3,017.60
Monthly				5,378.53	5,647.20	5,929.73	6,226.13	6,538.13
Annual				64,542.40	67,766.40	71,156.80	74,713.60	78,457.60
Assistant Planner (FBEO)								
Hourly				29.56	31.04	32.59	34.22	35.93
Bi-Weekly				2,364.80	2,483.20	2,607.20	2,737.60	2,874.40
Monthly				5,123.73	5,380.27	5,648.93	5,931.47	6,227.87
Annual				61,484.80	64,563.20	67,787.20	71,177.60	74,734.40
Assistant to the City Manager (Mid-Management; Non-Bargaining)								
Hourly				34.01	35.71	37.50	39.38	41.35
Bi-Weekly				2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly				5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual				70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Associate Planner (FBEO)								
Hourly				30.61	32.14	33.75	35.44	37.21
Bi-Weekly				2,448.80	2,571.20	2,700.00	2,835.20	2,976.80
Monthly				5,305.73	5,570.93	5,850.00	6,142.93	6,449.73
Annual				63,668.80	66,851.20	70,200.00	73,715.20	77,396.80
City Clerk (Mid-Management; Non-Bargaining)								
Hourly				34.01	35.71	37.50	39.38	41.35
Bi-Weekly				2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly				5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual				70,740.80	74,276.80	78,000.00	81,910.40	86,008.00

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 1-1-2021. Resolution XXXX-2021.

				Step 1	Step 2	Step 3	Step 4	Step 5
City Councilmember (Elected)								
Hourly								
Bi-Weekly				138.46				
Monthly				300.00				
Annual				3,600.00	Plus \$100/mo for Special District Meeting			
City Manager (Executive; At Will; Contract)								
Hourly				73.37				
Bi-Weekly				5,869.35				
Monthly				12,716.92				
Annual				152,603.00				
Community Services Officer (FBPA)								
Hourly				20.80	21.84	22.93	24.08	25.28
Bi-Weekly				1,664.00	1,747.20	1,834.40	1,926.40	2,022.40
Monthly				3,605.33	3,785.60	3,974.53	4,173.87	4,381.87
Annual				43,264.00	45,427.20	47,694.40	50,086.40	52,582.40
Construction Project Manager (Mid-Management; Non-Bargaining)								
Hourly				39.56	41.54	43.62	45.80	48.09
Bi-Weekly				3,164.80	3,323.20	3,489.60	3,664.00	3,847.20
Monthly				6,857.07	7,200.27	7,560.80	7,938.67	8,335.60
Annual				82,284.80	86,403.20	90,729.60	95,264.00	100,027.20
Construction Project Manager (Temporary, Part-time, At-Will)								
				39.56	41.54	43.62	45.80	48.09
Director - Community Development Department (Executive; At Will)								
Hourly				46.46	48.78	51.22	53.78	56.47
Bi-Weekly				3,716.80	3,902.40	4,097.60	4,302.40	4,517.60
Monthly				8,053.07	8,455.20	8,878.13	9,321.87	9,788.13
Annual				96,636.80	101,462.40	106,537.60	111,862.40	117,457.60
Director - Finance/Administrative Services (Executive; At-Will)								
Hourly				48.48	50.90	53.45	56.12	58.93
Bi-Weekly				3,878.40	4,072.00	4,276.00	4,489.60	4,714.40
Monthly				8,403.20	8,822.67	9,264.67	9,727.47	10,214.53
Annual				100,838.40	105,872.00	111,176.00	116,729.60	122,574.40
Director of Public Works (Executive; At Will)								
Hourly				46.46	48.78	51.22	53.78	56.47
Bi-Weekly				3,716.80	3,902.40	4,097.60	4,302.40	4,517.60
Monthly				8,053.07	8,455.20	8,878.13	9,321.87	9,788.13
Annual				96,636.80	101,462.40	106,537.60	111,862.40	117,457.60
Engineering Technician (FBEO)								
Hourly				28.15	29.56	31.04	32.59	34.22
Bi-Weekly				2,252.00	2,364.80	2,483.20	2,607.20	2,737.60
Monthly				4,879.33	5,123.73	5,380.27	5,648.93	5,931.47
Annual				58,552.00	61,484.80	64,563.20	67,787.20	71,177.60

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 1-1-2021. Resolution XXXX-2021.

				Step 1	Step 2	Step 3	Step 4	Step 5
Environmental Compliance Coordinator (FBEO)								
Hourly				32.55	34.18	35.89	37.68	39.56
Bi-Weekly				2,604.00	2,734.40	2,871.20	3,014.40	3,164.80
Monthly				5,642.00	5,924.53	6,220.93	6,531.20	6,857.07
Annual				67,704.00	71,094.40	74,651.20	78,374.40	82,284.80
Finance Technician I (FBEO)								
Hourly				20.72	21.76	22.85	23.99	25.19
Bi-Weekly				1,657.60	1,740.80	1,828.00	1,919.20	2,015.20
Monthly				3,591.47	3,771.73	3,960.67	4,158.27	4,366.27
Annual				43,097.60	45,260.80	47,528.00	49,899.20	52,395.20
Finance Technician II (FBEO)								
Hourly				22.84	23.98	25.18	26.44	27.76
Bi-Weekly				1,827.20	1,918.40	2,014.40	2,115.20	2,220.80
Monthly				3,958.93	4,156.53	4,364.53	4,582.93	4,811.73
Annual				47,507.20	49,878.40	52,374.40	54,995.20	57,740.80
Finance Technician III (FBEO)								
Hourly				25.17	26.43	27.75	29.14	30.60
Bi-Weekly				2,013.60	2,114.40	2,220.00	2,331.20	2,448.00
Monthly				4,362.80	4,581.20	4,810.00	5,050.93	5,304.00
Annual				52,353.60	54,974.40	57,720.00	60,611.20	63,648.00
Government Accountant I (FBEO)								
Hourly				27.76	29.15	30.61	32.14	33.75
Bi-Weekly				2,220.80	2,332.00	2,448.80	2,571.20	2,700.00
Monthly				4,811.73	5,052.67	5,305.73	5,570.93	5,850.00
Annual				57,740.80	60,632.00	63,668.80	66,851.20	70,200.00
Housing and Economic Development Coordinator (Confidential; Non-Bargaining)								
Hourly				31.04	32.59	34.22	35.93	37.73
Bi-Weekly				2,483.20	2,607.20	2,737.60	2,874.40	3,018.40
Monthly				5,380.27	5,648.93	5,931.47	6,227.87	6,539.87
Annual				64,563.20	67,787.20	71,177.60	74,734.40	78,478.40
Human Resources Analyst (Confidential; Non-Bargaining)								
Hourly				24.93	26.18	27.49	28.86	30.30
Bi-Weekly				1,994.40	2,094.40	2,199.20	2,308.80	2,424.00
Monthly				4,321.20	4,537.87	4,764.93	5,002.40	5,252.00
Annual				51,854.40	54,454.40	57,179.20	60,028.80	63,024.00
Laborer (Part-time, Less than 20 hours week; Non-Bargaining)								
Hourly				18.00				

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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				Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Worker II (FBEO)								
Hourly				22.07	23.17	24.33	25.55	26.83
Bi-Weekly				1,765.60	1,853.60	1,946.40	2,044.00	2,146.40
Monthly				3,825.47	4,016.13	4,217.20	4,428.67	4,650.53
Annual				45,905.60	48,193.60	50,606.40	53,144.00	55,806.40
Maintenance Worker III (FBEO)								
Hourly				23.17	24.33	25.55	26.83	28.17
Bi-Weekly				1,853.60	1,946.40	2,044.00	2,146.40	2,253.60
Monthly				4,016.13	4,217.20	4,428.67	4,650.53	4,882.80
Annual				48,193.60	50,606.40	53,144.00	55,806.40	58,593.60
Maintenance Worker IV (FBEO)								
Hourly				24.32	25.54	26.82	28.16	29.57
Bi-Weekly				1,945.60	2,043.20	2,145.60	2,252.80	2,365.60
Monthly				4,215.47	4,426.93	4,648.80	4,881.07	5,125.47
Annual				50,585.60	53,123.20	55,785.60	58,572.80	61,505.60
Maintenance Worker Lead (FBEO)								
Hourly				26.75	28.09	29.49	30.96	32.51
Bi-Weekly				2,140.00	2,247.20	2,359.20	2,476.80	2,600.80
Monthly				4,636.67	4,868.93	5,111.60	5,366.40	5,635.07
Annual				55,640.00	58,427.20	61,339.20	64,396.80	67,620.80
Mechanic (FBEO)								
Hourly				24.93	26.18	27.49	28.86	30.30
Bi-Weekly				1,994.40	2,094.40	2,199.20	2,308.80	2,424.00
Monthly				4,321.20	4,537.87	4,764.93	5,002.40	5,252.00
Annual				51,854.40	54,454.40	57,179.20	60,028.80	63,024.00
Office Assistant (Temporary Position)								
Hourly				15.00				
Operations Supervisor (FBEO)								
Hourly				32.55	34.18	35.89	37.68	39.56
Bi-Weekly				2,604.00	2,734.40	2,871.20	3,014.40	3,164.80
Monthly				5,642.00	5,924.53	6,220.93	6,531.20	6,857.07
Annual				67,704.00	71,094.40	74,651.20	78,374.40	82,284.80
Police Captain (Mid-Management; Non-Bargaining)								
Hourly				50.98	53.53	56.21	59.02	61.97
Bi-Weekly				4,078.40	4,282.40	4,496.80	4,721.60	4,957.60
Monthly				8,836.53	9,278.53	9,743.07	10,230.13	10,741.47
Annual				106,038.40	111,342.40	116,916.80	122,761.60	128,897.60
Police Chief (Executive; At Will)								
Hourly				59.02	61.97	65.07	68.32	71.74
Bi-Weekly				4,721.60	4,957.60	5,205.60	5,465.60	5,739.20
Monthly				10,230.13	10,741.47	11,278.80	11,842.13	12,434.93
Annual				122,761.60	128,897.60	135,345.60	142,105.60	149,219.20

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 1-1-2021. Resolution XXXX-2021.

				Step 1	Step 2	Step 3	Step 4	Step 5
Interim Police Chief (Temporary Executive; At Will)								
Hourly				59.02	61.97	65.07	68.32	71.74
Police Sergeant Intermediate POST (FBPA)								
Hourly				38.63	40.56	42.59	44.72	46.96
Bi-Weekly				3,090.40	3,244.80	3,407.20	3,577.60	3,756.80
Monthly				6,695.87	7,030.40	7,382.27	7,751.47	8,139.73
Annual				80,350.40	84,364.80	88,587.20	93,017.60	97,676.80
Police Sergeant Advance POST (FBPA)								
Hourly				40.84	42.88	45.02	47.27	49.63
Bi-Weekly				3,114.12	3,430.40	3,601.60	3,781.60	3,970.40
Monthly				6,747.27	7,432.53	7,803.47	8,193.47	8,602.53
Annual				80,697.18	89,190.40	93,641.60	98,321.60	103,230.40
Police Sergeant Advance (Part-time, less than 20 hours a week; At Will)								
Hourly				40.84	42.88	45.02	47.27	49.63
Police Officer Basic POST (FBPA)								
Hourly				30.34	31.86	33.45	35.12	36.88
Bi-Weekly				2,427.20	2,548.80	2,676.00	2,809.60	2,950.40
Monthly				5,258.93	5,522.40	5,798.00	6,087.47	6,392.53
Annual				63,107.20	66,268.80	69,576.00	73,049.60	76,710.40
Police Officer Intermediate POST (FBPA)								
Hourly				31.86	33.45	35.12	36.88	38.72
Bi-Weekly				2,548.80	2,676.00	2,809.60	2,950.40	3,097.60
Monthly				5,522.40	5,798.00	6,087.47	6,392.53	6,711.47
Annual				66,268.80	69,576.00	73,049.60	76,710.40	80,537.60
Police Officer Advance POST (FBPA)								
Hourly				33.42	35.09	36.84	38.68	40.61
Bi-Weekly				2,673.60	2,807.20	2,947.20	3,094.40	3,248.80
Monthly				5,792.80	6,082.27	6,385.60	6,704.53	7,039.07
Annual				69,513.60	72,987.20	76,627.20	80,454.40	84,468.80
Police Recruit (1040 hours; FBPA)								
Hourly				24.56				

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 1-1-2021. Resolution XXXX-2021.

						Step 1	Step 2	Step 3	Step 4	Step 5
Police Services Technician (FBPA)										
Hourly						20.40	21.42	22.49	23.61	24.79
Bi-Weekly						1,632.00	1,713.60	1,799.20	1,888.80	1,983.20
Monthly						3,536.00	3,712.80	3,898.27	4,092.40	4,296.93
Annual						42,432.00	44,553.60	46,779.20	49,108.80	51,563.20
Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)										
Hourly						16.00				
Public Works Administrative Analyst (FBEO)										
Hourly						23.66	24.84	26.08	27.38	28.75
Bi-Weekly						1,892.80	1,987.20	2,086.40	2,190.40	2,300.00
Monthly						4,101.07	4,305.60	4,520.53	4,745.87	4,983.33
Annual						49,212.80	51,667.20	54,246.40	56,950.40	59,800.00
Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)										
Hourly						14.00				
Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)										
Hourly						16.00				
Senior Government Accountant (Mid-Management; Non-Bargaining)										
Hourly						34.01	35.71	37.50	39.38	41.35
Bi-Weekly						2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly						5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual						70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Senior Planner (Mid-Management; Non-Bargaining)										
Hourly						34.01	35.71	37.50	39.38	41.35
Bi-Weekly						2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly						5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual						70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Special Projects Assistant (80%, Part-Time; Non-Bargaining)										
Hourly						23.84	25.03	26.28	27.59	28.97
Bi-Weekly						1,525.76	1,601.92	1,681.92	1,765.76	1,854.08
Monthly						3,305.81	3,470.83	3,644.16	3,825.81	4,017.17
Annual						39,669.76	41,649.92	43,729.92	45,909.76	48,206.08
Systems Analyst - Lead (Confidential; Non-Bargaining)										
Hourly						31.04	32.59	34.22	35.93	37.73
Bi-Weekly						2,483.20	2,607.20	2,737.60	2,874.40	3,018.40
Monthly						5,380.27	5,648.93	5,931.47	6,227.87	6,539.87
Annual						64,563.20	67,787.20	71,177.60	74,734.40	78,478.40
Systems Analyst (Confidential; Non-Bargaining)										
Hourly						27.76	29.15	30.61	32.14	33.75
Bi-Weekly						2,220.80	2,332.00	2,448.80	2,571.20	2,700.00
Monthly						4,811.73	5,052.67	5,305.73	5,570.93	5,850.00
Annual						57,740.80	60,632.00	63,668.80	66,851.20	70,200.00

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 1-1-2021. Resolution XXXX-2021.

				Step 1	Step 2	Step 3	Step 4	Step 5
Systems Technician (FBEO)								
Hourly				21.29	22.35	23.47	24.64	25.87
Bi-Weekly				1,703.20	1,788.00	1,877.60	1,971.20	2,069.60
Monthly				3,690.27	3,874.00	4,068.13	4,270.93	4,484.13
Annual				44,283.20	46,488.00	48,817.60	51,251.20	53,809.60
Treatment Plant Operator-in-Training (FBEO)								
Hourly				18.92	19.87	20.86	21.90	23.00
Bi-Weekly				1,513.60	1,589.60	1,668.80	1,752.00	1,840.00
Monthly				3,279.47	3,444.13	3,615.73	3,796.00	3,986.67
Annual				39,353.60	41,329.60	43,388.80	45,552.00	47,840.00
Treatment Plant Operator I (FBEO)								
Hourly				23.49	24.66	25.89	27.18	28.54
Bi-Weekly				1,879.20	1,972.80	2,071.20	2,174.40	2,283.20
Monthly				4,071.60	4,274.40	4,487.60	4,711.20	4,946.93
Annual				48,859.20	51,292.80	53,851.20	56,534.40	59,363.20
Treatment Plant Operator II (FBEO)								
Hourly				24.67	25.90	27.20	28.56	29.99
Biweekly				1,973.60	2,072.00	2,176.00	2,284.80	2,399.20
Monthly				4,276.13	4,489.33	4,714.67	4,950.40	5,198.27
Annual				51,313.60	53,872.00	56,576.00	59,404.80	62,379.20
Treatment Plant Operator - Wastewater, Lead (FBEO)								
Hourly				28.37	29.79	31.28	32.84	34.48
Biweekly				2,269.60	2,383.20	2,502.40	2,627.20	2,758.40
Monthly				4,917.47	5,163.60	5,421.87	5,692.27	5,976.53
Annual				59,009.60	61,963.20	65,062.40	68,307.20	71,718.40
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly				29.79	31.28	32.84	34.48	36.20
Biweekly				2,383.20	2,502.40	2,627.20	2,758.40	2,896.00
Monthly				5,163.60	5,421.87	5,692.27	5,976.53	6,274.67
Annual				61,963.20	65,062.40	68,307.20	71,718.40	75,296.00

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				Minimum	MidPoint	Maximum	COMMENTS
UNREPRESENTED							
Police Chief							
Mendocino County				NO COMPARABLE CLASSIFICATION			
Ukiah - Police Chief		3570	\$ 12,206.60	\$ 13,457.78	\$ 14,837.20		5-Step Salary Schedule
Willits - Police Chief		88E*	\$ 9,285.58	\$ 9,285.58	\$ 9,285.58		By Contract
AVERAGE			\$ 10,746.09	\$ 11,371.68	\$ 12,061.39		
Current Fort Bragg			\$ 10,230.13	\$ 11,278.80	\$ 12,434.92		
Percent Difference between Average and Fort Bragg			-4.80%	-0.82%	3.10%		

UNREPRESENTED							
Police Captain							
Mendocino County - Sheriff Captain		7050	\$ 9,269.87	\$ 10,219.73	\$ 11,268.40		5-Step Salary Schedule
Ukiah - Police Captain		3079	\$ 10,037.45	\$ 11,066.29	\$ 12,200.58		5-Step Salary Schedule
Willits - Police Lieutenant		84B	\$ 6,536.82	\$ 7,648.40	\$ 8,759.97		New Salary Schedule - 12-21-20 Effective Date
AVERAGE			\$ 8,614.71	\$ 9,644.81	\$ 10,742.98		
Current Fort Bragg			\$ 8,696.13	\$ 9,587.07	\$ 10,569.87		As of 11/23/2020 salary schedule.
Percent Difference between Average and Fort Bragg			0.95%	-0.60%	-1.61%		

FBPA REPRESENTED (SWORN & NON-SWORN)							
Police Sergeant - Basic POST Certification							
Mendocino County - Sheriff's Sergeant		#7131	\$ 6,571.07	\$ 7,245.33	\$ 7,987.20		5-Step Salary Schedule
Ukiah - Sergeant			NO COMPARABLE CLASSIFICATION				
Willits - Police Sergeant			NO COMPARABLE CLASSIFICATION				
AVERAGE			\$ 6,571.07	\$ 7,245.33	\$ 7,987.20		
Current Fort Bragg			\$ 6,052.85	\$ 6,673.33	\$ 7,358.00		As of 9/28/2020 salary schedule.
Percent Difference between Average and Fort Bragg			-7.89%	-7.89%	-7.88%		

Police Sergeant - Intermediate POST Certification							
Mendocino County - Sheriff's Sergeant 5%		#7132	\$ 6,900.40	\$ 7,607.60	\$ 8,385.87		5-Step Salary Schedule
Ukiah - Sergeant		3077	\$ 6,890.82	\$ 7,787.06	\$ 8,794.63		6-Step Salary Schedule, starts with Step 0.
Willits - Police Sergeant		#77D	\$ 5,516.06	\$ 6,454.05	\$ 7,392.04		New Salary Schedule - 12-21-20 Effective Date
AVERAGE			\$ 6,435.76	\$ 7,282.90	\$ 8,190.85		
Current Fort Bragg			\$ 6,384.57	\$ 7,039.07	\$ 7,760.13		As of 9/28/2020 salary schedule.
Difference between Average and Fort Bragg			-0.80%	-3.35%	-5.26%		

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Police Sergeant - Advanced POST Certification						
Mendocino County - Sheriff's Sergeant 10%	#7133		\$ 7,228.00	\$ 7,969.87	\$ 8,786.27	5-Step Salary Schedule
Ukiah - Sergeant	3177		\$ 7,235.38	\$ 8,176.44	\$ 9,234.38	6-Step Salary Schedule, starts with Step 0.
Willits - Police Sergeant	#79D		\$ 5,806.84	\$ 6,788.70	\$ 7,770.56	New Salary Schedule - 12-21-20 Effective Date
AVERAGE			\$ 6,756.74	\$ 7,645.00	\$ 8,597.07	
Current Fort Bragg			\$ 6,747.27	\$ 7,437.73	\$ 8,200.40	As of 9/28/2020 salary schedule.
Percent Difference between Average and Fort Bragg			-0.14%	-2.71%	-4.61%	

Police Officer - Basic POST Certification						
Mendocino County - Deputy Sheriff/Coroner II	#7113		\$ 5,416.67	\$ 5,971.33	\$ 6,583.20	5-Step Salary Schedule
Ukiah - Officer	3073		\$ 5,404.17	\$ 6,107.06	\$ 6,897.25	6-Step Salary Schedule, starts with Step 0.
Willits - Police Officer I	#67A		\$ 4,265.18	\$ 4,990.47	\$ 5,715.75	New Salary Schedule - 12-21-20 Effective Date
AVERAGE			\$ 5,028.67	\$ 5,689.62	\$ 6,398.73	
Current Fort Bragg			\$ 5,012.38	\$ 5,525.87	\$ 6,090.93	As of 9/28/2020 salary schedule.
Percent Difference between Average and Fort Bragg			-0.32%	-2.88%	-4.81%	

Police Officer - Intermediate POST Certification						
Mendocino County - Deputy Sheriff/Coroner II 5%	#7125		\$ 5,687.07	\$ 6,269.47	\$ 6,912.53	5-Step Salary Schedule
Ukiah - Officer (IPC)	3173		\$ 5,674.37	\$ 6,412.39	\$ 7,242.09	6-Step Salary Schedule, starts with Step 0.
Willits - Police Officer II	#69A		\$ 4,483.58	\$ 5,246.01	\$ 6,008.43	Midpoint is step 4. MOU Article 9.1.B & Article 9.1.C. Based on this #69A is rate schedule to use.
AVERAGE			\$ 5,281.67	\$ 5,975.96	\$ 6,721.02	
Current Fort Bragg			\$ 5,264.73	\$ 5,803.20	\$ 6,397.73	As of 9/28/2020 salary schedule.
Percent Difference between Average and Fort Bragg			-0.32%	-2.89%	-4.81%	

Police Officer - Advanced POST Certification						
Mendocino County						
Deputy Sheriff/Coroner II 10%	#7127		\$ 5,959.20	\$ 6,569.33	\$ 7,241.87	5-Step Salary Schedule
Ukiah - Officer (APC)	3273		\$ 5,958.11	\$ 6,733.04	\$ 7,604.23	6-Step Salary Schedule, starts with Step 0.
Willits - Police Officer III	#71A		\$ 4,713.17	\$ 5,514.63	\$ 6,316.09	New Salary Schedule - 12-21-20 Effective Date
AVERAGE			\$ 5,543.49	\$ 6,272.33	\$ 7,054.06	
Current Fort Bragg			\$ 5,522.57	\$ 6,087.47	\$ 6,711.47	As of 9/28/2020 salary schedule.
Percent Difference between Average and Fort Bragg			-0.38%	-2.95%	-4.86%	

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Police Recruit						
Mendocino County - Deputy Sheriff Coroner-Intrain		#7167		\$ 3,686.80		5-Step Salary Schedule
Ukiah	(Officer: in Academy for Basic POST)	3073		\$ 5,404.17		6-Step Salary Schedule, starts with Step 0.
Willits	(Police Recruit)	NA		\$ 3,813.33		New Salary Schedule - 12-21-20 Effective Date
AVERAGE				\$ 4,301.43		
Current Fort Bragg				\$ 3,863.60	Only one step. As of 9/28/2020 salary schedule.	
Percent Difference between Average and Fort Bragg				-10.18%		

Community Services Officer							
Mendocino County	Community Srv Officer	#7065		\$ 2,920.67	\$ 3,218.80	\$ 3,548.14	5-Step Salary Schedule
Ukiah	Community Services Officer	3056		\$ 3,871.84	\$ 4,268.70	\$ 4,706.25	5-Step Salary Schedule
Willits	Community Srs Officer/Corrections II	#601		\$ 3,653.47	\$ 4,274.74	\$ 4,896.00	New Salary Schedule - 12-21-20 Effective Date
AVERAGE				\$ 3,481.99	\$ 3,920.75	\$ 4,383.46	
Current Fort Bragg				\$ 3,568.93	\$ 3,934.67	\$ 4,338.53	As of 9/28/2020 salary schedule.
Percent Difference between Average and Fort Bragg				2.50%	0.36%	-1.03%	

Police Services Technician							
Mendocino County	Sheriffs Services Tech	#7047		\$ 2,788.94	\$ 3,073.20	\$ 3,388.67	5-Step Salary Schedule
Ukiah	Police Records Clerk	6430		\$ 3,494.58	\$ 3,852.78	\$ 4,247.69	5-Step Salary Schedule
Willits				NO COMPARABLE CLASSIFICATION			Position was not listed in the their POA MOU
AVERAGE				\$ 3,141.76	\$ 3,462.99	\$ 3,818.18	