

## RESOLUTION NO. 4410-2021

### RESOLUTION OF THE FORT BRAGG CITY COUNCIL AMENDING THE COMPENSATION PLAN FOR NON-BARGAINING AND CONFIDENTIAL, NON-EXEMPT EMPLOYEES

**WHEREAS**, it is the desire of the Fort Bragg City Council to provide an adequate level of compensation and to enumerate the benefits and conditions of employment for non-bargaining and confidential, non-exempt classifications; and

**WHEREAS**, non-bargaining and confidential, non-exempt classifications covered by this resolution are as follows: Administrative Analyst; Human Resources Analyst; and Systems Analyst - Lead; and

**WHEREAS**, the classifications covered by this resolution are non-exempt, are a part of the Personnel Merit System, and unless otherwise defined in this resolution, shall receive all benefits received by members of the Fort Bragg Employee Organization (FBEO);

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Fort Bragg does establish compensation and affirm benefits effective July 1, 2021 through June 30, 2022 for non-bargaining and confidential, non-exempt employees as follows:

#### **SECTION 1.0      SALARY COMPENSATION**

##### **1.1      SALARY SCHEDULE FOR NON-BARGAINING AND CONFIDENTIAL, NON-EXEMPT CLASSIFICATIONS**

A. The salary ranges for the non-bargaining, confidential non-exempt classifications shall be as follows:

	<u>Position</u>	<u>Annual Salary Range</u>
		<b>Effective pay period beginning July 4, 2021</b>
1	Administrative Analyst	\$53,414.40-\$64,937.60
2	Human Resources Analyst	\$53,414.40-\$64,937.60
3	Systems Analyst - Lead	\$66,497.60-\$80,828.80

The salary ranges established for non-bargaining, confidential, non-exempt classifications incorporate a cost of living adjustment effective July 4, 2021 of 3%.

#### **SECTION 2.0      RETIREMENT**

A. For employees hired prior to December 31, 2012, and employees hired on or after January 1, 2013, who are "Classic Employees" as defined by CalPERS, the City offers the 2% @ 55 CalPERS Retirement Plan for all Miscellaneous employees covered by this Resolution. Effective July 1, 2018, each Classic Employee covered by this Resolution shall contribute an additional 1% towards the City's share of CalPERS premiums.

B. For employees hired on January 1, 2013 or after, who are not "Classic Employees" as defined by CalPERS, the City offers the 2% @ 62 CalPERS Retirement Plan for all Miscellaneous Employees covered by this resolution.

**SECTION 3.0      OTHER BENEFITS**

All other benefits terms and conditions will be provided and administered as provided for Fort Bragg Employee Organization employees.

The above and foregoing Resolution was introduced by Councilmember Peters, seconded by Councilmember Morsell-Haye, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 28<sup>th</sup> day of June, 2021, by the following vote:

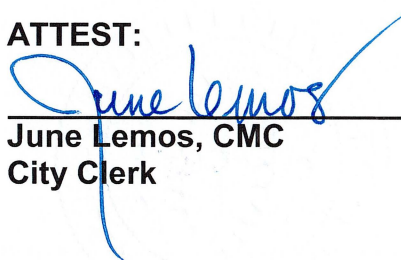
**AYES:**            Councilmembers Albin-Smith, Morsell-Haye, Rafanan, Peters and Mayor Norvell.  
**NOES:**            None.  
**ABSENT:**        None.  
**ABSTAIN:**       None.  
**RECUSED:**      None.



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**Bernie Norvell,  
Mayor**

**ATTEST:**



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**June Lemos, CMC  
City Clerk**