

## RESOLUTION NO. 4490-2021

### 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 Fort Bragg City Council approves all salary schedules which include classification titles and compensation rates; and

**WHEREAS**, the establishment of this Resolution meets the requirements of California Regulations Section 570.5 as confirmed by the California CalPERS; and

**WHEREAS**, the California Public Employees' Retirement System code requires the City to have a publicly adopted and posted salary schedule; and

**WHEREAS**, the full salary schedule is allocated in the Proposed FY 2021/2022 budget; and

**WHEREAS**, the full salary schedule is available on the City's website.

**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 B; 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 A; and

**WHEREAS**, the City Council has reviewed the salary survey results as required by Ordinance 672; and

**WHEREAS**, the City Council has reviewed the 2021 City of Fort Bragg Salary Rate Police Compensation Plan (Exhibit A), which includes compensation adjustments; and

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

1. The foregoing recitals are true and correct and are made a part of this Resolution.

2. Ordinance 672 has been implemented and the requisite salary study has been prepared as required.
3. The data analysis is presented as prescribed by Ordinance 672.
4. 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 below.
5. The compensation shall be increased for the following positions by the amounts set forth below:

|   |        |
|---|--------|
| Police Chief                                      | 10.50% |
| Police Chief – Interim                            | 1.00%  |
| Police Captain                                    | 1.70%  |
| Police Officer – Basic POST Certification         | 0.80%  |
| Police Sergeant – Intermediate POST Certification | 1.70%  |
| Police Sergeant – Advance POST Certification      | 1.70%  |
| Police Officer – Intermediate POST Certification  | 0.80%  |
| Police Officer – Advance POST Certification       | 0.80%  |
| Police Recruit                                    | 7.0%   |
| Community Services Officer                        | 0.0%   |

**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 establishes the changes in the City of Fort Bragg Salary Rate Compensation Plan set forth in Exhibit A.

**The above and foregoing Resolution was introduced by Councilmember Peters, seconded by Councilmember Morsell-Haye, and passed and adopted at a special meeting of the City Council of the City of Fort Bragg held on the 27<sup>th</sup> day of December, 2021, by the following vote:**

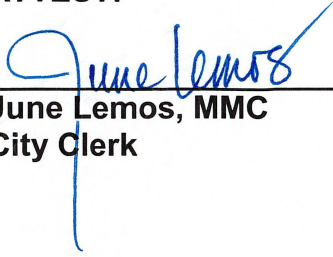
**AYES:** Councilmembers Albin-Smith, Morsell-Haye, Rafanan, Peters and Mayor Norvell.  
**NOES:** None.  
**ABSENT:** None.  
**ABSTAIN:** None.  
**RECUSED:** None.



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**BERNIE NORVELL**  
Mayor

**ATTEST:**



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**June Lemos, MMC**  
City Clerk

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.01.2022 Resolution 4490-2021 FBPA Ordinance 672. Correct City Manager compensation to match City Manager employment contract effective 8-1-2021. Add Interim City Manager classification effective 12-27-2021.

|   |  |  |  | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    |
|---|--|--|--|-----------|-----------|-----------|-----------|-----------|
| <b>Administrative Analyst (Confidential; Non-Bargaining)</b>                      |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 25.68     | 26.96     | 28.31     | 29.73     | 31.22     |
| Bi-Weekly   |  |  |  | 2,054.40  | 2,156.80  | 2,264.80  | 2,378.40  | 2,497.60  |
| Monthly   |  |  |  | 4,451.20  | 4,673.07  | 4,907.07  | 5,153.20  | 5,411.47  |
| Annual  |  |  |  | 53,414.40 | 56,076.80 | 58,884.80 | 61,838.40 | 64,937.60 |
| <b>Administrative Assistant - Administration (FBEO)</b>                           |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 23.67     | 24.85     | 26.09     | 27.39     | 28.76     |
| Bi-Weekly   |  |  |  | 1,893.60  | 1,988.00  | 2,087.20  | 2,191.20  | 2,300.80  |
| Monthly   |  |  |  | 4,102.80  | 4,307.33  | 4,522.27  | 4,747.60  | 4,985.07  |
| Annual  |  |  |  | 49,233.60 | 51,688.00 | 54,267.20 | 56,971.20 | 59,820.80 |
| <b>Administrative Assistant - Community Development (FBEO)</b>                    |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 23.67     | 24.85     | 26.09     | 27.39     | 28.76     |
| Bi-Weekly   |  |  |  | 1,893.60  | 1,988.00  | 2,087.20  | 2,191.20  | 2,300.80  |
| Monthly   |  |  |  | 4,102.80  | 4,307.33  | 4,522.27  | 4,747.60  | 4,985.07  |
| Annual  |  |  |  | 49,233.60 | 51,688.00 | 54,267.20 | 56,971.20 | 59,820.80 |
| <b>Administrative Assistant - Police (FBEO)</b>                                   |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 23.67     | 24.85     | 26.09     | 27.39     | 28.76     |
| Bi-Weekly   |  |  |  | 1,893.60  | 1,988.00  | 2,087.20  | 2,191.20  | 2,300.80  |
| Monthly   |  |  |  | 4,102.80  | 4,307.33  | 4,522.27  | 4,747.60  | 4,985.07  |
| Annual  |  |  |  | 49,233.60 | 51,688.00 | 54,267.20 | 56,971.20 | 59,820.80 |
| <b>Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)</b> |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 35.03     | 36.78     | 38.62     | 40.55     | 42.58     |
| Bi-Weekly   |  |  |  | 2,802.40  | 2,942.40  | 3,089.60  | 3,244.00  | 3,406.40  |
| Monthly   |  |  |  | 6,071.87  | 6,375.20  | 6,694.13  | 7,028.67  | 7,380.53  |
| Annual  |  |  |  | 72,862.40 | 76,502.40 | 80,329.60 | 84,344.00 | 88,566.40 |
| <b>Assistant City Engineer (FBEO)</b>   |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 31.96     | 33.56     | 35.24     | 37.00     | 38.85     |
| Bi-Weekly   |  |  |  | 2,556.80  | 2,684.80  | 2,819.20  | 2,960.00  | 3,108.00  |
| Monthly   |  |  |  | 5,539.73  | 5,817.07  | 6,108.27  | 6,413.33  | 6,734.00  |
| Annual  |  |  |  | 66,476.80 | 69,804.80 | 73,299.20 | 76,960.00 | 80,808.00 |
| <b>Assistant Finance Director (Mid-Management; Non-Bargaining)</b>                |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 37.89     | 39.78     | 41.77     | 43.86     | 46.05     |
| Bi-Weekly   |  |  |  | 3,031.20  | 3,182.40  | 3,341.60  | 3,508.80  | 3,684.00  |
| Monthly   |  |  |  | 6,567.60  | 6,895.20  | 7,240.13  | 7,602.40  | 7,982.00  |
| Annual  |  |  |  | 78,811.20 | 82,742.40 | 86,881.60 | 91,228.80 | 95,784.00 |
| <b>Assistant Planner (FBEO)</b>   |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 30.45     | 31.97     | 33.57     | 35.25     | 37.01     |
| Bi-Weekly   |  |  |  | 2,436.00  | 2,557.60  | 2,685.60  | 2,820.00  | 2,960.80  |
| Monthly   |  |  |  | 5,278.00  | 5,541.47  | 5,818.80  | 6,110.00  | 6,415.07  |
| Annual  |  |  |  | 63,336.00 | 66,497.60 | 69,825.60 | 73,320.00 | 76,980.80 |

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.01.2022 Resolution 4490-2021 FBPA Ordinance 672. Correct City Manager compensation to match City Manager employment contract effective 8-1-2021. Add Interim City Manager classification effective 12-27-2021.

|   |  |  |  | Step 1     | Step 2                                     | Step 3    | Step 4    | Step 5     |
|---|--|--|--|------------|--|-----------|-----------|------------|
| <b>Assistant to the City Manager (Mid-Management; Non-Bargaining)</b> |  |  |  |            |  |           |           |            |
| Hourly  |  |  |  | 35.03      | 36.78                                      | 38.62     | 40.55     | 42.58      |
| Bi-Weekly   |  |  |  | 2,802.40   | 2,942.40                                   | 3,089.60  | 3,244.00  | 3,406.40   |
| Monthly   |  |  |  | 6,071.87   | 6,375.20                                   | 6,694.13  | 7,028.67  | 7,380.53   |
| Annual  |  |  |  | 72,862.40  | 76,502.40                                  | 80,329.60 | 84,344.00 | 88,566.40  |
| <b>Associate Planner (FBEO)</b>                                       |  |  |  |            |  |           |           |            |
| Hourly  |  |  |  | 31.53      | 33.11                                      | 34.77     | 36.51     | 38.34      |
| Bi-Weekly   |  |  |  | 2,522.40   | 2,648.80                                   | 2,781.60  | 2,920.80  | 3,067.20   |
| Monthly   |  |  |  | 5,465.20   | 5,739.07                                   | 6,026.80  | 6,328.40  | 6,645.60   |
| Annual  |  |  |  | 65,582.40  | 68,868.80                                  | 72,321.60 | 75,940.80 | 79,747.20  |
| <b>City Clerk (Mid-Management; Non-Bargaining)</b>                    |  |  |  |            |  |           |           |            |
| Hourly  |  |  |  | 35.03      | 36.78                                      | 38.62     | 40.55     | 42.58      |
| Bi-Weekly   |  |  |  | 2,802.40   | 2,942.40                                   | 3,089.60  | 3,244.00  | 3,406.40   |
| Monthly   |  |  |  | 6,071.87   | 6,375.20                                   | 6,694.13  | 7,028.67  | 7,380.53   |
| Annual  |  |  |  | 72,862.40  | 76,502.40                                  | 80,329.60 | 84,344.00 | 88,566.40  |
| <b>City Councilmember (Elected)</b>                                   |  |  |  |            |  |           |           |            |
| Hourly  |  |  |  |            |  |           |           |            |
| Bi-Weekly   |  |  |  | 138.46     |  |           |           |            |
| Monthly   |  |  |  | 300.00     |  |           |           |            |
| Annual  |  |  |  | 3,600.00   | Plus \$100/mo for Special District Meeting |           |           |            |
| <b>City Manager (Executive; At Will; Contract)</b>                    |  |  |  |            |  |           |           |            |
| Hourly  |  |  |  | 76.30      |  |           |           |            |
| Bi-Weekly   |  |  |  | 6,104.12   |  |           |           |            |
| Monthly   |  |  |  | 13,225.58  |  |           |           |            |
| Annual  |  |  |  | 158,707.00 |  |           |           |            |
| <b>City Manager (Temporary Executive; At Will)</b>                    |  |  |  |            |  |           |           |            |
| Hourly  |  |  |  | 76.30      |  |           |           |            |
| <b>Code Enforcement Officer (FBEO)</b>                                |  |  |  |            |  |           |           |            |
| Hourly  |  |  |  | 30.45      | 31.97                                      | 33.57     | 35.25     | 37.01      |
| Bi-Weekly   |  |  |  | 2,436.00   | 2,557.60                                   | 2,685.60  | 2,820.00  | 2,960.80   |
| Monthly   |  |  |  | 5,278.00   | 5,541.47                                   | 5,818.80  | 6,110.00  | 6,415.07   |
| Annual  |  |  |  | 63,336.00  | 66,497.60                                  | 69,825.60 | 73,320.00 | 76,980.80  |
| <b>Community Services Officer (FBPA)</b>                              |  |  |  |            |  |           |           |            |
| Hourly  |  |  |  | 21.42      | 22.49                                      | 23.61     | 24.79     | 26.03      |
| Bi-Weekly   |  |  |  | 1,713.60   | 1,799.20                                   | 1,888.80  | 1,983.20  | 2,082.40   |
| Monthly   |  |  |  | 3,712.80   | 3,898.27                                   | 4,092.40  | 4,296.93  | 4,511.87   |
| Annual  |  |  |  | 44,553.60  | 46,779.20                                  | 49,108.80 | 51,563.20 | 54,142.40  |
| <b>Construction Project Manager (Mid-Management; Non-Bargaining)</b>  |  |  |  |            |  |           |           |            |
| Hourly  |  |  |  | 40.75      | 42.79                                      | 44.93     | 47.18     | 49.54      |
| Bi-Weekly   |  |  |  | 3,260.00   | 3,423.20                                   | 3,594.40  | 3,774.40  | 3,963.20   |
| Monthly   |  |  |  | 7,063.33   | 7,416.93                                   | 7,787.87  | 8,177.87  | 8,586.93   |
| Annual  |  |  |  | 84,760.00  | 89,003.20                                  | 93,454.40 | 98,134.40 | 103,043.20 |

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.01.2022 Resolution 4490-2021 FBPA Ordinance 672. Correct City Manager compensation to match City Manager employment contract effective 8-1-2021. Add Interim City Manager classification effective 12-27-2021.

|   |  |  | Step 1    | Step 2     | Step 3     | Step 4     | Step 5     |  |
|---|--|--|-----------|------------|------------|------------|------------|--|
| <b>Construction Project Manager (Temporary, Part-time, At-Will)</b>     |  |  |           |            |            |            |            |  |
|   |  |  | 40.75     | 42.79      | 44.93      | 47.18      | 49.54      |  |
| <b>Director - Community Development Department (Executive; At Will)</b> |  |  |           |            |            |            |            |  |
| Hourly  |  |  | 47.85     | 50.24      | 52.75      | 55.39      | 58.16      |  |
| Bi-Weekly   |  |  | 3,828.00  | 4,019.20   | 4,220.00   | 4,431.20   | 4,652.80   |  |
| Monthly   |  |  | 8,294.00  | 8,708.27   | 9,143.33   | 9,600.93   | 10,081.07  |  |
| Annual  |  |  | 99,528.00 | 104,499.20 | 109,720.00 | 115,211.20 | 120,972.80 |  |
| <b>Director of Public Works (Executive; At Will)</b>                    |  |  |           |            |            |            |            |  |
| Hourly  |  |  | 47.85     | 50.24      | 52.75      | 55.39      | 58.16      |  |
| Bi-Weekly   |  |  | 3,828.00  | 4,019.20   | 4,220.00   | 4,431.20   | 4,652.80   |  |
| Monthly   |  |  | 8,294.00  | 8,708.27   | 9,143.33   | 9,600.93   | 10,081.07  |  |
| Annual  |  |  | 99,528.00 | 104,499.20 | 109,720.00 | 115,211.20 | 120,972.80 |  |
| <b>Engineering Technician (FBEO)</b>                                    |  |  |           |            |            |            |            |  |
| Hourly  |  |  | 28.99     | 30.44      | 31.96      | 33.56      | 35.24      |  |
| Bi-Weekly   |  |  | 2,319.20  | 2,435.20   | 2,556.80   | 2,684.80   | 2,819.20   |  |
| Monthly   |  |  | 5,024.93  | 5,276.27   | 5,539.73   | 5,817.07   | 6,108.27   |  |
| Annual  |  |  | 60,299.20 | 63,315.20  | 66,476.80  | 69,804.80  | 73,299.20  |  |
| <b>Environmental Compliance Coordinator (FBEO)</b>                      |  |  |           |            |            |            |            |  |
| Hourly  |  |  | 33.53     | 35.21      | 36.97      | 38.82      | 40.76      |  |
| Bi-Weekly   |  |  | 2,682.40  | 2,816.80   | 2,957.60   | 3,105.60   | 3,260.80   |  |
| Monthly   |  |  | 5,811.87  | 6,103.07   | 6,408.13   | 6,728.80   | 7,065.07   |  |
| Annual  |  |  | 69,742.40 | 73,236.80  | 76,897.60  | 80,745.60  | 84,780.80  |  |
| <b>Finance Technician I (FBEO)</b>                                      |  |  |           |            |            |            |            |  |
| Hourly  |  |  | 21.34     | 22.41      | 23.53      | 24.71      | 25.95      |  |
| Bi-Weekly   |  |  | 1,707.20  | 1,792.80   | 1,882.40   | 1,976.80   | 2,076.00   |  |
| Monthly   |  |  | 3,698.93  | 3,884.40   | 4,078.53   | 4,283.07   | 4,498.00   |  |
| Annual  |  |  | 44,387.20 | 46,612.80  | 48,942.40  | 51,396.80  | 53,976.00  |  |
| <b>Finance Technician II (FBEO)</b>                                     |  |  |           |            |            |            |            |  |
| Hourly  |  |  | 23.53     | 24.71      | 25.95      | 27.25      | 28.61      |  |
| Bi-Weekly   |  |  | 1,882.40  | 1,976.80   | 2,076.00   | 2,180.00   | 2,288.80   |  |
| Monthly   |  |  | 4,078.53  | 4,283.07   | 4,498.00   | 4,723.33   | 4,959.07   |  |
| Annual  |  |  | 48,942.40 | 51,396.80  | 53,976.00  | 56,680.00  | 59,508.80  |  |
| <b>Finance Technician III (FBEO)</b>                                    |  |  |           |            |            |            |            |  |
| Hourly  |  |  | 25.93     | 27.23      | 28.59      | 30.02      | 31.52      |  |
| Bi-Weekly   |  |  | 2,074.40  | 2,178.40   | 2,287.20   | 2,401.60   | 2,521.60   |  |
| Monthly   |  |  | 4,494.53  | 4,719.87   | 4,955.60   | 5,203.47   | 5,463.47   |  |
| Annual  |  |  | 53,934.40 | 56,638.40  | 59,467.20  | 62,441.60  | 65,561.60  |  |

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.01.2022 Resolution 4490-2021 FBPA Ordinance 672. Correct City Manager compensation to match City Manager employment contract effective 8-1-2021. Add Interim City Manager classification effective 12-27-2021.

|  |  |  |  | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    |
|--|--|--|--|-----------|-----------|-----------|-----------|-----------|
| <b>Government Accountant I (FBEO)</b>  |  |  |  |           |           |           |           |           |
| Hourly   |  |  |  | 28.59     | 30.02     | 31.52     | 33.10     | 34.76     |
| Bi-Weekly  |  |  |  | 2,287.20  | 2,401.60  | 2,521.60  | 2,648.00  | 2,780.80  |
| Monthly  |  |  |  | 4,955.60  | 5,203.47  | 5,463.47  | 5,737.33  | 6,025.07  |
| Annual   |  |  |  | 59,467.20 | 62,441.60 | 65,561.60 | 68,848.00 | 72,300.80 |
| <b>Grant Manager (Mid-Management; Non-Bargaining)</b>                              |  |  |  |           |           |           |           |           |
| Hourly   |  |  |  | 35.03     | 36.78     | 38.62     | 40.55     | 42.58     |
| Bi-Weekly  |  |  |  | 2,802.40  | 2,942.40  | 3,089.60  | 3,244.00  | 3,406.40  |
| Monthly  |  |  |  | 6,071.87  | 6,375.20  | 6,694.13  | 7,028.67  | 7,380.53  |
| Annual   |  |  |  | 72,862.40 | 76,502.40 | 80,329.60 | 84,344.00 | 88,566.40 |
| <b>Grants Coordinator (FBEO)</b>   |  |  |  |           |           |           |           |           |
| Hourly   |  |  |  | 28.59     | 30.02     | 31.52     | 33.10     | 34.76     |
| Bi-Weekly  |  |  |  | 2,287.20  | 2,401.60  | 2,521.60  | 2,648.00  | 2,780.80  |
| Monthly  |  |  |  | 4,955.60  | 5,203.47  | 5,463.47  | 5,737.33  | 6,025.07  |
| Annual   |  |  |  | 59,467.20 | 62,441.60 | 65,561.60 | 68,848.00 | 72,300.80 |
| <b>Housing and Economic Development Coordinator (Confidential; Non-Bargaining)</b> |  |  |  |           |           |           |           |           |
| Hourly   |  |  |  | 31.97     | 33.57     | 35.25     | 37.01     | 38.86     |
| Bi-Weekly  |  |  |  | 2,557.60  | 2,685.60  | 2,820.00  | 2,960.80  | 3,108.80  |
| Monthly  |  |  |  | 5,541.47  | 5,818.80  | 6,110.00  | 6,415.07  | 6,735.73  |
| Annual   |  |  |  | 66,497.60 | 69,825.60 | 73,320.00 | 76,980.80 | 80,828.80 |
| <b>Human Resources Analyst (Confidential; Non-Bargaining)</b>                      |  |  |  |           |           |           |           |           |
| Hourly   |  |  |  | 25.68     | 26.96     | 28.31     | 29.73     | 31.22     |
| Bi-Weekly  |  |  |  | 2,054.40  | 2,156.80  | 2,264.80  | 2,378.40  | 2,497.60  |
| Monthly  |  |  |  | 4,451.20  | 4,673.07  | 4,907.07  | 5,153.20  | 5,411.47  |
| Annual   |  |  |  | 53,414.40 | 56,076.80 | 58,884.80 | 61,838.40 | 64,937.60 |
| <b>Intern (Part-time, Less than 20 hours week; Non-Bargaining)</b>                 |  |  |  |           |           |           |           |           |
| Hourly   |  |  |  | 18.00     |           |           |           |           |
| <b>Laborer (Part-time, Less than 20 hours week; Non-Bargaining)</b>                |  |  |  |           |           |           |           |           |
| Hourly   |  |  |  | 18.00     |           |           |           |           |
| <b>Maintenance Worker I - Janitor (FBEO)</b>                                       |  |  |  |           |           |           |           |           |
| Hourly   |  |  |  | 17.19     | 18.05     | 18.95     | 19.90     | 20.90     |
| Bi-Weekly  |  |  |  | 1,375.20  | 1,444.00  | 1,516.00  | 1,592.00  | 1,672.00  |
| Monthly  |  |  |  | 2,979.60  | 3,128.67  | 3,284.67  | 3,449.33  | 3,622.67  |
| Annual   |  |  |  | 35,755.20 | 37,544.00 | 39,416.00 | 41,392.00 | 43,472.00 |
| <b>Maintenance Worker II (FBEO)</b>  |  |  |  |           |           |           |           |           |
| Hourly   |  |  |  | 22.73     | 23.87     | 25.06     | 26.31     | 27.63     |
| Bi-Weekly  |  |  |  | 1,818.40  | 1,909.60  | 2,004.80  | 2,104.80  | 2,210.40  |
| Monthly  |  |  |  | 3,939.87  | 4,137.47  | 4,343.73  | 4,560.40  | 4,789.20  |
| Annual   |  |  |  | 47,278.40 | 49,649.60 | 52,124.80 | 54,724.80 | 57,470.40 |

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.01.2022 Resolution 4490-2021 FBPA Ordinance 672. Correct City Manager compensation to match City Manager employment contract effective 8-1-2021. Add Interim City Manager classification effective 12-27-2021.

|  |  |  |  | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     |
|--|--|--|--|------------|------------|------------|------------|------------|
| <b>Maintenance Worker III (FBEO)</b>                       |  |  |  |            |            |            |            |            |
| Hourly   |  |  |  | 23.87      | 25.06      | 26.31      | 27.63      | 29.01      |
| Bi-Weekly  |  |  |  | 1,909.60   | 2,004.80   | 2,104.80   | 2,210.40   | 2,320.80   |
| Monthly  |  |  |  | 4,137.47   | 4,343.73   | 4,560.40   | 4,789.20   | 5,028.40   |
| Annual   |  |  |  | 49,649.60  | 52,124.80  | 54,724.80  | 57,470.40  | 60,340.80  |
| <b>Maintenance Worker IV (FBEO)</b>                        |  |  |  |            |            |            |            |            |
| Hourly   |  |  |  | 25.05      | 26.30      | 27.62      | 29.00      | 30.45      |
| Bi-Weekly  |  |  |  | 2,004.00   | 2,104.00   | 2,209.60   | 2,320.00   | 2,436.00   |
| Monthly  |  |  |  | 4,342.00   | 4,558.67   | 4,787.47   | 5,026.67   | 5,278.00   |
| Annual   |  |  |  | 52,104.00  | 54,704.00  | 57,449.60  | 60,320.00  | 63,336.00  |
| <b>Maintenance Worker Lead (FBEO)</b>                      |  |  |  |            |            |            |            |            |
| Hourly   |  |  |  | 27.55      | 28.93      | 30.38      | 31.90      | 33.50      |
| Bi-Weekly  |  |  |  | 2,204.00   | 2,314.40   | 2,430.40   | 2,552.00   | 2,680.00   |
| Monthly  |  |  |  | 4,775.33   | 5,014.53   | 5,265.87   | 5,529.33   | 5,806.67   |
| Annual   |  |  |  | 57,304.00  | 60,174.40  | 63,190.40  | 66,352.00  | 69,680.00  |
| <b>Mechanic (FBEO)</b>                                     |  |  |  |            |            |            |            |            |
| Hourly   |  |  |  | 25.68      | 26.96      | 28.31      | 29.73      | 31.22      |
| Bi-Weekly  |  |  |  | 2,054.40   | 2,156.80   | 2,264.80   | 2,378.40   | 2,497.60   |
| Monthly  |  |  |  | 4,451.20   | 4,673.07   | 4,907.07   | 5,153.20   | 5,411.47   |
| Annual   |  |  |  | 53,414.40  | 56,076.80  | 58,884.80  | 61,838.40  | 64,937.60  |
| <b>Office Assistant (Temporary Position)</b>               |  |  |  |            |            |            |            |            |
| Hourly   |  |  |  | 20.00      |            |            |            |            |
| <b>Operations Manager (Mid-Management; Non-Bargaining)</b> |  |  |  |            |            |            |            |            |
| Hourly   |  |  |  | 35.03      | 36.78      | 38.62      | 40.55      | 42.58      |
| Bi-Weekly  |  |  |  | 2,802.40   | 2,942.40   | 3,089.60   | 3,244.00   | 3,406.40   |
| Monthly  |  |  |  | 6,071.87   | 6,375.20   | 6,694.13   | 7,028.67   | 7,380.53   |
| Annual   |  |  |  | 72,862.40  | 76,502.40  | 80,329.60  | 84,344.00  | 88,566.40  |
| <b>Operations Supervisor (FBEO)</b>                        |  |  |  |            |            |            |            |            |
| Hourly   |  |  |  | 33.53      | 35.21      | 36.97      | 38.82      | 40.76      |
| Bi-Weekly  |  |  |  | 2,682.40   | 2,816.80   | 2,957.60   | 3,105.60   | 3,260.80   |
| Monthly  |  |  |  | 5,811.87   | 6,103.07   | 6,408.13   | 6,728.80   | 7,065.07   |
| Annual   |  |  |  | 69,742.40  | 73,236.80  | 76,897.60  | 80,745.60  | 84,780.80  |
| <b>Police Captain (Mid-Management; Non-Bargaining)</b>     |  |  |  |            |            |            |            |            |
| Hourly   |  |  |  | 53.40      | 56.07      | 58.87      | 61.81      | 64.90      |
| Bi-Weekly  |  |  |  | 4,272.00   | 4,485.60   | 4,709.60   | 4,944.80   | 5,192.00   |
| Monthly  |  |  |  | 9,256.00   | 9,718.80   | 10,204.13  | 10,713.73  | 11,249.33  |
| Annual   |  |  |  | 111,072.00 | 116,625.60 | 122,449.60 | 128,564.80 | 134,992.00 |
| <b>Police Chief (Executive; At Will)</b>                   |  |  |  |            |            |            |            |            |
| Hourly   |  |  |  | 67.17      | 70.53      | 74.06      | 77.76      | 81.65      |
| Bi-Weekly  |  |  |  | 5,373.60   | 5,642.40   | 5,924.80   | 6,220.80   | 6,532.00   |
| Monthly  |  |  |  | 11,642.80  | 12,225.20  | 12,837.07  | 13,478.40  | 14,152.67  |
| Annual   |  |  |  | 139,713.60 | 146,702.40 | 154,044.80 | 161,740.80 | 169,832.00 |



# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.01.2022 Resolution 4490-2021 FBPA Ordinance 672. Correct City Manager compensation to match City Manager employment contract effective 8-1-2021. Add Interim City Manager classification effective 12-27-2021.

|  |  |  |  | Step 1  | Step 2    | Step 3    | Step 4     | Step 5     |  |
|--|--|--|--|---|-----------|-----------|------------|------------|--|
| <b>Interim Police Chief (Temporary Executive; At Will)</b>                                     |  |  |  |   |           |           |            |            |  |
| Hourly   |  |  |  | 67.17   | 70.53     | 74.06     | 77.76      | 81.65      |  |
| <b>Police Sergeant Intermediate POST (FBPA)</b>  |  |  |  |   |           |           |            |            |  |
| Hourly   |  |  |  | 40.47   | 42.49     | 44.61     | 46.84      | 49.18      |  |
| Bi-Weekly  |  |  |  | 3,237.60  | 3,399.20  | 3,568.80  | 3,747.20   | 3,934.40   |  |
| Monthly  |  |  |  | 7,014.80  | 7,364.93  | 7,732.40  | 8,118.93   | 8,524.53   |  |
| Annual   |  |  |  | 84,177.60   | 88,379.20 | 92,788.80 | 97,427.20  | 102,294.40 |  |
| <b>Police Sergeant Advance POST (FBPA)</b>   |  |  |  |   |           |           |            |            |  |
| Hourly   |  |  |  | 42.79   | 44.93     | 47.18     | 49.54      | 52.02      |  |
| Bi-Weekly  |  |  |  | 3,423.20  | 3,594.40  | 3,774.40  | 3,963.20   | 4,161.60   |  |
| Monthly  |  |  |  | 7,416.93  | 7,787.87  | 8,177.87  | 8,586.93   | 9,016.80   |  |
| Annual   |  |  |  | 89,003.20   | 93,454.40 | 98,134.40 | 103,043.20 | 108,201.60 |  |
| <b>Police Officer Basic POST (FBPA)</b>  |  |  |  |   |           |           |            |            |  |
| Hourly   |  |  |  | 31.50   | 33.08     | 34.73     | 36.47      | 38.29      |  |
| Bi-Weekly  |  |  |  | 2,520.00  | 2,646.40  | 2,778.40  | 2,917.60   | 3,063.20   |  |
| Monthly  |  |  |  | 5,460.00  | 5,733.87  | 6,019.87  | 6,321.47   | 6,636.93   |  |
| Annual   |  |  |  | 65,520.00   | 68,806.40 | 72,238.40 | 75,857.60  | 79,643.20  |  |
| <b>Police Officer Intermediate POST (FBPA)</b>   |  |  |  |   |           |           |            |            |  |
| Hourly   |  |  |  | 33.08   | 34.73     | 36.47     | 38.29      | 40.20      |  |
| Bi-Weekly  |  |  |  | 2,646.40  | 2,778.40  | 2,917.60  | 3,063.20   | 3,216.00   |  |
| Monthly  |  |  |  | 5,733.87  | 6,019.87  | 6,321.47  | 6,636.93   | 6,968.00   |  |
| Annual   |  |  |  | 68,806.40   | 72,238.40 | 75,857.60 | 79,643.20  | 83,616.00  |  |
| <b>Police Officer Advance POST (FBPA)</b>  |  |  |  |   |           |           |            |            |  |
| Hourly   |  |  |  | 34.70   | 36.44     | 38.26     | 40.17      | 42.18      |  |
| Bi-Weekly  |  |  |  | 2,776.00  | 2,915.20  | 3,060.80  | 3,213.60   | 3,374.40   |  |
| Monthly  |  |  |  | 6,014.67  | 6,316.27  | 6,631.73  | 6,962.80   | 7,311.20   |  |
| Annual   |  |  |  | 72,176.00   | 75,795.20 | 79,580.80 | 83,553.60  | 87,734.40  |  |
| <b>Police Recruit (1040 hours; FBPA)</b>   |  |  |  |   |           |           |            |            |  |
| Hourly   |  |  |  | 27.07   |           |           |            |            |  |
| <b>Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)</b> |  |  |  |   |           |           |            |            |  |
| Hourly   |  |  |  | 18.00   |           |           |            |            |  |
| <b>Public Works Administrative Analyst (FBEO)</b>  |  |  |  |   |           |           |            |            |  |
| Hourly   |  |  |  | 25.68   | 26.96     | 28.31     | 29.73      | 31.22      |  |
| Bi -Weekly   |  |  |  | 2,054.40  | 2,156.80  | 2,264.80  | 2,378.40   | 2,497.60   |  |
| Monthly  |  |  |  | 4,451.20  | 4,673.07  | 4,907.07  | 5,153.20   | 5,411.47   |  |
| Annual   |  |  |  | 53,414.40   | 56,076.80 | 58,884.80 | 61,838.40  | 64,937.60  |  |
|  |  |  |  | <a href="https://fortbragg.applicantpro.com/jobs/2145247.html">https://fortbragg.applicantpro.com/jobs/2145247.html</a> |           |           |            |            |  |
| <b>Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)</b>                           |  |  |  |   |           |           |            |            |  |
| Hourly   |  |  |  | 18.00   |           |           |            |            |  |

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.01.2022 Resolution 4490-2021 FBPA Ordinance 672. Correct City Manager compensation to match City Manager employment contract effective 8-1-2021. Add Interim City Manager classification effective 12-27-2021.

|   |  |  |  | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    |
|---|--|--|--|-----------|-----------|-----------|-----------|-----------|
| <b>Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)</b> |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 18.00     |           |           |           |           |
| <b>Senior Government Accountant (Mid-Management; Non-Bargaining)</b>                              |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 35.03     | 36.78     | 38.62     | 40.55     | 42.58     |
| Bi-Weekly   |  |  |  | 2,802.40  | 2,942.40  | 3,089.60  | 3,244.00  | 3,406.40  |
| Monthly   |  |  |  | 6,071.87  | 6,375.20  | 6,694.13  | 7,028.67  | 7,380.53  |
| Annual  |  |  |  | 72,862.40 | 76,502.40 | 80,329.60 | 84,344.00 | 88,566.40 |
| <b>Senior Planner (Mid-Management; Non-Bargaining)</b>  |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 35.03     | 36.78     | 38.62     | 40.55     | 42.58     |
| Bi-Weekly   |  |  |  | 2,802.40  | 2,942.40  | 3,089.60  | 3,244.00  | 3,406.40  |
| Monthly   |  |  |  | 6,071.87  | 6,375.20  | 6,694.13  | 7,028.67  | 7,380.53  |
| Annual  |  |  |  | 72,862.40 | 76,502.40 | 80,329.60 | 84,344.00 | 88,566.40 |
| <b>Systems Analyst - Lead (Confidential; Non-Bargaining)</b>                                      |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 31.97     | 33.57     | 35.25     | 37.01     | 38.86     |
| Bi-Weekly   |  |  |  | 2,557.60  | 2,685.60  | 2,820.00  | 2,960.80  | 3,108.80  |
| Monthly   |  |  |  | 5,541.47  | 5,818.80  | 6,110.00  | 6,415.07  | 6,735.73  |
| Annual  |  |  |  | 66,497.60 | 69,825.60 | 73,320.00 | 76,980.80 | 80,828.80 |
| <b>Systems Analyst (Confidential; Non-Bargaining)</b>   |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 28.59     | 30.02     | 31.52     | 33.10     | 34.76     |
| Bi-Weekly   |  |  |  | 2,287.20  | 2,401.60  | 2,521.60  | 2,648.00  | 2,780.80  |
| Monthly   |  |  |  | 4,955.60  | 5,203.47  | 5,463.47  | 5,737.33  | 6,025.07  |
| Annual  |  |  |  | 59,467.20 | 62,441.60 | 65,561.60 | 68,848.00 | 72,300.80 |
| <b>Systems Technician (FBE0)</b>  |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 21.93     | 23.03     | 24.18     | 25.39     | 26.66     |
| Bi-Weekly   |  |  |  | 1,754.40  | 1,842.40  | 1,934.40  | 2,031.20  | 2,132.80  |
| Monthly   |  |  |  | 3,801.20  | 3,991.87  | 4,191.20  | 4,400.93  | 4,621.07  |
| Annual  |  |  |  | 45,614.40 | 47,902.40 | 50,294.40 | 52,811.20 | 55,452.80 |
| <b>Treatment Plant Operator-in-Training (FBE0)</b>  |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 19.49     | 20.46     | 21.48     | 22.55     | 23.68     |
| Bi-Weekly   |  |  |  | 1,559.20  | 1,636.80  | 1,718.40  | 1,804.00  | 1,894.40  |
| Monthly   |  |  |  | 3,378.27  | 3,546.40  | 3,723.20  | 3,908.67  | 4,104.53  |
| Annual  |  |  |  | 40,539.20 | 42,556.80 | 44,678.40 | 46,904.00 | 49,254.40 |
| <b>Treatment Plant Operator I (FBE0)</b>  |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 24.19     | 25.40     | 26.67     | 28.00     | 29.40     |
| Bi-Weekly   |  |  |  | 1,935.20  | 2,032.00  | 2,133.60  | 2,240.00  | 2,352.00  |
| Monthly   |  |  |  | 4,192.93  | 4,402.67  | 4,622.80  | 4,853.33  | 5,096.00  |
| Annual  |  |  |  | 50,315.20 | 52,832.00 | 55,473.60 | 58,240.00 | 61,152.00 |
| <b>Treatment Plant Operator II (FBE0)</b>   |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 25.41     | 26.68     | 28.01     | 29.41     | 30.88     |
| Biweekly  |  |  |  | 2,032.80  | 2,134.40  | 2,240.80  | 2,352.80  | 2,470.40  |
| Monthly   |  |  |  | 4,404.40  | 4,624.53  | 4,855.07  | 5,097.73  | 5,352.53  |
| Annual  |  |  |  | 52,852.80 | 55,494.40 | 58,260.80 | 61,172.80 | 64,230.40 |

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.01.2022 Resolution 4490-2021 FBPA Ordinance 672. Correct City Manager compensation to match City Manager employment contract effective 8-1-2021. Add Interim City Manager classification effective 12-27-2021.

|   |  |  |  | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    |
|---|--|--|--|-----------|-----------|-----------|-----------|-----------|
| <b>Treatment Plant Operator - Wastewater, Lead (FBEO)</b>                         |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 29.22     | 30.68     | 32.21     | 33.82     | 35.51     |
| Biweekly  |  |  |  | 2,337.60  | 2,454.40  | 2,576.80  | 2,705.60  | 2,840.80  |
| Monthly   |  |  |  | 5,064.80  | 5,317.87  | 5,583.07  | 5,862.13  | 6,155.07  |
| Annual  |  |  |  | 60,777.60 | 63,814.40 | 66,996.80 | 70,345.60 | 73,860.80 |
| <b>Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)</b> |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 30.68     | 32.21     | 33.82     | 35.51     | 37.29     |
| Biweekly  |  |  |  | 2,454.40  | 2,576.80  | 2,705.60  | 2,840.80  | 2,983.20  |
| Monthly   |  |  |  | 5,317.87  | 5,583.07  | 5,862.13  | 6,155.07  | 6,463.60  |
| Annual  |  |  |  | 63,814.40 | 66,996.80 | 70,345.60 | 73,860.80 | 77,563.20 |



City of Fort Bragg  
Incorporated August 5, 1889  
416 N. Franklin St.  
Fort Bragg, Ca 95437  
707-964-5325

ORDINANCE NO. 672

"AN ORDINANCE ESTABLISHING MINIMUM STANDARDS OF COMPENSATION, BENEFITS AND SALARIES FOR MEMBERS OF THE POLICE DEPARTMENT OF THE CITY OF FORT BRAGG. The People of the City of Fort Bragg, County of Mendocino, State of California, DO ORDAIN AS FOLLOWS:

Section 1. Purpose.

The public health, safety, and welfare of the residents of said City of Fort Bragg demand competent, qualified, trained, and experienced police officers and employees of its Police Department. This goal can only be reached and maintained in the future by maintaining compensation, salaries, and benefits competitive with other law enforcement agencies within the County of Mendocino of the State of California.

Section 2. Salary.

Beginning the first day of the month following the effective date of this ordinance, and the first day of January of each succeeding January thereafter, the City council of said City of Fort Bragg shall determine the then existing monthly salaries of each classification of like or comparable grades or ranks (including experience, education, and training) of the Police Departments of the City of Willits and the City of Ukiah of said County of Mendocino, State of California, and of the Sheriff's Department of said County of Mendocino of the State of California. The average of the salaries for each of the comparable grades or ranks (including experience, education, and training) of the members of the Police Department of the said City of Willits, the Police Department of the said City of Ukiah, and the Sheriff's Department of the said County of Mendocino shall be the minimum salaries payable by the said City of Fort Bragg to the members and employees of its Police Department of the same or comparable grades or ranks (including experience, education and training) as so adjusted on the first day of the month following the effective date of this ordinance, and the first day of January of each succeeding January thereafter.

Section 3. Benefits and Additional Compensation.

Except as provided in immediately preceding Section 2 hereof, all other benefits and additional compensation provided or payable by said City of Fort Bragg to or for the members and employees of its Police Department shall be no less than those set forth in Resolution 1296-85 ("A Resolution of the City Council of the City of Fort Bragg Adopting the Compensation Plan

EXHIBIT "B"

for Fort Bragg Police Employees") as passed and adopted at a regular meeting of the City Council of the City of Fort Bragg on January 14, 1985.

The foregoing ordinance shall be considered as adopted on the date the vote of a majority of the voters on the ordinance in its favor is declared by the City Council of said City of Fort Bragg and shall go into effect 10 days after that date."

RESOLUTION 1474-86

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FORT BRAGG  
DECLARING THE RESULTS OF THE NOVEMBER 4, 1986  
CONSOLIDATED SPECIAL ELECTION

WHEREAS, Section 17111 of the California Elections Code requires a declaration of the results of a local election; and

WHEREAS, the Mendocino County Clerk-Recorder has officially certified, in accordance with Section 17088 of the Elections Code, the results of the Consolidated Special Election held on November 4, 1986.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg hereby declares the results of the November 4, 1986 Consolidated Special Election to be as stated in the Certificate of the Mendocino County Clerk-Recorder dated December 1, 1986, which is attached hereto and made a part hereof as Exhibit "A".

BE IT FURTHER RESOLVED that the City Council declares that the following ordinance was adopted by a vote of 768 "YES" and 753 "NO":

- A. Initiative Ordinance; An Ordinance Establishing Minimum Standards of Compensation, Benefits and Salaries for Members of the Police Department of the City of Fort Bragg. (Exhibit "B; Ordinance 672).

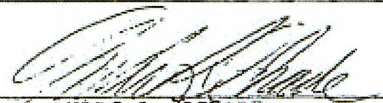
BE IT FURTHER RESOLVED that pursuant to the Judgement for Petitioner dated May 13, 1986, in the matter of Robert H. Heeb vs: City of Fort Bragg, the above referenced ordinance shall be considered as adopted and shall go into effect 10 days after the date of the adoption of this Resolution.

The above and foregoing Resolution was introduced by Councilman Lang, was seconded by Councilman Huber, and passed and adopted at a regular meeting of the Council of the City of Fort Bragg held on the 8th day of December, 1986, by the following vote:

AYES: Meskis, Huber, Lang, Thurman, Schade.

NOES: None.

ABSENT: None.



ANDRE L. /SCHADE,  
Mayor

ATTEST:

s/ DeeLynn R. Carpenter  
DeeLynn R. Carpenter,  
City Clerk

NOTE: Exhibit "A" as referenced above is available for review or copying during normal office hours in the Office of the City Clerk, City Hall, 416 North Franklin Street, Fort Bragg, California 95437.

PUBLISH: December 24, 1986.



FORT BRAGG  
ORDINANCE 672 SALARY COMPARISON  
JANUARY 1, 2022

|  |      |  | Minimum                      | MidPoint            | Maximum             | COMMENTS  |
|--|------|--|------------------------------|---------------------|---------------------|---|
| <b>UNREPRESENTED</b>                                     |      |  |                              |                     |                     |   |
| <b>Police Chief</b>                                      |      |  |                              |                     |                     |   |
| Mendocino County   |      |  | NO COMPARABLE CLASSIFICATION |                     |                     |   |
| Ukiah - Police Chief                                     | 3570 |  | \$ 12,874.55                 | \$ 14,194.18        | \$ 15,649.08        | 5-Step Salary Schedule  |
| Willits - Police Chief                                   | 88E  |  | \$ 10,243.59                 | \$ 11,524.04        | \$ 12,804.49        | Per Management Pay Increase Willits 12-8-2021, effective 7-1-2021 |
| <b>AVERAGE</b>   |      |  | <b>\$ 11,559.07</b>          | <b>\$ 12,859.11</b> | <b>\$ 14,226.79</b> |   |
| <b>Current Fort Bragg</b>                                |      |  | <b>\$ 10,536.93</b>          | <b>\$ 11,616.80</b> | <b>\$ 12,807.60</b> |   |
| <b>Percent Difference between Average and Fort Bragg</b> |      |  | -8.84%                       | -9.66%              | -9.98%              |   |

| <b>UNREPRESENTED</b>                                     |      |  |                    |                     |                     |   |
|--|------|--|--------------------|---------------------|---------------------|---|
| <b>Police Captain</b>                                    |      |  |                    |                     |                     |   |
| Mendocino County - Sheriff Captain                       | 7050 |  | \$ 9,985.73        | \$ 11,008.40        | \$ 12,136.80        | 5-Step Salary Schedule                              |
| Ukiah - Police Captain                                   | 3079 |  | \$ 10,586.70       | \$ 11,671.84        | \$ 12,868.20        | 5-Step Salary Schedule                              |
| Willits - Police Lieutenant                              | 88A* |  | \$ 6,863.66        | \$ 7,648.40         | \$ 8,759.97         | 21-22 Class-Comp Schedule Effective 7-1-21 (Safety) |
| <b>AVERAGE</b>   |      |  | <b>\$ 9,145.36</b> | <b>\$ 10,109.55</b> | <b>\$ 11,254.99</b> |   |
| <b>Current Fort Bragg</b>                                |      |  | <b>\$ 9,101.73</b> | <b>\$ 10,036.00</b> | <b>\$ 11,065.60</b> |   |
| <b>Percent Difference between Average and Fort Bragg</b> |      |  | -0.48%             | -0.73%              | -1.68%              |   |

|  |       |  |                    |                    |                    |   |
|--|-------|--|--------------------|--------------------|--------------------|---|
| <b>Police Sergeant - Intermediate POST Certification</b> |       |  |                    |                    |                    |   |
| Mendocino County - Sheriff's Sergeant 5%                 | #7132 |  | \$ 7,510.53        | \$ 8,281.87        | \$ 9,131.20        | 5-Step Salary Schedule  |
| Ukiah - Sergeant   | 3077  |  | \$ 7,367.96        | \$ 8,326.26        | \$ 9,403.60        | 6-Step Salary Schedule, starts with Step 0.   |
| Willits - Police Sergeant                                | #77D  |  | \$ 5,254.45        | \$ 6,082.68        | \$ 7,041.46        | Midpoint is step 4. MOU Article 9.1.B & Article 9.1.C. & Article 9.U. Based on this #77D is rate schedule to use. 21-22 Class-Comp Schedule Effective 7-1-21 (Safety) |
| <b>AVERAGE</b>   |       |  | <b>\$ 6,710.98</b> | <b>\$ 7,563.60</b> | <b>\$ 8,525.42</b> |   |
| <b>Current Fort Bragg</b>                                |       |  | <b>\$ 6,896.93</b> | <b>\$ 7,604.13</b> | <b>\$ 8,382.40</b> |   |
| <b>Difference between Average and Fort Bragg</b>         |       |  | 2.77%              | 0.54%              | -1.68%             |   |



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| <b>Police Sergeant - Advanced POST Certification</b>     |       |                    |                    |                    |   |
|--|-------|--------------------|--------------------|--------------------|---|
| Mendocino County - Sheriff's Sergeant 10%                | #7133 | \$ 7,869.33        | \$ 8,261.03        | \$ 9,566.27        | 5-Step Salary Schedule  |
| Ukiah - Sergeant   | 3177  | \$ 7,719.24        | \$ 8,723.22        | \$ 9,851.92        | 6-Step Salary Schedule, starts with Step 0.   |
| Willits - Police Sergeant                                | #79D  | \$ 5,523.51        | \$ 6,394.15        | \$ 7,402.03        | Midpoint is step 4. MOU Article 9.1.B & Article 9.1.C. & Article 9.U. Based on this #69A is rate schedule to use. 21-22 Class-Comp Schedule Effective 7-1-21 (Safety) |
| <b>AVERAGE</b>   |       | <b>\$ 7,037.36</b> | <b>\$ 7,792.80</b> | <b>\$ 8,940.07</b> |   |
| <b>Current Fort Bragg</b>                                |       | <b>\$ 7,292.13</b> | <b>\$ 8,039.20</b> | <b>\$ 8,864.27</b> |   |
| <b>Percent Difference between Average and Fort Bragg</b> |       | 3.62%              | 3.16%              | -0.85%             |   |

| <b>Police Officer - Basic POST Certification</b>         |       |                    |                    |                    |   |
|--|-------|--------------------|--------------------|--------------------|---|
| Mendocino County - Deputy Sheriff/Coroner II             | #7113 | \$ 5,862.13        | \$ 6,463.60        | \$ 7,125.73        | 5-Step Salary Schedule  |
| Ukiah - Officer  | 3073  | \$ 5,750.54        | \$ 6,498.47        | \$ 7,339.31        | 6-Step Salary Schedule, starts with Step 0.   |
| Willits - Police Officer I                               | #67A  | \$ 4,059.10        | \$ 4,698.92        | \$ 5,439.59        | Midpoint is step 4. MOU Article 9.1.B & Article 9.1.C. & Article 9.U. Based on this #67A is rate schedule to use. 21-22 Class-Comp Schedule Effective 7-1-21 (Safety) |
| <b>AVERAGE</b>   |       | <b>\$ 5,223.92</b> | <b>\$ 5,887.00</b> | <b>\$ 6,634.88</b> |   |
| <b>Current Fort Bragg</b>                                |       | <b>\$ 5,416.67</b> | <b>\$ 5,971.33</b> | <b>\$ 6,583.20</b> |   |
| <b>Percent Difference between Average and Fort Bragg</b> |       | 3.69%              | 1.43%              | -0.78%             |   |

| <b>Police Officer - Intermediate POST Certification</b>  |       |                    |                    |                    |  |
|--|-------|--------------------|--------------------|--------------------|--|
| Mendocino County - Deputy Sheriff/Coroner II 5%          | #7125 | \$ 6,155.07        | \$ 6,786.00        | \$ 7,482.80        | 5-Step Salary Schedule   |
| Ukiah - Officer (IPC)                                    | 3173  | \$ 6,038.07        | \$ 6,823.40        | \$ 7,706.28        | 6-Step Salary Schedule, starts with Step 0.  |
| Willits - Police Officer II                              | #69A  | \$ 4,266.95        | \$ 4,939.53        | \$ 5,718.13        | Midpoint is step 4. MOU Article 9.1.B & Article 9.1.C. & Article 9.U. Based on this #69A is rate schedule to use. 21-22 Class-Comp Schedule Effective 7-1-21 |
| <b>AVERAGE</b>   |       | <b>\$ 5,486.70</b> | <b>\$ 6,182.98</b> | <b>\$ 6,969.07</b> |  |
| <b>Current Fort Bragg</b>                                |       | <b>\$ 5,688.80</b> | <b>\$ 6,271.20</b> | <b>\$ 6,914.27</b> |  |
| <b>Percent Difference between Average and Fort Bragg</b> |       | 3.68%              | 1.43%              | -0.79%             |  |

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| <b>Police Officer - Advanced POST Certification</b>      |       |                    |                    |                    |  |  |
|--|-------|--------------------|--------------------|--------------------|--|--|
| Mendocino County   |       |                    |                    |                    |  |  |
| Deputy Sheriff/Coroner II 10%                            | #7127 | \$ 6,448.00        | \$ 7,110.13        | \$ 7,838.13        |  | 5-Step Salary Schedule   |
| Ukiah - Officer (APC)                                    | 3273  | \$ 6,327.09        | \$ 7,150.01        | \$ 8,075.15        |  | 6-Step Salary Schedule, starts with Step 0.  |
| Willits - Police Officer III                             | #71A  | \$ 4,485.44        | \$ 5,192.46        | \$ 6,010.92        |  | Midpoint is step 4. MOU Article 9.1.B & Article 9.1.C. & Article 9.U. Based on this #71A is rate schedule to use. 21-22 Class-Comp Schedule Effective 7-1-21 |
| <b>AVERAGE</b>   |       | <b>\$ 5,753.51</b> | <b>\$ 6,484.20</b> | <b>\$ 7,308.07</b> |  |  |
| <b>Current Fort Bragg</b>                                |       | <b>\$ 5,966.13</b> | <b>\$ 6,578.00</b> | <b>\$ 7,252.27</b> |  |  |
| <b>Percent Difference between Average and Fort Bragg</b> |       | 3.70%              | 1.45%              | -0.76%             |  |  |

| <b>Police Recruit</b>                                    |       |                    |             |             |  |   |
|--|-------|--------------------|-------------|-------------|--|---|
| Mendocino County - Deputy Sheriff Coroner-Intrain        | #7167 | \$ 3,990.13        | \$ 4,399.20 | \$ 4,849.87 |  | 5-Step Salary Schedule                      |
| Ukiah (Officer: in Academy for Basic POST)               | 3073  | \$ 5,750.54        | \$ 6,498.47 | \$ 7,339.31 |  | 6-Step Salary Schedule, starts with Step 0. |
| Willits (Police Recruit)                                 | NA    | \$ 4,333.33        |             |             |  | Verified by Willits. Not on a schedule.     |
| <b>AVERAGE</b>   |       | <b>\$ 4,691.34</b> |             |             |  |   |
| <b>Current Fort Bragg</b>                                |       | <b>\$ 4,385.33</b> |             |             |  |   |
| <b>Percent Difference between Average and Fort Bragg</b> |       | -6.52%             |             |             |  |   |

| <b>Community Services Officer</b>                        |                                      |                    |                    |                    |             |   |
|--|--------------------------------------|--------------------|--------------------|--------------------|-------------|---|
| Mendocino County   | Community Srv Officer                | #7065              | \$ 3,019.47        | \$ 3,328.00        | \$ 3,669.47 | 5-Step Salary Schedule                              |
| Ukiah  | Community Services Officer           | 3056               | \$ 4,017.10        | \$ 4,428.86        | \$ 4,882.82 | 5-Step Salary Schedule                              |
| Willits  | Community Srs Officer/Corrections II | #601               | \$ 3,476.95        | \$ 4,025.01        | \$ 4,659.45 | 21-22 Class-Comp Schedule Effective 7-1-21 (Safety) |
| <b>AVERAGE</b>   |                                      | <b>\$ 3,504.51</b> | <b>\$ 3,927.29</b> | <b>\$ 4,403.91</b> |             |   |
| <b>Current Fort Bragg</b>                                |                                      | <b>\$ 3,712.80</b> | <b>\$ 4,092.40</b> | <b>\$ 4,511.87</b> |             |   |
| <b>Percent Difference between Average and Fort Bragg</b> |                                      | 5.94%              | 4.20%              | 2.45%              |             |   |