

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution XXXX-2020

				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

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Effective 9-28-2020 Resolution XXXX-2020

				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				20.59	21.62	22.70	23.84	25.03
Bi-Weekly				1,647.20	1,729.60	1,816.00	1,907.20	2,002.40
Monthly				3,568.93	3,747.47	3,934.67	4,132.27	4,338.53
Annual				42,827.20	44,969.60	47,216.00	49,587.20	52,062.40
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
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 Department/City Treasurer (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 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
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution XXXX-2020

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Finance Technician I (FBE0)					
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 (FBE0)					
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 (FBE0)					
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 (FBE0)					
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				
Maintenance Worker II (FBE0)					
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 (FBE0)					
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution XXXX-2020

	Step 1	Step 2	Step 3	Step 4	Step 5
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 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
Interim Police Chief (Temporary Executive; At Will)					
Hourly	59.02	61.97	65.07	68.32	71.74
Police Sergeant Basic POST (FBPA)					
Hourly	34.92	36.67	38.50	40.43	42.45
Bi-Weekly	2,793.60	2,933.60	3,080.00	3,234.40	3,396.00
Monthly	6,052.85	6,356.13	6,673.33	7,007.87	7,358.00
Annual	72,634.26	76,273.60	80,080.00	84,094.40	88,296.00
Police Sergeant Intermediate POST (FBPA)					
Hourly	36.83	38.68	40.61	42.64	44.77
Bi-Weekly	2,946.72	3,094.40	3,248.80	3,411.20	3,581.60
Monthly	6,384.57	6,704.53	7,039.07	7,390.93	7,760.13
Annual	76,614.81	80,454.40	84,468.80	88,691.20	93,121.60
Police Sergeant Advance POST (FBPA)					
Hourly	38.93	40.87	42.91	45.06	47.31
Bi-Weekly	3,114.12	3,269.60	3,432.80	3,604.80	3,784.80
Monthly	6,747.27	7,084.13	7,437.73	7,810.40	8,200.40
Annual	80,697.18	85,009.60	89,252.80	93,724.80	98,404.80

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution XXXX-2020

	Step 1	Step 2	Step 3	Step 4	Step 5
Police Officer Basic POST (FBPA)					
Hourly	28.92	30.36	31.88	33.47	35.14
Bi-Weekly	2,313.40	2,428.80	2,550.40	2,677.60	2,811.20
Monthly	5,012.38	5,262.40	5,525.87	5,801.47	6,090.93
Annual	60,148.50	63,148.80	66,310.40	69,617.60	73,091.20
Police Officer Intermediate POST (FBPA)					
Hourly	30.37	31.89	33.48	35.15	36.91
Bi-Weekly	2,429.88	2,551.20	2,678.40	2,812.00	2,952.80
Monthly	5,264.73	5,527.60	5,803.20	6,092.67	6,397.73
Annual	63,176.78	66,331.20	69,638.40	73,112.00	76,772.80
Police Officer Advance POST (FBPA)					
Hourly	31.86	33.45	35.12	36.88	38.72
Bi-Weekly	2,548.88	2,676.00	2,809.60	2,950.40	3,097.60
Monthly	5,522.57	5,798.00	6,087.47	6,392.53	6,711.47
Annual	66,270.88	69,576.00	73,049.60	76,710.40	80,537.60
Police Recruit (1040 hours; FBPA)					
Hourly	22.29				
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

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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
Systems Technician (FBE0)								
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 (FBE0)								
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 (FBE0)								
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 (FBE0)								
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 (FBE0)								
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

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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