

# 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    |
|---|--|--|--|-----------|-----------|-----------|-----------|-----------|
| <b>Administrative Assistant - Administration (FBEO)</b>                           |  |  |  |           |           |           |           |           |
| 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 |
| <b>Administrative Assistant - Community Development (FBEO)</b>                    |  |  |  |           |           |           |           |           |
| 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 |
| <b>Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)</b> |  |  |  |           |           |           |           |           |
| 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 |
| <b>Assistant City Engineer (FBEO)</b>   |  |  |  |           |           |           |           |           |
| 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 |
| <b>Assistant Planner (FBEO)</b>   |  |  |  |           |           |           |           |           |
| 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 |
| <b>Assistant to the City Manager (Mid-Management; Non-Bargaining)</b>             |  |  |  |           |           |           |           |           |
| 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 |
| <b>Associate Planner (FBEO)</b>   |  |  |  |           |           |           |           |           |
| 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 |
| <b>City Clerk (Mid-Management; Non-Bargaining)</b>                                |  |  |  |           |           |           |           |           |
| 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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|   |  |  |  | Step 1     | Step 2                                     | Step 3     | Step 4     | Step 5     |
|---|--|--|--|------------|--|------------|------------|------------|
| <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  |  |  |  | 73.37      |  |            |            |            |
| Bi-Weekly   |  |  |  | 5,869.35   |  |            |            |            |
| Monthly   |  |  |  | 12,716.92  |  |            |            |            |
| Annual  |  |  |  | 152,603.00 |  |            |            |            |
| <b>Community Services Officer (FBPA)</b>                                |  |  |  |            |  |            |            |            |
| 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  |
| <b>Construction Project Manager (Mid-Management; Non-Bargaining)</b>    |  |  |  |            |  |            |            |            |
| 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 |
| <b>Construction Project Manager (Temporary, Part-time, At-Will)</b>     |  |  |  |            |  |            |            |            |
|   |  |  |  | 39.56      | 41.54                                      | 43.62      | 45.80      | 48.09      |
| <b>Director - Community Development Department (Executive; At Will)</b> |  |  |  |            |  |            |            |            |
| 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 |
| <b>Director - Finance/Administrative Services (Executive; At-Will)</b>  |  |  |  |            |  |            |            |            |
| 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 |
| <b>Director of Public Works (Executive; At Will)</b>                    |  |  |  |            |  |            |            |            |
| 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 |
| <b>Engineering Technician (FBEO)</b>                                    |  |  |  |            |  |            |            |            |
| 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  |

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| <b>Environmental Compliance Coordinator (FBEO)</b>                                 |  |  |  |           |           |           |           |           |
| 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 |
| <b>Finance Technician I (FBEO)</b>   |  |  |  |           |           |           |           |           |
| 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 |
| <b>Finance Technician II (FBEO)</b>  |  |  |  |           |           |           |           |           |
| 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 |
| <b>Finance Technician III (FBEO)</b>   |  |  |  |           |           |           |           |           |
| 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 |
| <b>Government Accountant I (FBEO)</b>  |  |  |  |           |           |           |           |           |
| 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 |
| <b>Housing and Economic Development Coordinator (Confidential; Non-Bargaining)</b> |  |  |  |           |           |           |           |           |
| 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 |
| <b>Human Resources Analyst (Confidential; Non-Bargaining)</b>                      |  |  |  |           |           |           |           |           |
| 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 |
| <b>Laborer (Part-time, Less than 20 hours week; Non-Bargaining)</b>                |  |  |  |           |           |           |           |           |
| Hourly   |  |  |  | 18.00     |           |           |           |           |

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| <b>Maintenance Worker II (FBEO)</b>                    |  |  |  |            |            |            |            |            |
| 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  |
| <b>Maintenance Worker III (FBEO)</b>                   |  |  |  |            |            |            |            |            |
| 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  |
| <b>Maintenance Worker IV (FBEO)</b>                    |  |  |  |            |            |            |            |            |
| 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  |
| <b>Maintenance Worker Lead (FBEO)</b>                  |  |  |  |            |            |            |            |            |
| 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  |
| <b>Mechanic (FBEO)</b>                                 |  |  |  |            |            |            |            |            |
| 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  |
| <b>Office Assistant (Temporary Position)</b>           |  |  |  |            |            |            |            |            |
| Hourly   |  |  |  | 15.00      |            |            |            |            |
| <b>Operations Supervisor (FBEO)</b>                    |  |  |  |            |            |            |            |            |
| 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  |
| <b>Police Captain (Mid-Management; Non-Bargaining)</b> |  |  |  |            |            |            |            |            |
| 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 |
| <b>Police Chief (Executive; At Will)</b>               |  |  |  |            |            |            |            |            |
| 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 |

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| <b>Interim Police Chief (Temporary Executive; At Will)</b>                     |  |  |  |           |           |           |           |            |
| Hourly   |  |  |  | 59.02     | 61.97     | 65.07     | 68.32     | 71.74      |
| <b>Police Sergeant Intermediate POST (FBPA)</b>                                |  |  |  |           |           |           |           |            |
| 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  |
| <b>Police Sergeant Advance POST (FBPA)</b>                                     |  |  |  |           |           |           |           |            |
| 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 |
| <b>Police Sergeant Advance (Part-time, less than 20 hours a week; At Will)</b> |  |  |  |           |           |           |           |            |
| Hourly   |  |  |  | 40.84     | 42.88     | 45.02     | 47.27     | 49.63      |
| <b>Police Officer Basic POST (FBPA)</b>  |  |  |  |           |           |           |           |            |
| 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  |
| <b>Police Officer Intermediate POST (FBPA)</b>                                 |  |  |  |           |           |           |           |            |
| 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  |
| <b>Police Officer Advance POST (FBPA)</b>                                      |  |  |  |           |           |           |           |            |
| 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  |
| <b>Police Recruit (1040 hours; FBPA)</b>                                       |  |  |  |           |           |           |           |            |
| 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    |
|---|--|--|--|-----------|-----------|-----------|-----------|-----------|
| <b>Police Services Technician (FBPA)</b>  |  |  |  |           |           |           |           |           |
| 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 |
| <b>Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)</b>    |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 16.00     |           |           |           |           |
| <b>Public Works Administrative Analyst (FBEO)</b>   |  |  |  |           |           |           |           |           |
| 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 |
| <b>Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)</b>                              |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 14.00     |           |           |           |           |
| <b>Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)</b> |  |  |  |           |           |           |           |           |
| Hourly  |  |  |  | 16.00     |           |           |           |           |
| <b>Senior Government Accountant (Mid-Management; Non-Bargaining)</b>                              |  |  |  |           |           |           |           |           |
| 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 |
| <b>Senior Planner (Mid-Management; Non-Bargaining)</b>  |  |  |  |           |           |           |           |           |
| 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 |
| <b>Special Projects Assistant (80%, Part-Time; Non-Bargaining)</b>                                |  |  |  |           |           |           |           |           |
| 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 |
| <b>Systems Analyst - Lead (Confidential; Non-Bargaining)</b>                                      |  |  |  |           |           |           |           |           |
| 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 |
| <b>Systems Analyst (Confidential; Non-Bargaining)</b>   |  |  |  |           |           |           |           |           |
| 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    |
|---|--|--|--|-----------|-----------|-----------|-----------|-----------|
| <b>Systems Technician (FBEO)</b>  |  |  |  |           |           |           |           |           |
| 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 |
| <b>Treatment Plant Operator-in-Training (FBEO)</b>                                |  |  |  |           |           |           |           |           |
| 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 |
| <b>Treatment Plant Operator I (FBEO)</b>  |  |  |  |           |           |           |           |           |
| 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 |
| <b>Treatment Plant Operator II (FBEO)</b>   |  |  |  |           |           |           |           |           |
| 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 |
| <b>Treatment Plant Operator - Wastewater, Lead (FBEO)</b>                         |  |  |  |           |           |           |           |           |
| 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 |
| <b>Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)</b> |  |  |  |           |           |           |           |           |
| 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 |