

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 01.01.2022 Resolution XXXX-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

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				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

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			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	

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			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	

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<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

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<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				

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<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 (FBEO)</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 (FBEO)</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 (FBEO)</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 (FBEO)</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 XXXX-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