

**EXHIBIT A**

**CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN**

Effective 10.24.2022 Reclassify Systems Analyst - Lead to Mid-Management. Reso XXXX-2022

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Administrative Analyst (Confidential; Non-Bargaining)</b>								
Hourly				26.71	28.05	29.45	30.92	32.47
Bi-Weekly				2,136.80	2,244.00	2,356.00	2,473.60	2,597.60
Monthly				4,629.73	4,862.00	5,104.67	5,359.47	5,628.13
Annual				55,556.80	58,344.00	61,256.00	64,313.60	67,537.60
<b>Administrative Assistant - Administration (FBEO)</b>								
Hourly				24.62	25.85	27.14	28.50	29.93
Bi-Weekly				1,969.60	2,068.00	2,171.20	2,280.00	2,394.40
Monthly				4,267.47	4,480.67	4,704.27	4,940.00	5,187.87
Annual				51,209.60	53,768.00	56,451.20	59,280.00	62,254.40
<b>Administrative Assistant - Community Development (FBEO)</b>								
Hourly				24.62	25.85	27.14	28.50	29.93
Bi-Weekly				1,969.60	2,068.00	2,171.20	2,280.00	2,394.40
Monthly				4,267.47	4,480.67	4,704.27	4,940.00	5,187.87
Annual				51,209.60	53,768.00	56,451.20	59,280.00	62,254.40
<b>Administrative Assistant - Police (FBEO)</b>								
Hourly				24.62	25.85	27.14	28.50	29.93
Bi-Weekly				1,969.60	2,068.00	2,171.20	2,280.00	2,394.40
Monthly				4,267.47	4,480.67	4,704.27	4,940.00	5,187.87
Annual				51,209.60	53,768.00	56,451.20	59,280.00	62,254.40
<b>Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)</b>								
Hourly				36.44	38.26	40.17	42.18	44.29
Bi-Weekly				2,915.20	3,060.80	3,213.60	3,374.40	3,543.20
Monthly				6,316.27	6,631.73	6,962.80	7,311.20	7,676.93
Annual				75,795.20	79,580.80	83,553.60	87,734.40	92,123.20
<b>Assistant City Engineer (FBEO)</b>								
Hourly				33.24	34.90	36.65	38.48	40.40
Bi-Weekly				2,659.20	2,792.00	2,932.00	3,078.40	3,232.00
Monthly				5,761.60	6,049.33	6,352.67	6,669.87	7,002.67
Annual				69,139.20	72,592.00	76,232.00	80,038.40	84,032.00
<b>Assistant City Manager (Executive; At-Will)</b>								
Hourly				49.29	51.75	54.34	57.06	59.91
Bi-Weekly				3,943.20	4,140.00	4,347.20	4,564.80	4,792.80
Monthly				8,543.60	8,970.00	9,418.93	9,890.40	10,384.40
Annual				102,523.20	107,640.00	113,027.20	118,684.80	124,612.80
<b>Assistant Finance Director (Mid-Management; Non-Bargaining)</b>								
Hourly				39.42	41.39	43.46	45.63	47.91
Bi-Weekly				3,153.60	3,311.20	3,476.80	3,650.40	3,832.80
Monthly				6,832.80	7,174.27	7,533.07	7,909.20	8,304.40
Annual				81,993.60	86,091.20	90,396.80	94,910.40	99,652.80

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 10.24.2022 Reclassify Systems Analyst - Lead to Mid-Management. Reso XXXX-2022

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Assistant Planner (FBEO)</b>								
Hourly				31.67	33.25	34.91	36.66	38.49
Bi-Weekly				2,533.60	2,660.00	2,792.80	2,932.80	3,079.20
Monthly				5,489.47	5,763.33	6,051.07	6,354.40	6,671.60
Annual				65,873.60	69,160.00	72,612.80	76,252.80	80,059.20
<b>Associate Planner (FBEO)</b>								
Hourly				32.79	34.43	36.15	37.96	39.86
Bi-Weekly				2,623.20	2,754.40	2,892.00	3,036.80	3,188.80
Monthly				5,683.60	5,967.87	6,266.00	6,579.73	6,909.07
Annual				68,203.20	71,614.40	75,192.00	78,956.80	82,908.80
<b>City Clerk (Mid-Management; Non-Bargaining)</b>								
Hourly				36.44	38.26	40.17	42.18	44.29
Bi-Weekly				2,915.20	3,060.80	3,213.60	3,374.40	3,543.20
Monthly				6,316.27	6,631.73	6,962.80	7,311.20	7,676.93
Annual				75,795.20	79,580.80	83,553.60	87,734.40	92,123.20
<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				31.67	33.25	34.91	36.66	38.49
Bi-Weekly				2,533.60	2,660.00	2,792.80	2,932.80	3,079.20
Monthly				5,489.47	5,763.33	6,051.07	6,354.40	6,671.60
Annual				65,873.60	69,160.00	72,612.80	76,252.80	80,059.20
<b>Community Services Officer (FBPA)</b>								
Hourly				22.06	23.16	24.32	25.54	26.82
Bi-Weekly				1,764.80	1,852.80	1,945.60	2,043.20	2,145.60
Monthly				3,823.73	4,014.40	4,215.47	4,426.93	4,648.80
Annual				45,884.80	48,172.80	50,585.60	53,123.20	55,785.60

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 10.24.2022 Reclassify Systems Analyst - Lead to Mid-Management. Reso XXXX-2022

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Construction Project Manager (Mid-Management; Non-Bargaining)</b>								
Hourly				42.39	44.51	46.74	49.08	51.53
Bi-Weekly				3,391.20	3,560.80	3,739.20	3,926.40	4,122.40
Monthly				7,347.60	7,715.07	8,101.60	8,507.20	8,931.87
Annual				88,171.20	92,580.80	97,219.20	102,086.40	107,182.40
<b>Construction Project Manager (Temporary, Part-time, At-Will)</b>								
				42.39	44.51	46.74	49.08	51.53
<b>Director - Community Development Department (Executive; At Will)</b>								
Hourly				49.29	51.75	54.34	57.06	59.91
Bi-Weekly				3,943.20	4,140.00	4,347.20	4,564.80	4,792.80
Monthly				8,543.60	8,970.00	9,418.93	9,890.40	10,384.40
Annual				102,523.20	107,640.00	113,027.20	118,684.80	124,612.80
<b>Director - Finance/City Treasurer (Executive; At-Will)</b>								
Hourly				49.29	51.75	54.34	57.06	59.91
Bi-Weekly				3,943.20	4,140.00	4,347.20	4,564.80	4,792.80
Monthly				8,543.60	8,970.00	9,418.93	9,890.40	10,384.40
Annual				102,523.20	107,640.00	113,027.20	118,684.80	124,612.80
<b>Director of Public Works (Executive; At Will)</b>								
Hourly				49.29	51.75	54.34	57.06	59.91
Bi-Weekly				3,943.20	4,140.00	4,347.20	4,564.80	4,792.80
Monthly				8,543.60	8,970.00	9,418.93	9,890.40	10,384.40
Annual				102,523.20	107,640.00	113,027.20	118,684.80	124,612.80
<b>Engineering Technician (FBEO)</b>								
Hourly				30.15	31.66	33.24	34.90	36.65
Bi-Weekly				2,412.00	2,532.80	2,659.20	2,792.00	2,932.00
Monthly				5,226.00	5,487.73	5,761.60	6,049.33	6,352.67
Annual				62,712.00	65,852.80	69,139.20	72,592.00	76,232.00
<b>Environmental Compliance Coordinator (FBEO)</b>								
Hourly				34.87	36.61	38.44	40.36	42.38
Bi-Weekly				2,789.60	2,928.80	3,075.20	3,228.80	3,390.40
Monthly				6,044.13	6,345.73	6,662.93	6,995.73	7,345.87
Annual				72,529.60	76,148.80	79,955.20	83,948.80	88,150.40
<b>Finance Technician I (FBEO)</b>								
Hourly				22.19	23.30	24.47	25.69	26.97
Bi-Weekly				1,775.20	1,864.00	1,957.60	2,055.20	2,157.60
Monthly				3,846.27	4,038.67	4,241.47	4,452.93	4,674.80
Annual				46,155.20	48,464.00	50,897.60	53,435.20	56,097.60



# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 10.24.2022 Reclassify Systems Analyst - Lead to Mid-Management. Reso XXXX-2022

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Maintenance Worker I - Janitor (FBEO)</b>								
Hourly				20.80	21.84	22.93	24.08	25.28
Bi-Weekly				1664.00	1747.20	1834.40	1926.40	2022.40
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>Maintenance Worker II (FBEO)</b>								
Hourly				23.64	24.82	26.06	27.36	28.73
Bi-Weekly				1,891.20	1,985.60	2,084.80	2,188.80	2,298.40
Monthly				4,097.60	4,302.13	4,517.07	4,742.40	4,979.87
Annual				49,171.20	51,625.60	54,204.80	56,908.80	59,758.40
<b>Maintenance Worker III (FBEO)</b>								
Hourly				24.82	26.06	27.36	28.73	30.17
Bi-Weekly				1,985.60	2,084.80	2,188.80	2,298.40	2,413.60
Monthly				4,302.13	4,517.07	4,742.40	4,979.87	5,229.47
Annual				51,625.60	54,204.80	56,908.80	59,758.40	62,753.60
<b>Maintenance Worker IV (FBEO)</b>								
Hourly				26.05	27.35	28.72	30.16	31.67
Bi-Weekly				2,084.00	2,188.00	2,297.60	2,412.80	2,533.60
Monthly				4,515.33	4,740.67	4,978.13	5,227.73	5,489.47
Annual				54,184.00	56,888.00	59,737.60	62,732.80	65,873.60
<b>Maintenance Worker Lead (FBEO)</b>								
Hourly				28.65	30.08	31.58	33.16	34.82
Bi-Weekly				2,292.00	2,406.40	2,526.40	2,652.80	2,785.60
Monthly				4,966.00	5,213.87	5,473.87	5,747.73	6,035.47
Annual				59,592.00	62,566.40	65,686.40	68,972.80	72,425.60
<b>Mechanic (FBEO)</b>								
Hourly				26.71	28.05	29.45	30.92	32.47
Bi-Weekly				2,136.80	2,244.00	2,356.00	2,473.60	2,597.60
Monthly				4,629.73	4,862.00	5,104.67	5,359.47	5,628.13
Annual				55,556.80	58,344.00	61,256.00	64,313.60	67,537.60
<b>Office Assistant (Temporary Position)</b>								
Hourly				20.00				
<b>Operations Manager (Mid-Management; Non-Bargaining)</b>								
Hourly				36.08	37.88	39.77	41.76	43.85
Bi-Weekly				2,886.40	3,030.40	3,181.60	3,340.80	3,508.00
Monthly				6,253.87	6,565.87	6,893.47	7,238.40	7,600.67
Annual				75,046.40	78,790.40	82,721.60	86,860.80	91,208.00
<b>Operations Supervisor (FBEO)</b>								
Hourly				34.87	36.61	38.44	40.36	42.38
Bi-Weekly				2,789.60	2,928.80	3,075.20	3,228.80	3,390.40
Monthly				6,044.13	6,345.73	6,662.93	6,995.73	7,345.87
Annual				72,529.60	76,148.80	79,955.20	83,948.80	88,150.40

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 10.24.2022 Reclassify Systems Analyst - Lead to Mid-Management. Reso XXXX-2022

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Police Captain (Mid-Management; Non-Bargaining)</b>								
Hourly				55.55	58.33	61.25	64.31	67.53
Bi-Weekly				4,444.00	4,666.40	4,900.00	5,144.80	5,402.40
Monthly				9,628.67	10,110.53	10,616.67	11,147.07	11,705.20
Annual				115,544.00	121,326.40	127,400.00	133,764.80	140,462.40
<b>Police Chief (Executive; At Will)</b>								
Hourly				73.22	76.88	80.72	84.76	89.00
Bi-Weekly				5,373.60	6,150.40	6,457.60	6,780.80	7,120.00
Monthly				11,642.80	13,325.87	13,991.47	14,691.73	15,426.67
Annual				139,713.60	159,910.40	167,897.60	176,300.80	185,120.00
<b>Police Sergeant Intermediate POST (FBPA)</b>								
Hourly				41.68	43.76	45.95	48.25	50.66
Bi-Weekly				3,334.40	3,500.80	3,676.00	3,860.00	4,052.80
Monthly				7,224.53	7,585.07	7,964.67	8,363.33	8,781.07
Annual				86,694.40	91,020.80	95,576.00	100,360.00	105,372.80
<b>Police Sergeant Advance POST (FBPA)</b>								
Hourly				44.07	46.27	48.58	51.01	53.56
Bi-Weekly				3,525.60	3,701.60	3,886.40	4,080.80	4,284.80
Monthly				7,638.80	8,020.13	8,420.53	8,841.73	9,283.73
Annual				91,665.60	96,241.60	101,046.40	106,100.80	111,404.80
<b>Police Officer Basic POST (FBPA)</b>								
Hourly				32.45	34.07	35.77	37.56	39.44
Bi-Weekly				2,596.00	2,725.60	2,861.60	3,004.80	3,155.20
Monthly				5,624.67	5,905.47	6,200.13	6,510.40	6,836.27
Annual				67,496.00	70,865.60	74,401.60	78,124.80	82,035.20
<b>Police Officer Intermediate POST (FBPA)</b>								
Hourly				34.07	35.77	37.56	39.44	41.41
Bi-Weekly				2,725.60	2,861.60	3,004.80	3,155.20	3,312.80
Monthly				5,905.47	6,200.13	6,510.40	6,836.27	7,177.73
Annual				70,865.60	74,401.60	78,124.80	82,035.20	86,132.80
<b>Police Officer Advance POST (FBPA)</b>								
Hourly				35.74	37.53	39.41	41.38	43.45
Bi-Weekly				2,859.20	3,002.40	3,152.80	3,310.40	3,476.00
Monthly				6,194.93	6,505.20	6,831.07	7,172.53	7,531.33
Annual				74,339.20	78,062.40	81,972.80	86,070.40	90,376.00
<b>Police Recruit (1040 hours; FBPA)</b>								
Hourly				27.88				
<b>Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)</b>								
Hourly				18.00				

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Effective 10.24.2022 Reclassify Systems Analyst - Lead to Mid-Management. Reso XXXX-2022

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Public Works Administrative Analyst (FBEO)</b>								
Hourly				26.71	28.05	29.45	30.92	32.47
Bi -Weekly				2,136.80	2,244.00	2,356.00	2,473.60	2,597.60
Monthly				4,629.73	4,862.00	5,104.67	5,359.47	5,628.13
Annual				55,556.80	58,344.00	61,256.00	64,313.60	67,537.60
<b>Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)</b>								
Hourly				18.00				
<b>Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)</b>								
Hourly				18.00				
<b>Social Services Liaison-Crisis Worker (Temporary, Full-Time)</b>								
Hourly				25.00				
<b>Social Services Liaison-Crisis Worker (Temporary, 80% Part-Time)</b>								
				25.00				
<b>Special Investigator Basic POST (FBPA)</b>								
Hourly				34.07	35.77	37.56	39.44	41.41
Bi-Weekly				2,725.60	2,861.60	3,004.80	3,155.20	3,312.80
Monthly				5,905.47	6,200.13	6,510.40	6,836.27	7,177.73
Annual				70,865.60	74,401.60	78,124.80	82,035.20	86,132.80
<b>Special Investigator Intermediate POST (FBPA)</b>								
Hourly				35.77	37.56	39.44	41.41	43.48
Bi-Weekly				2,861.60	3,004.80	3,155.20	3,312.80	3,478.40
Monthly				6,200.13	6,510.40	6,836.27	7,177.73	7,536.53
Annual				74,401.60	78,124.80	82,035.20	86,132.80	90,438.40
<b>Special Investigator Advanced POST (FBPA)</b>								
Hourly				37.53	39.41	41.38	43.45	45.62
Bi-Weekly				3,002.40	3,152.80	3,310.40	3,476.00	3,649.60
Monthly				6,505.20	6,831.07	7,172.53	7,531.33	7,907.47
Annual				78,062.40	81,972.80	86,070.40	90,376.00	94,889.60
<b>Systems Analyst - Lead (Mid-Management; Non-Bargaining)</b>								
Hourly				36.44	38.26	40.17	42.18	44.29
Bi-Weekly				2,915.20	3,060.80	3,213.60	3,374.40	3,543.20
Monthly				6,316.27	6,631.73	6,962.80	7,311.20	7,676.93
Annual				75,795.20	79,580.80	83,553.60	87,734.40	92,123.20
<b>Systems Analyst (Confidential; Non-Bargaining)</b>								
Hourly				29.73	31.22	32.78	34.42	36.14
Bi-Weekly				2,378.40	2,497.60	2,622.40	2,753.60	2,891.20
Monthly				5,153.20	5,411.47	5,681.87	5,966.13	6,264.27
Annual				61,838.40	64,937.60	68,182.40	71,593.60	75,171.20

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<b>Systems Technician (FBEO)</b>									
Hourly				22.81	23.95	25.15	26.41	27.73	
Bi-Weekly				1,824.80	1,916.00	2,012.00	2,112.80	2,218.40	
Monthly				3,953.73	4,151.33	4,359.33	4,577.73	4,806.53	
Annual				47,444.80	49,816.00	52,312.00	54,932.80	57,678.40	
<b>Treatment Plant Operator-in-Training (FBEO)</b>									
Hourly				20.27	21.28	22.34	23.46	24.63	
Bi-Weekly				1,621.60	1,702.40	1,787.20	1,876.80	1,970.40	
Monthly				3,513.47	3,688.53	3,872.27	4,066.40	4,269.20	
Annual				42,161.60	44,262.40	46,467.20	48,796.80	51,230.40	
<b>Treatment Plant Operator I (FBEO)</b>									
Hourly				25.16	26.42	27.74	29.13	30.59	
Bi-Weekly				2,012.80	2,113.60	2,219.20	2,330.40	2,447.20	
Monthly				4,361.07	4,579.47	4,808.27	5,049.20	5,302.27	
Annual				52,332.80	54,953.60	57,699.20	60,590.40	63,627.20	
<b>Treatment Plant Operator II (FBEO)</b>									
Hourly				26.43	27.75	29.14	30.60	32.13	
Biweekly				2,114.40	2,220.00	2,331.20	2,448.00	2,570.40	
Monthly				4,581.20	4,810.00	5,050.93	5,304.00	5,569.20	
Annual				54,974.40	57,720.00	60,611.20	63,648.00	66,830.40	
<b>Treatment Plant Operator - Wastewater, Lead (FBEO)</b>									
Hourly				30.39	31.91	33.51	35.19	36.95	
Biweekly				2,431.20	2,552.80	2,680.80	2,815.20	2,956.00	
Monthly				5,267.60	5,531.07	5,808.40	6,099.60	6,404.67	
Annual				63,211.20	66,372.80	69,700.80	73,195.20	76,856.00	
<b>Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)</b>									
Hourly				31.91	33.51	35.19	36.95	38.80	
Biweekly				2,552.80	2,680.80	2,815.20	2,956.00	3,104.00	
Monthly				5,531.07	5,808.40	6,099.60	6,404.67	6,725.33	
Annual				66,372.80	69,700.80	73,195.20	76,856.00	80,704.00	