

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBEO)								
Hourly				22.42	23.54	24.72	25.96	27.26
Bi-Weekly				1,793.60	1,883.20	1,977.60	2,076.80	2,180.80
Monthly				3,886.13	4,080.27	4,284.80	4,499.73	4,725.07
Annual				46,633.60	48,963.20	51,417.60	53,996.80	56,700.80
Administrative Assistant - Administration (FBEO) - 75% Full-Time								
Hourly				22.42	23.54	24.72	25.96	27.26
Bi-Weekly				1,345.20	1,412.40	1,483.20	1,557.60	1,635.60
Monthly				2,914.60	3,060.20	3,213.60	3,374.80	3,543.80
Annual				34,975.20	36,722.40	38,563.20	40,497.60	42,525.60
Administrative Assistant - Community Development (FBEO)								
Hourly				22.42	23.54	24.72	25.96	27.26
Bi-Weekly				1,793.60	1,883.20	1,977.60	2,076.80	2,180.80
Monthly				3,886.13	4,080.27	4,284.80	4,499.73	4,725.07
Annual				46,633.60	48,963.20	51,417.60	53,996.80	56,700.80
Administrative Assistant - Community Development (FBEO) - 50% Full-Time								
Hourly				22.42	23.54	24.72	25.96	27.26
Bi-Weekly				896.80	941.60	988.80	1,038.40	1,090.40
Monthly				1,943.07	2,040.13	2,142.40	2,249.87	2,362.53
Annual				23,316.80	24,481.60	25,708.80	26,998.40	28,350.40
Administrative Supervisor - Police (Confidential/Restricted; Non-Bargaining)								
Hourly				26.71	28.04	29.44	30.91	32.46
Bi-Weekly				2,136.41	2,243.20	2,355.20	2,472.80	2,596.80
Monthly				4,628.88	4,860.27	5,102.93	5,357.73	5,626.40
Annual				55,546.57	58,323.20	61,235.20	64,292.80	67,516.80
Assistant Director of Public Works (Mid-Management; Non-Bargaining)								
Hourly				38.98	40.93	42.98	45.13	47.39
Bi-Weekly				3,118.40	3,274.40	3,438.40	3,610.40	3,791.20
Monthly				6,756.53	7,094.53	7,449.87	7,822.53	8,214.27
Annual				81,078.40	85,134.40	89,398.40	93,870.40	98,571.20
Assistant City Engineer (FBEO)								
Hourly				30.27	31.78	33.37	35.04	36.79
Bi-Weekly				2,421.60	2,542.40	2,669.60	2,803.20	2,943.20
Monthly				5,246.80	5,508.53	5,784.13	6,073.60	6,376.93
Annual				62,961.60	66,102.40	69,409.60	72,883.20	76,523.20
Assistant City Engineer (FBEO) - 75% Full-Time								
Hourly				30.27	31.78	33.37	35.04	36.79
Bi-Weekly				1,816.20	1,906.80	2,002.20	2,102.40	2,207.40
Monthly				3,935.10	4,131.40	4,338.10	4,555.20	4,782.70
Annual				47,221.20	49,576.80	52,057.20	54,662.40	57,392.40

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Planner (FBEO)								
Hourly				28.84	30.28	31.79	33.38	35.05
Bi-Weekly				2,307.20	2,422.40	2,543.20	2,670.40	2,804.00
Monthly				4,998.93	5,248.53	5,510.27	5,785.87	6,075.33
Annual				59,987.20	62,982.40	66,123.20	69,430.40	72,904.00
Assistant to the City Manager (Mid-Management; Non-Bargaining)								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20
Associate Planner (FBEO)								
Hourly				29.86	31.35	32.92	34.57	36.30
Bi-Weekly				2,388.80	2,508.00	2,633.60	2,765.60	2,904.00
Monthly				5,175.73	5,434.00	5,706.13	5,992.13	6,292.00
Annual				62,108.80	65,208.00	68,473.60	71,905.60	75,504.00
City Clerk (Mid-Management; Non-Bargaining)								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20
City Clerk (Mid-Management; Non-Bargaining) - 75% Full-Time								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,010.60	2,111.40	2,217.00	2,328.00	2,444.40
Monthly				4,356.30	4,574.70	4,803.50	5,044.00	5,296.20
Annual				52,275.60	54,896.40	57,642.00	60,528.00	63,554.40
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				5,869.60				
Monthly				11,883.58				
Annual				142,603.00				
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
Construction Project Manager (Mid-Management; Non-Bargaining)								
Hourly				38.98	40.93	42.98	45.13	47.39
Bi-Weekly				3,118.40	3,274.40	3,438.40	3,610.40	3,791.20
Monthly				6,756.53	7,094.53	7,449.87	7,822.53	8,214.27
Annual				81,078.40	85,134.40	89,398.40	93,870.40	98,571.20
Director - Community Development Department (Executive; At Will)								
Hourly				45.77	48.06	50.46	52.98	55.63
Bi-Weekly				3,661.60	3,844.80	4,036.80	4,238.40	4,450.40
Monthly				7,933.47	8,330.40	8,746.40	9,183.20	9,642.53
Annual				95,201.60	99,964.80	104,956.80	110,198.40	115,710.40
Director - Finance Department/City Treasurer (Executive; At Will)								
Hourly				45.77	48.06	50.46	52.98	55.63
Bi-Weekly				3,661.60	3,844.80	4,036.80	4,238.40	4,450.40
Monthly				7,933.47	8,330.40	8,746.40	9,183.20	9,642.53
Annual				95,201.60	99,964.80	104,956.80	110,198.40	115,710.40
Director - Finance Department/City Treasurer (Executive; At Will) - 75% Full-Time								
Hourly				45.77	48.06	50.46	52.98	55.63
Bi-Weekly				2,746.20	2,883.60	3,027.60	3,178.80	3,337.80
Monthly				5,950.10	6,247.80	6,559.80	6,887.40	7,231.90
Annual				71,401.20	74,973.60	78,717.60	82,648.80	86,782.80
Director of Public Works (Executive; At Will)								
Hourly				45.77	48.06	50.46	52.98	55.63
Bi-Weekly				3,661.60	3,844.80	4,036.80	4,238.40	4,450.40
Monthly				7,933.47	8,330.40	8,746.40	9,183.20	9,642.53
Annual				95,201.60	99,964.80	104,956.80	110,198.40	115,710.40
Engineering Technician (FBEO)								
Hourly				27.46	28.83	30.27	31.78	33.37
Bi-Weekly				2,196.80	2,306.40	2,421.60	2,542.40	2,669.60
Monthly				4,759.73	4,997.20	5,246.80	5,508.53	5,784.13
Annual				57,116.80	59,966.40	62,961.60	66,102.40	69,409.60
Engineering Technician (FBEO) - 75% Full-Time								
Hourly				27.46	28.83	30.27	31.78	33.37
Bi-Weekly				1,647.60	1,729.80	1,816.20	1,906.80	2,002.20
Monthly				3,569.80	3,747.90	3,935.10	4,131.40	4,338.10
Annual				42,837.60	44,974.80	47,221.20	49,576.80	52,057.20
Environmental Compliance Coordinator (FBEO)								
Hourly				31.76	33.35	35.02	36.77	38.61
Bi-Weekly				2,540.80	2,668.00	2,801.60	2,941.60	3,088.80
Monthly				5,505.07	5,780.67	6,070.13	6,373.47	6,692.40
Annual				66,060.80	69,368.00	72,841.60	76,481.60	80,308.80

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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				Step 1	Step 2	Step 3	Step 4	Step 5
Finance Technician I (FBEO)								
Hourly				20.21	21.22	22.28	23.39	24.56
Bi-Weekly				1,616.80	1,697.60	1,782.40	1,871.20	1,964.80
Monthly				3,503.07	3,678.13	3,861.87	4,054.27	4,257.07
Annual				42,036.80	44,137.60	46,342.40	48,651.20	51,084.80
Finance Technician II (FBEO)								
Hourly				22.28	23.39	24.56	25.79	27.08
Bi-Weekly				1,782.40	1,871.20	1,964.80	2,063.20	2,166.40
Monthly				3,861.87	4,054.27	4,257.07	4,470.27	4,693.87
Annual				46,342.40	48,651.20	51,084.80	53,643.20	56,326.40
Finance Technician II (FBEO) - 75% Full-Time								
Hourly				22.28	23.39	24.56	25.79	27.08
Bi-Weekly				1,336.80	1,403.40	1,473.60	1,547.40	1,624.80
Monthly				2,896.40	3,040.70	3,192.80	3,352.70	3,520.40
Annual				34,756.80	36,488.40	38,313.60	40,232.40	42,244.80
Finance Technician III (FBEO)								
Hourly				24.56	25.79	27.08	28.43	29.85
Bi-Weekly				1,964.80	2,063.20	2,166.40	2,274.40	2,388.00
Monthly				4,257.07	4,470.27	4,693.87	4,927.87	5,174.00
Annual				51,084.80	53,643.20	56,326.40	59,134.40	62,088.00
Government Accountant I (FBEO)								
Hourly				27.08	28.43	29.85	31.34	32.91
Bi-Weekly				2,166.40	2,274.40	2,388.00	2,507.20	2,632.80
Monthly				4,693.87	4,927.87	5,174.00	5,432.27	5,704.40
Annual				56,326.40	59,134.40	62,088.00	65,187.20	68,452.80
Government Accountant I (FBEO) - 75% Full-Time								
Hourly				27.08	28.43	29.85	31.34	32.91
Bi-Weekly				1,624.80	1,705.80	1,791.00	1,880.40	1,974.60
Monthly				3,520.40	3,695.90	3,880.50	4,074.20	4,278.30
Annual				42,244.80	44,350.80	46,566.00	48,890.40	51,339.60
Housing and Economic Development Coordinator (Confidential; Non-Bargaining)								
Hourly				30.28	31.79	33.38	35.05	36.80
Bi-Weekly				2,422.40	2,543.20	2,670.40	2,804.00	2,944.00
Monthly				5,248.53	5,510.27	5,785.87	6,075.33	6,378.67
Annual				62,982.40	66,123.20	69,430.40	72,904.00	76,544.00
Human Resources Analyst (Confidential; Non-Bargaining)								
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

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				Step 1	Step 2	Step 3	Step 4	Step 5
Human Resources Analyst (Confidential; Non-Bargaining) - 75% Full-Time								
Hourly				24.32	25.54	26.82	28.16	29.57
Bi-Weekly				1,459.20	1,532.40	1,609.20	1,689.60	1,774.20
Monthly				3,161.60	3,320.20	3,486.60	3,660.80	3,844.10
Annual				37,939.20	39,842.40	41,839.20	43,929.60	46,129.20
Laborer (Part-time, Less than 20 hours week; Non-Bargaining)								
Hourly				18.00				
Maintenance Worker I (FBEO)								
Hourly				16.28	17.09	17.94	18.84	19.78
Bi-Weekly				1,302.40	1,367.20	1,435.20	1,507.20	1,582.40
Monthly				2,821.87	2,962.27	3,109.60	3,265.60	3,428.53
Annual				33,862.40	35,547.20	37,315.20	39,187.20	41,142.40
Maintenance Worker II (FBEO)								
Hourly				21.53	22.61	23.74	24.93	26.18
Bi-Weekly				1,722.40	1,808.80	1,899.20	1,994.40	2,094.40
Monthly				3,731.87	3,919.07	4,114.93	4,321.20	4,537.87
Annual				44,782.40	47,028.80	49,379.20	51,854.40	54,454.40
Maintenance Worker III (FBEO)								
Hourly				22.60	23.73	24.92	26.17	27.48
Bi-Weekly				1,808.00	1,898.40	1,993.60	2,093.60	2,198.40
Monthly				3,917.33	4,113.20	4,319.47	4,536.13	4,763.20
Annual				47,008.00	49,358.40	51,833.60	54,433.60	57,158.40
Maintenance Worker IV (FBEO)								
Hourly				23.73	24.92	26.17	27.48	28.85
Bi-Weekly				1,898.40	1,993.60	2,093.60	2,198.40	2,308.00
Monthly				4,113.20	4,319.47	4,536.13	4,763.20	5,000.67
Annual				49,358.40	51,833.60	54,433.60	57,158.40	60,008.00
Maintenance Worker Lead (FBEO)								
Hourly				26.10	27.41	28.78	30.22	31.73
Bi-Weekly				2,088.00	2,192.80	2,302.40	2,417.60	2,538.40
Monthly				4,524.00	4,751.07	4,988.53	5,238.13	5,499.87
Annual				54,288.00	57,012.80	59,862.40	62,857.60	65,998.40
Mechanic (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
Office Assistant (Temporary Position)								
Hourly				15.00				

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Police Chief (Executive; At Will)								
Hourly				58.14	61.05	64.10	67.31	70.68
Bi-Weekly				4,651.20	4,884.00	5,128.00	5,384.80	5,654.40
Monthly				10,077.60	10,582.00	11,110.67	11,667.07	12,251.20
Annual				120,931.20	126,984.00	133,328.00	140,004.80	147,014.40
Interim Police Chief (Temporary Executive; At Will)								
Hourly				58.14	61.05	64.10	67.31	70.68
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
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				22.25				
Bi-Weekly				1,779.67				
Monthly				3,855.96				
Annual				23,135.76				

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Police Services Technician (FBPA)								
Hourly				19.81	20.80	21.84	22.93	24.08
Bi-Weekly				1,584.80	1,664.00	1,747.20	1,834.40	1,926.40
Monthly				3,433.73	3,605.33	3,785.60	3,974.53	4,173.87
Annual				41,204.80	43,264.00	45,427.20	47,694.40	50,086.40
Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				16.00				
Public Works Administrative Analyst (FBEO)								
Hourly				23.08	24.23	25.44	26.71	28.05
Bi -Weekly				1,846.40	1,938.40	2,035.20	2,136.80	2,244.00
Monthly				4,000.53	4,199.87	4,409.60	4,629.73	4,862.00
Annual				48,006.40	50,398.40	52,915.20	55,556.80	58,344.00
Public Works Administrative Analyst (FBEO) - 75% Full-Time								
Hourly				23.08	24.23	25.44	26.71	28.05
Bi -Weekly				1,384.80	1,453.80	1,526.40	1,602.60	1,683.00
Monthly				3,000.40	3,149.90	3,307.20	3,472.30	3,646.50
Annual				36,004.80	37,798.80	39,686.40	41,667.60	43,758.00
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				33.51	35.19	36.95	38.80	40.74
Bi -Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20
Senior Government Accountant (Mid-Management; Non-Bargaining) - 75% Full-Time								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi -Weekly				2,010.60	2,111.40	2,217.00	2,328.00	2,444.40
Monthly				4,356.30	4,574.70	4,803.50	5,044.00	5,296.20
Annual				52,275.60	54,896.40	57,642.00	60,528.00	63,554.40
Senior Planner (Mid-Management; Non-Bargaining)								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20
Senior Planner (Mid-Management; Non-Bargaining)- 50% Full-Time								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				1,340.40	1,407.60	1,478.00	1,552.00	1,629.60
Monthly				2,904.20	3,049.80	3,202.33	3,362.67	3,530.80
Annual				34,850.40	36,597.60	38,428.00	40,352.00	42,369.60

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
Special Projects Assistant (80%, Part-Time; Non-Bargaining)								
Hourly				23.25	24.41	25.63	26.91	28.26
Bi-Weekly				1,488.00	1,562.24	1,640.32	1,722.24	1,808.64
Monthly				3,224.00	3,384.85	3,554.03	3,731.52	3,918.72
Annual				38,688.00	40,618.24	42,648.32	44,778.24	47,024.64
Systems Analyst - Lead (Confidential; Non-Bargaining)								
Hourly				30.28	31.79	33.38	35.05	36.80
Bi-Weekly				2,422.40	2,543.20	2,670.40	2,804.00	2,944.00
Monthly				5,248.53	5,510.27	5,785.87	6,075.33	6,378.67
Annual				62,982.40	66,123.20	69,430.40	72,904.00	76,544.00
Systems Analyst (Part-Time, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				29.52				
Systems Technician (FBEO)								
Hourly				20.77	21.81	22.90	24.05	25.25
Bi-Weekly				1,661.60	1,744.80	1,832.00	1,924.00	2,020.00
Monthly				3,600.13	3,780.40	3,969.33	4,168.67	4,376.67
Annual				43,201.60	45,364.80	47,632.00	50,024.00	52,520.00
Treatment Plant Operator-in-Training (FBEO)								
Hourly				18.46	19.38	20.35	21.37	22.44
Bi-Weekly				1,476.80	1,550.40	1,628.00	1,709.60	1,795.20
Monthly				3,199.73	3,359.20	3,527.33	3,704.13	3,889.60
Annual				38,396.80	40,310.40	42,328.00	44,449.60	46,675.20
Treatment Plant Operator I (FBEO)								
Hourly				22.92	24.07	25.27	26.53	27.86
Bi-Weekly				1,833.60	1,925.60	2,021.60	2,122.40	2,228.80
Monthly				3,972.80	4,172.13	4,380.13	4,598.53	4,829.07
Annual				47,673.60	50,065.60	52,561.60	55,182.40	57,948.80
Treatment Plant Operator II (FBEO)								
Hourly				24.07	25.27	26.53	27.86	29.25
Biweekly				1,925.60	2,021.60	2,122.40	2,228.80	2,340.00
Monthly				4,172.13	4,380.13	4,598.53	4,829.07	5,070.00
Annual				50,065.60	52,561.60	55,182.40	57,948.80	60,840.00
Treatment Plant Operator - Wastewater, Lead (FBEO)								
Hourly				27.68	29.06	30.51	32.04	33.64
Biweekly				2,214.40	2,324.80	2,440.80	2,563.20	2,691.20
Monthly				4,797.87	5,037.07	5,288.40	5,553.60	5,830.93
Annual				57,574.40	60,444.80	63,460.80	66,643.20	69,971.20
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly				29.06	30.51	32.04	33.64	35.32
Biweekly				2,324.80	2,440.80	2,563.20	2,691.20	2,825.60
Monthly				5,037.07	5,288.40	5,553.60	5,830.93	6,122.13
Annual				60,444.80	63,460.80	66,643.20	69,971.20	73,465.60