

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective December 8, 2019  
Resolution No. XXXX-2019

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Administrative Assistant - Administration (FBE0)</b>								
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
<b>Administrative Assistant - Community Development (FBE0)</b>								
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
<b>Administrative Supervisor - Police (Confidential/Restricted; Non-Bargaining)</b>								
Hourly				26.48	27.80	29.19	30.65	32.18
Bi-Weekly				2,118.40	2,224.00	2,335.20	2,452.00	2,574.40
Monthly				4,589.87	4,818.67	5,059.60	5,312.67	5,577.87
Annual				55,078.40	57,824.00	60,715.20	63,752.00	66,934.40
<b>Assistant City Engineer (FBE0)</b>								
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
<b>Assistant Director of Public Works (Mid-Management; Non-Bargaining)</b>								
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
<b>Assistant Planner (FBE0)</b>								
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
<b>Assistant to the City Manager (Mid-Management; Non-Bargaining)</b>								
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
<b>Associate City Engineer (Mid-Management; Non-Bargaining)</b>								
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

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				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Associate Planner (FBEO)</b>								
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
<b>City Clerk (Mid-Management; Non-Bargaining)</b>								
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
<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				5,869.60				
Monthly				12,717.47				
Annual				152,609.60				
<b>Community Services Officer (FBPA)</b>								
Hourly				19.91	20.90	21.95	23.04	24.20
Bi-Weekly				1,592.80	1,672.00	1,756.00	1,843.20	1,936.00
Monthly				3,451.07	3,622.67	3,804.67	3,993.60	4,194.67
Annual				41,412.80	43,472.00	45,656.00	47,923.20	50,336.00
<b>Construction Project Manager (Mid-Management; Non-Bargaining)</b>								
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
<b>Director - Community Development Department (Executive; At Will)</b>								
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
<b>Director - Finance Department/City Treasurer (Executive; At Will)</b>								
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

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				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Director of Public Works (Executive; At Will)</b>								
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
<b>Engineering Technician (FBEO)</b>								
Hourly				27.46000	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
<b>Environmental Compliance Coordinator (FBEO)</b>								
Hourly				31.76000	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
<b>Finance Technician I (FBEO)</b>								
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
<b>Finance Technician II (FBEO)</b>								
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
<b>Finance Technician III (FBEO)</b>								
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
<b>Government Accountant I (FBEO)</b>								
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
<b>Government Accountant II (FBEO)</b>								
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

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	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Housing and Economic Development Coordinator (FBEO)</b>					
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
<b>Human Resources Analyst (Confidential; Non-Bargaining)</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 I (FBEO)</b>					
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
<b>Maintenance Worker II (FBEO)</b>					
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
<b>Maintenance Worker III (FBEO)</b>					
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
<b>Maintenance Worker IV (FBEO)</b>					
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
<b>Maintenance Worker Lead (FBEO)</b>					
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
<b>Mechanic (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>Office Assistant (Temporary Position)</b>					
Hourly	15.00000				

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					Step 1	Step 2	Step 3	Step 4	Step 5
<b>Police Chief (Executive; At Will)</b>									
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	
<b>Police Sergeant Basic POST (FBPA)</b>									
Hourly				33.21	34.87	36.61	38.44	40.37	
Bi-Weekly				2,656.80	2,789.60	2,928.80	3,075.20	3,229.60	
Monthly				5,756.40	6,044.13	6,345.73	6,662.93	6,997.47	
Annual				69,076.80	72,529.60	76,148.80	79,955.20	83,969.60	
<b>Police Sergeant Intermediate POST (FBPA)</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>Police Sergeant Advance POST (FBPA)</b>									
Hourly				37.02	38.87	40.81	42.85	45.00	
Bi-Weekly				2,961.60	3,109.60	3,264.80	3,428.00	3,600.00	
Monthly				6,416.80	6,737.47	7,073.73	7,427.33	7,800.00	
Annual				77,001.60	80,849.60	84,884.80	89,128.00	93,600.00	
<b>Police Officer Basic POST (FBPA)</b>									
Hourly				27.41	28.78	30.22	31.73	33.32	
Bi-Weekly				2,192.80	2,302.40	2,417.60	2,538.40	2,665.60	
Monthly				4,751.07	4,988.53	5,238.13	5,499.87	5,775.47	
Annual				57,012.80	59,862.40	62,857.60	65,998.40	69,305.60	
<b>Police Officer Intermediate POST (FBPA)</b>									
Hourly				28.79	30.23	31.74	33.33	34.99	
Bi-Weekly				2,303.20	2,418.40	2,539.20	2,666.40	2,799.20	
Monthly				4,990.27	5,239.87	5,501.60	5,777.20	6,064.93	
Annual				59,883.20	62,878.40	66,019.20	69,326.40	72,779.20	
<b>Police Officer Advance POST (FBPA)</b>									
Hourly				30.20	31.71	33.30	34.96	36.71	
Bi-Weekly				2,416.00	2,536.80	2,664.00	2,796.80	2,936.80	
Monthly				5,234.67	5,496.40	5,772.00	6,059.73	6,363.07	
Annual				62,816.00	65,956.80	69,264.00	72,716.80	76,356.80	
<b>Police Recruit (1040 hours; FBPA)</b>									
Hourly				21.64					
Bi-Weekly				1,731.20					
Monthly				3,750.93					
Annual				22,505.60					

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<b>Police Services Technician (FBPA)</b>										
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	
<b>Public Works Administrative Analyst (FBEO)</b>										
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	
<b>Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)</b>										
Hourly					14.00000					
<b>Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)</b>										
Hourly					16.00000					
<b>Senior Government Accountant (Mid-Management; Non-Bargaining)</b>										
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	
<b>Senior Planner (Mid-Management; Non-Bargaining)</b>										
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	
<b>Special Projects Assistant (80%, Part-Time; Non-Bargaining)</b>										
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					2,579.20	2,707.88	2,843.22	2,985.22	3,134.98	
Annual					38,688.00	40,618.24	42,648.32	44,778.24	47,024.64	
<b>Systems Analyst - Lead (Confidential; Non-Bargaining)</b>										
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	
<b>Systems Analyst (Part-Time, 1000 Max Annual Hours; Non-Bargaining)</b>										
Hourly					29.52					
<b>Systems Technician (FBEO)</b>										
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	

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<b>Treatment Plant Operator-in-Training (FBEO)</b>								
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
<b>Treatment Plant Operator I (FBEO)</b>								
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
<b>Treatment Plant Operator II (FBEO)</b>								
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
<b>Treatment Plant Operator - Wastewater, Lead (FBEO)</b>								
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
<b>Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)</b>								
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