

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

				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 - 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 Supervisor - Police (Confidential/Restricted; Non-Bargaining)								
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
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 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 City Engineer (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)								
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 OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

		Step 1	Step 2	Step 3	Step 4	Step 5
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		12,717.47				
Annual		152,609.60				
Community Services Officer (FBPA)						
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
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 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		27.46000	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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
Environmental Compliance Coordinator (FBEO)								
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
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 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 II (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
Housing and Economic Development Coordinator (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
Laborer (Part-time, Less than 20 hours week; Non-Bargaining)								
Hourly				18.00				

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
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
Hourly				15.00000				
Bi-Weekly								
Monthly								
Annual								
Office Assistant (Temporary Position)								
Hourly				15.00000				
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

						Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant Basic POST (FBPA)										
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
Police Sergeant Intermediate POST (FBPA)										
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
Police Sergeant Advance POST (FBPA)										
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
Police Officer Basic POST (FBPA)										
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
Police Officer Intermediate POST (FBPA)										
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
Police Officer Advance POST (FBPA)										
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
Police Recruit (1040 hours; FBPA)										
Hourly						21.64				
Bi-Weekly						1,731.20				
Monthly						3,750.93				
Annual						22,505.60				
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
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
Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)								
Hourly				14.00000				
Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				16.00000				
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 Planner (Mid-Management; Non-Bargaining)								
Hourly				32.36547	33.98374	35.68293	37.46707	39.34043
Bi-Weekly				2,589.24	2,718.70	2,854.63	2,997.37	3,147.23
Monthly				5,610.01	5,890.52	6,185.04	6,494.29	6,819.01
Annual				67,320.17	70,686.18	74,220.49	77,931.51	81,828.09
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				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
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

					Step 1	Step 2	Step 3	Step 4	Step 5
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	