

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective July 1, 2024

FBPA Ord 672 for 2024 (included previously approved 4% FBPA MOU COLA eff. 7/1/2024 approved at 8/12/2024 City Council Meeting)

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Community Services Officer (FBPA)</b>								
Hourly				25.40	26.67	28.00	29.40	30.87
Bi-Weekly				2,031.90	2,133.60	2,240.00	2,352.00	2,469.60
Monthly				4,402.44	4,622.80	4,853.33	5,096.00	5,350.80
Annual				52,829.27	55,473.60	58,240.00	61,152.00	64,209.60
<b>Police Captain (Mid-Management)</b>								
Hourly				63.46	66.63	69.96	73.46	77.13
Bi-Weekly				5,076.74	5,330.40	5,596.80	5,876.80	6,170.40
Monthly				10,999.60	11,549.20	12,126.40	12,733.07	13,369.20
Annual				131,995.14	138,590.40	145,516.80	152,796.80	160,430.40
<b>Police Sergeant Intermediate POST (FBPA)</b>								
Hourly				48.13	50.54	53.07	55.72	58.51
Bi-Weekly				3,850.65	4,043.20	4,245.60	4,457.60	4,680.80
Monthly				8,343.07	8,760.27	9,198.80	9,658.13	10,141.73
Annual				100,116.88	105,123.20	110,385.60	115,897.60	121,700.80
<b>Police Sergeant Intermediate POST - Acting (FBPA, Temporary)</b>								
Hourly				48.13	50.54	53.07	55.72	58.51
Bi-Weekly				3,850.65	4,043.20	4,245.60	4,457.60	4,680.80
Monthly				8,343.07	8,760.27	9,198.80	9,658.13	10,141.73
Annual				100,116.88	105,123.20	110,385.60	115,897.60	121,700.80
<b>Police Sergeant Advance POST (FBPA)</b>								
Hourly				50.89	53.44	56.11	58.92	61.87
Bi-Weekly				4,071.30	4,275.20	4,488.80	4,713.60	4,949.60
Monthly				8,821.15	9,262.93	9,725.73	10,212.80	10,724.13
Annual				105,853.84	111,155.20	116,708.80	122,553.60	128,689.60
<b>Police Officer Basic POST (FBPA)</b>								
Hourly				37.60	39.48	41.45	43.52	45.70
Bi-Weekly				3,008.33	3,158.40	3,316.00	3,481.60	3,656.00
Monthly				6,518.06	6,843.20	7,184.67	7,543.47	7,921.33
Annual				78,216.70	82,118.40	86,216.00	90,521.60	95,056.00
<b>Police Officer Intermediate POST (FBPA)</b>								
Hourly				39.48	41.46	43.53	45.71	48.00
Bi-Weekly				3,158.66	3,316.80	3,482.40	3,656.80	3,840.00
Monthly				6,843.77	7,186.40	7,545.20	7,923.07	8,320.00
Annual				82,125.20	86,236.80	90,542.40	95,076.80	99,840.00
<b>Police Officer Advance POST (FBPA)</b>								
Hourly				41.42	43.49	45.66	47.94	50.34
Bi-Weekly				3,313.49	3,479.20	3,652.80	3,835.20	4,027.20
Monthly				7,179.23	7,538.27	7,914.40	8,309.60	8,725.60
Annual				86,150.71	90,459.20	94,972.80	99,715.20	104,707.20
<b>Police Recruit (FBPA)</b>								
Hourly				29.87				

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Effective July 1, 2024

FBPA Ord 672 for 2024 (included previously approved 4% FBPA MOU COLA eff. 7/1/2024 approved at 8/12/2024 City Council Meeting)

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Special Investigator Basic POST (FBPA)</b>								
Hourly				39.48	41.46	43.53	45.71	48.00
Bi-Weekly				3,158.66	3,316.80	3,482.40	3,656.80	3,840.00
Monthly				6,843.77	7,186.40	7,545.20	7,923.07	8,320.00
Annual				82,125.20	86,236.80	90,542.40	95,076.80	99,840.00
<b>Special Investigator Intermediate POST (FBPA)</b>								
Hourly				41.45	43.52	45.70	47.99	50.39
Bi-Weekly				3,316.19	3,481.60	3,656.00	3,839.20	4,031.20
Monthly				7,185.08	7,543.47	7,921.33	8,318.27	8,734.27
Annual				86,220.93	90,521.60	95,056.00	99,819.20	104,811.20
<b>Special Investigator Advanced POST (FBPA)</b>								
Hourly				43.50	45.68	47.96	50.36	52.88
Bi-Weekly				3,480.02	3,654.40	3,836.80	4,028.80	4,230.40
Monthly				7,540.04	7,917.87	8,313.07	8,729.07	9,165.87
Annual				90,480.48	95,014.40	99,756.80	104,748.80	109,990.40

<b>City Clerk</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>CURRENT SALARY SCHEDULE</b>					
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>PROPOSED SALARY SCHEDULE</b>					
Monthly	\$6,962.80	\$7,311.20	\$7,676.93	\$8,060.78	\$8,463.82
Annual	\$83,553.60	\$87,734.40	\$92,123.20	\$96,729.36	\$101,565.83
Annual w/ 2% COLA effective July 2, 202	\$85,224.67	\$89,481.60	\$93,953.60	\$98,654.40	\$103,584.00
<b>Public Works Operations Manager</b>					
<b>CURRENT SALARY SCHEDULE</b>					
Monthly	\$6,962.80	\$7,311.20	\$7,676.93	\$7,311.20	\$7,676.93
Annual	\$75,795.20	\$79,580.80	\$83,553.60	\$87,734.40	\$92,123.20
<b>PROPOSED SALARY SCHEDULE</b>					
Monthly	\$7,310.94	\$7,676.76	\$8,060.78	\$8,463.82	\$8,887.01
Annual	\$83,553.60	\$87,734.40	\$92,123.20	\$96,729.36	\$101,565.83
Annual w/ 2% COLA effective July 2, 202	\$85,224.67	\$89,481.60	\$93,953.60	\$98,654.40	\$103,584.00

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 2/11/2024 CV STARR classifications salary range

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Administrative Analyst (Confidential; Non-Bargaining)</b>								
Hourly				27.24	28.61	30.04	31.54	33.12
Bi-Weekly				2,179.54	2,288.80	2,403.20	2,523.20	2,649.60
Monthly				4,722.33	4,959.07	5,206.93	5,466.93	5,740.80
Annual				56,667.94	59,508.80	62,483.20	65,603.20	68,889.60
<b>Administrative Analyst - Police (Confidential; Non-Bargaining)</b>								
Hourly				27.24	28.61	30.04	31.54	33.12
Bi-Weekly				2,136.80	2,288.80	2,403.20	2,523.20	2,649.60
Monthly				4,722.32	4,959.07	5,206.93	5,466.93	5,740.80
Annual				56,667.94	59,508.80	62,483.20	65,603.20	68,889.60
<b>Administrative Assistant - Non-Confidential (FBEO)</b>								
Hourly				25.11	26.37	27.69	29.07	30.52
Bi-Weekly				2,008.96	2,109.60	2,215.20	2,325.60	2,441.60
Monthly				4,352.82	4,570.80	4,799.60	5,038.80	5,290.13
Annual				52,233.79	54,849.60	57,595.20	60,465.60	63,481.60
<b>Administrative Assistant (Non-Bargaining)</b>								
Hourly				16.50	17.33	18.19	19.10	20.06
Bi-Weekly				1,320.00	1,386.00	1,455.30	1,528.07	1,604.47
Monthly				2,860.00	3,003.00	3,153.15	3,310.81	3,476.35
Annual				34,320.00	36,036.00	37,837.80	39,729.69	41,716.17
<b>Administrative Assistant-Part time (1000 Max Annual Hours, Non-Bargaining)</b>								
Hourly				18.00				
<b>Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)</b>								
Hourly				37.17	39.03	40.98	43.03	45.18
Bi-Weekly				2,973.50	3,122.40	3,278.40	3,442.40	3,614.40
Monthly				6,442.59	6,765.20	7,103.20	7,458.53	7,831.20
Annual				77,311.10	81,182.40	85,238.40	89,502.40	93,974.40
<b>Assistant City Engineer (FBEO)</b>								
Hourly				33.90	35.60	37.38	39.25	41.21
Bi-Weekly				2,712.38	2,848.00	2,990.40	3,140.00	3,296.80
Monthly				5,876.83	6,170.67	6,479.20	6,803.33	7,143.07
Annual				70,521.98	74,048.00	77,750.40	81,640.00	85,716.80
<b>Assistant City Manager (Executive; At-Will)</b>								
Hourly				50.28	52.79	55.43	58.20	61.11
Bi-Weekly				4,022.06	4,223.20	4,434.40	4,656.00	4,888.80
Monthly				8,714.47	9,150.27	9,607.87	10,088.00	10,592.40
Annual				104,573.66	109,803.20	115,294.40	121,056.00	127,108.80

<b>Administrative Coordinator (Non-Bargaining)</b>									
Hourly				20.50	21.53	22.60	23.73	24.92	
Bi-Weekly				1,640.00	1,722.00	1,808.10	1,898.51	1,993.43	
Monthly				3,553.33	3,731.00	3,917.55	4,113.43	4,319.10	
Annual				42,640.00	44,772.00	47,010.60	49,361.13	51,829.19	
<b>Assistant Finance Director (Mid-Management; Non-Bargaining)</b>									
Hourly				40.21	42.22	44.33	46.55	48.88	
Bi-Weekly				3,216.67	3,377.60	3,546.40	3,724.00	3,910.40	
Monthly				6,969.46	7,318.13	7,683.87	8,068.67	8,472.53	
Annual				83,633.47	87,817.60	92,206.40	96,824.00	101,670.40	
<b>Assistant Planner (FBEO)</b>									
Hourly				32.30	33.92	35.62	37.40	39.27	
Bi-Weekly				2,584.27	2,713.60	2,849.60	2,992.00	3,141.60	
Monthly				5,599.26	5,879.47	6,174.13	6,482.67	6,806.80	
Annual				67,191.07	70,553.60	74,089.60	77,792.00	81,681.60	
<b>Associate Planner (FBEO)</b>									
Hourly				33.45	35.12	36.88	38.72	40.66	
Bi-Weekly				2,675.66	2,809.60	2,950.40	3,097.60	3,252.80	
Monthly				5,797.27	6,087.47	6,392.53	6,711.47	7,047.73	
Annual				69,567.26	73,049.60	76,710.40	80,537.60	84,572.80	
<b>City Clerk (Mid-Management; Non-Bargaining)</b>									
Hourly				37.17	39.03	40.98	43.03	45.18	
Bi-Weekly				2,973.50	3,122.40	3,278.40	3,442.40	3,614.40	
Monthly				6,442.59	6,765.20	7,103.20	7,458.53	7,831.20	
Annual				77,311.10	81,182.40	85,238.40	89,502.40	93,974.40	
<b>City Councilmember (Elected)</b>									
Hourly									
Bi-Weekly				235.38					
Monthly				510.00					
Annual				6,120.00	Plus \$100/mo for Special District Meeting				
<b>City Manager (Executive; At Will; Contract)</b>									
Hourly				85.58					
Bi-Weekly				6,846.40					
Monthly				14,833.87					
Annual				178,006.40					
<b>Code Enforcement Officer (FBEO)</b>									
Hourly				32.30	33.92	35.62	37.40	39.27	
Bi-Weekly				2,584.27	2,713.60	2,849.60	2,992.00	3,141.60	
Monthly				5,599.26	5,879.47	6,174.13	6,482.67	6,806.80	
Annual				67,191.07	70,553.60	74,089.60	77,792.00	81,681.60	
<b>Community Services Officer (FBPA)</b>									
Hourly				22.72	23.86	25.05	26.30	27.62	
Bi-Weekly				1,817.74	1,908.80	2,004.00	2,104.00	2,209.60	
Monthly				3,938.45	4,135.73	4,342.00	4,558.67	4,787.47	
Annual				47,261.34	49,628.80	52,104.00	54,704.00	57,449.60	

<b>Construction Project Manager (Mid-Management; Non-Bargaining)</b>								
Hourly				43.24	45.40	47.67	50.05	52.55
Bi-Weekly				3,459.02	3,632.00	3,813.60	4,004.00	4,204.00
Monthly				7,494.55	7,869.33	8,262.80	8,675.33	9,108.67
Annual				89,934.62	94,432.00	99,153.60	104,104.00	109,304.00
<b>Construction Project Manager (Temporary, Part-time, At-Will)</b>								
				43.24	45.40	47.67	50.05	52.55
<b>Custodian - CV Starr (Part-time,1000 Max Annual Hours, Non-Bargaining)</b>								
Hourly				24.00				
<b>CV Starr Manager (Mid-Management, Non-Bargaining)</b>								
Hourly				37.17	39.03	40.98	43.03	45.18
Bi-Weekly				2,973.50	3,122.40	3,278.40	3,442.40	3,614.40
Monthly				6,442.59	6,765.20	7,103.20	7,458.53	7,831.20
Annual				77,311.10	81,182.40	85,238.40	89,502.40	93,974.40
<b>Director - Community Development Department (Executive; At Will)</b>								
Hourly				50.28	52.79	55.43	58.20	61.11
Bi-Weekly				4,022.06	4,223.20	4,434.40	4,656.00	4,888.80
Monthly				8,714.47	9,150.27	9,607.87	10,088.00	10,592.40
Annual				104,573.66	109,803.20	115,294.40	121,056.00	127,108.80
<b>Director - Finance/City Treasurer (Executive; At-Will)</b>								
Hourly				50.28	52.79	55.43	58.20	61.11
Bi-Weekly				4,022.06	4,223.20	4,434.40	4,656.00	4,888.80
Monthly				8,714.47	9,150.27	9,607.87	10,088.00	10,592.40
Annual				104,573.66	109,803.20	115,294.40	121,056.00	127,108.80
<b>Director of Public Works (Executive; At Will)</b>								
Hourly				50.28	52.79	55.43	58.20	61.11
Bi-Weekly				4,022.06	4,223.20	4,434.40	4,656.00	4,888.80
Monthly				8,714.47	9,150.27	9,607.87	10,088.00	10,592.40
Annual				104,573.66	109,803.20	115,294.40	121,056.00	127,108.80
<b>Engineering Technician (FBEO)</b>								
Hourly				30.75	32.29	33.90	35.60	37.38
Bi-Weekly				2,460.24	2,583.20	2,712.00	2,848.00	2,990.40
Monthly				5,330.52	5,596.93	5,876.00	6,170.67	6,479.20
Annual				63,966.24	67,163.20	70,512.00	74,048.00	77,750.40
<b>Environmental Compliance Coordinator (FBEO)</b>								
Hourly				35.57	37.35	39.22	41.18	43.24
Bi-Weekly				2,845.39	2,988.00	3,137.60	3,294.40	3,459.20
Monthly				6,165.02	6,474.00	6,798.13	7,137.87	7,494.93
Annual				73,980.19	77,688.00	81,577.60	85,654.40	89,939.20
<b>Finance Technician I (FBEO)</b>								
Hourly				22.63	23.77	24.96	26.21	27.52
Bi-Weekly				1,810.70	1,901.60	1,996.80	2,096.80	2,201.60
Monthly				3,923.19	4,120.13	4,326.40	4,543.07	4,770.13
Annual				47,078.30	49,441.60	51,916.80	54,516.80	57,241.60

<b>Finance Technician II (FBEO)</b>								
Hourly				24.96	26.21	27.52	28.90	30.35
Bi-Weekly				1,996.75	2,096.80	2,201.60	2,312.00	2,428.00
Monthly				4,326.30	4,543.07	4,770.13	5,009.33	5,260.67
Annual				51,915.55	54,516.80	57,241.60	60,112.00	63,128.00
<b>Finance Technician III (FBEO)</b>								
Hourly				27.51	28.88	30.32	31.84	33.43
Bi-Weekly				2,200.75	2,310.40	2,425.60	2,547.20	2,674.40
Monthly				4,768.30	5,005.87	5,255.47	5,518.93	5,794.53
Annual				57,219.55	60,070.40	63,065.60	66,227.20	69,534.40
<b>Fitness Equipment Technician (Part-time,1000 Max Annual Hours, Non-Bargaining)</b>								
Hourly				23.00				
<b>Fitness Instructors (Part-time,1000 Max Annual Hours, Non-Bargaining)</b>								
Hourly				32.00				
<b>Government Accountant I (FBEO)</b>								
Hourly				30.32	31.84	33.43	35.10	36.86
Bi-Weekly				2,425.97	2,547.20	2,674.40	2,808.00	2,948.80
Monthly				5,256.26	5,518.93	5,794.53	6,084.00	6,389.07
Annual				63,075.17	66,227.20	69,534.40	73,008.00	76,668.80
<b>Government Accountant (Part-Time, Regular less than 20 hours weekly)</b>								
Hourly				30.32	31.84	33.43	35.10	36.86
Bi-Weekly				1,212.98	1,273.60	1,337.20	1,404.00	1,474.40
Monthly				2,628.13	2,759.47	2,897.27	3,042.00	3,194.53
Annual				31,537.58	33,113.60	34,767.20	36,504.00	38,334.40
<b>Grants Coordinator (FBEO, Grant Funded)</b>								
Hourly				30.32	31.84	33.43	35.10	36.86
Bi-Weekly				2,425.97	2,547.20	2,674.40	2,808.00	2,948.80
Monthly				5,256.26	5,518.93	5,794.53	6,084.00	6,389.07
Annual				63,075.17	66,227.20	69,534.40	73,008.00	76,668.80
<b>Head Lifeguard (Non-Bargaining)</b>								
Hourly				18.50	19.43	20.40	21.42	22.49
Bi-Weekly				1,480.00	1,554.00	1,631.70	1,713.29	1,798.95
Monthly				3,206.67	3,367.00	3,535.35	3,712.12	3,897.72
Annual				38,480.00	40,404.00	42,424.20	44,545.41	46,772.68
<b>Housing and Economic Development Coordinator (Confidential; Non-Bargaining)</b>								
Hourly				33.92	35.61	37.39	39.26	41.22
Bi-Weekly				2,713.20	2,848.80	2,991.20	3,140.80	3,297.60
Monthly				5,878.60	6,172.40	6,480.93	6,805.07	7,144.80
Annual				70,543.20	74,068.80	77,771.20	81,660.80	85,737.60
<b>Human Resources Analyst (Confidential; Non-Bargaining)</b>								
Hourly				27.24	28.61	30.04	31.54	33.12
Bi-Weekly				2,179.54	2,288.80	2,403.20	2,523.20	2,649.60
Monthly				4,722.33	4,959.07	5,206.93	5,466.93	5,740.80
Annual				56,667.94	59,508.80	62,483.20	65,603.20	68,889.60

<b>Human Resources Manager (Mid-Management; Non-Bargaining)</b>								
Hourly				37.17	39.03	40.98	43.03	45.18
Bi-Weekly				2,973.50	3,122.40	3,278.40	3,442.40	3,614.40
Monthly				6,442.59	6,765.20	7,103.20	7,458.53	7,831.20
Annual				77,311.10	81,182.40	85,238.40	89,502.40	93,974.40
<b>Intern (Part-time, Less than 20 hours week; Non-Bargaining)</b>								
Hourly				18.00				
<b>Laborer-Public Works (Part-time, Less than 20 hours week; Non-Bargaining)</b>								
Hourly				21.00				
<b>Laborer-Water/Wastewater (Part-time, Less than 20 hours week; Non-Bargaining)</b>								
Hourly				21.00				
<b>Lifeguard - CV Starr (Non-Bargaining)</b>								
Hourly				18.00	18.90	19.85	20.84	21.88
Bi-Weekly				1,440.00	1,512.00	1,587.60	1,666.98	1,750.33
Monthly				3,033.33	3,276.00	3,439.80	3,611.79	3,792.38
Annual				36,400.00	39,312.00	41,277.60	43,341.48	45,508.55
<b>Lifeguard - Part-time (1000 Max Annual Hours, Non-Bargaining)</b>								
Hourly				18.00				
<b>Maintenance Supervisor (Non-Bargaining, Confidential)</b>								
Hourly				30.00	31.50	33.08	34.73	36.47
Bi-Weekly				2,400.00	2,520.00	2,646.00	2,778.30	2,917.22
Monthly				5,200.00	5,460.00	5,733.00	6,019.65	6,320.63
Annual				62,400.00	65,520.00	68,796.00	72,235.80	75,847.59
<b>Maintenance Worker I - Janitor (FBEO)</b>								
Hourly				21.22	22.28	23.39	24.56	25.79
Bi-Weekly				1,697.28	1,782.40	1,871.20	1,964.80	2,063.20
Monthly				3,677.44	3,861.87	4,054.27	4,257.07	4,470.27
Annual				44,129.28	46,342.40	48,651.20	51,084.80	53,643.20
<b>Maintenance Worker II (FBEO)</b>								
Hourly				24.11	25.32	26.59	27.92	29.32
Bi-Weekly				1,929.02	2,025.60	2,127.20	2,233.60	2,345.60
Monthly				4,179.55	4,388.80	4,608.93	4,839.47	5,082.13
Annual				50,154.62	52,665.60	55,307.20	58,073.60	60,985.60
<b>Maintenance Worker III (FBEO)</b>								
Hourly				25.32	26.58	27.91	29.31	30.78
Bi-Weekly				2,025.31	2,126.40	2,232.80	2,344.80	2,462.40
Monthly				4,388.18	4,607.20	4,837.73	5,080.40	5,335.20
Annual				52,658.11	55,286.40	58,052.80	60,964.80	64,022.40
<b>Maintenance Worker IV (FBEO)</b>								
Hourly				26.57	27.90	29.30	30.77	32.31
Bi-Weekly				2,125.68	2,232.00	2,344.00	2,461.60	2,584.80
Monthly				4,605.64	4,836.00	5,078.67	5,333.47	5,600.40
Annual				55,267.68	58,032.00	60,944.00	64,001.60	67,204.80



<b>Maintenance Worker Lead (FBEO)</b>									
Hourly				29.22	30.68	32.21	33.82	35.51	
Bi-Weekly				2,337.84	2,454.40	2,576.80	2,705.60	2,840.80	
Monthly				5,065.32	5,317.87	5,583.07	5,862.13	6,155.07	
Annual				60,783.84	63,814.40	66,996.80	70,345.60	73,860.80	
<b>Maintenance Worker I - CV Starr (Non-Bargaining)</b>									
Hourly				18.50	19.43	20.40	21.42	22.49	
Bi-Weekly				1,480.00	1,554.00	1,631.70	1,713.29	1,798.95	
Monthly				3,206.67	3,367.00	3,535.35	3,712.12	3,897.72	
Annual				38,480.00	40,404.00	42,424.20	44,545.41	46,772.68	
<b>Maintenance Worker II - CV Starr (Non-Bargaining)</b>									
Hourly				20.50	21.53	22.60	23.73	24.92	
Bi-Weekly				1,640.00	1,722.00	1,808.10	1,898.51	1,993.43	
Monthly				3,553.33	3,731.00	3,917.55	4,113.43	4,319.10	
Annual				42,640.00	44,772.00	47,010.60	49,361.13	51,829.19	
<b>Manager-Special Projects (Mid-Management; Non-Bargaining, Grant Funded)</b>									
Hourly				37.17	39.03	40.98	43.03	45.18	
Bi-Weekly				2,973.50	3,122.40	3,278.40	3,442.40	3,614.40	
Monthly				6,442.59	6,765.20	7,103.20	7,458.53	7,831.20	
Annual				77,311.10	81,182.40	85,238.40	89,502.40	93,974.40	
<b>Mechanic (FBEO)</b>									
Hourly				27.24	28.61	30.04	31.54	33.12	
Bi-Weekly				2,179.54	2,288.80	2,403.20	2,523.20	2,649.60	
Monthly				4,722.33	4,959.07	5,206.93	5,466.93	5,740.80	
Annual				56,667.94	59,508.80	62,483.20	65,603.20	68,889.60	
<b>Office Assistant (Temporary Position)</b>									
Hourly				20.00	21.00	22.05	23.15	24.31	
<b>Operations Manager (Mid-Management; Non-Bargaining)</b>									
Hourly				40.97	43.02	45.17	47.43	49.80	
Bi-Weekly				3,277.87	3,441.60	3,613.60	3,794.40	3,984.00	
Monthly				7,102.06	7,456.80	7,829.47	8,221.20	8,632.00	
Annual				85,224.67	89,481.60	93,953.60	98,654.40	103,584.00	
<b>Operations Supervisor (FBEO)</b>									
Hourly				35.57	37.35	39.22	41.18	43.24	
Bi-Weekly				2,845.39	2,988.00	3,137.60	3,294.40	3,459.20	
Monthly				6,165.02	6,474.00	6,798.13	7,137.87	7,494.93	
Annual				73,980.19	77,688.00	81,577.60	85,654.40	89,939.20	
<b>Planning Technician (FBEO)</b>									
Hourly				25.11	26.37	27.69	29.07	30.52	
Bi-Weekly				2,008.99	2,109.60	2,215.20	2,325.60	2,441.60	
Monthly				4,352.82	4,570.80	4,799.60	5,038.80	5,290.13	
Annual				52,233.79	54,849.60	57,595.20	60,465.60	63,481.60	

<b>Police Captain (Mid-Management; Non-Bargaining)</b>								
Hourly				56.66	59.49	62.46	65.58	68.86
Bi-Weekly				4,532.88	4,759.20	4,996.80	5,246.40	5,508.80
Monthly				9,821.24	10,311.60	10,826.40	11,367.20	11,935.73
Annual				117,854.88	123,739.20	129,916.80	136,406.40	143,228.80
<b>Police Chief (Executive; At Will)</b>								
Hourly				74.68	78.42	82.34	86.46	90.78
Bi-Weekly				5,974.75	6,273.60	6,587.20	6,916.80	7,262.40
Monthly				12,945.30	13,592.80	14,272.27	14,986.40	15,735.20
Annual				155,343.55	163,113.60	171,267.20	179,836.80	188,822.40
<b>Police Chief/Assistant City Manager (Executive; At Will)</b>								
Hourly				78.41	82.33	86.45	90.77	95.31
Bi-Weekly				6,272.80	6,586.40	6,916.00	7,261.60	7,624.80
Monthly				13,591.07	14,270.53	14,984.67	15,733.47	16,520.40
Annual				163,092.80	171,246.40	179,816.00	188,801.60	198,244.80
<b>Police Sergeant Intermediate POST (FBPA)</b>								
Hourly				42.93	45.08	47.33	49.70	52.19
Bi-Weekly				3,434.43	3,606.40	3,786.40	3,976.00	4,175.20
Monthly				7,441.27	7,813.87	8,203.87	8,614.67	9,046.27
Annual				89,295.23	93,766.40	98,446.40	103,376.00	108,555.20
<b>Police Sergeant Intermediate POST - Acting (FBPA, Temporary)</b>								
Hourly				42.93	45.08	47.33	49.70	52.19
Bi-Weekly				3,434.43	3,606.40	3,786.40	3,976.00	4,175.20
Monthly				7,441.27	7,813.87	8,203.87	8,614.67	9,046.27
Annual				89,295.23	93,766.40	98,446.40	103,376.00	108,555.20
<b>Police Sergeant Advance POST (FBPA)</b>								
Hourly				45.39	47.66	50.04	52.54	55.17
Bi-Weekly				3,631.37	3,812.80	4,003.20	4,203.20	4,413.60
Monthly				7,867.96	8,261.07	8,673.60	9,106.93	9,562.80
Annual				94,415.57	99,132.80	104,083.20	109,283.20	114,753.60
<b>Police Officer Basic POST (FBPA)</b>								
Hourly				33.42	35.09	36.84	38.68	40.61
Bi-Weekly				2,673.88	2,807.20	2,947.20	3,094.40	3,248.80
Monthly				5,793.41	6,082.27	6,385.60	6,704.53	7,039.07
Annual				69,520.88	72,987.20	76,627.20	80,454.40	84,468.80
<b>Police Officer Intermediate POST (FBPA)</b>								
Hourly				35.09	36.85	38.69	40.62	42.65
Bi-Weekly				2,807.37	2,948.00	3,095.20	3,249.60	3,412.00
Monthly				6,082.63	6,387.33	6,706.27	7,040.80	7,392.67
Annual				72,991.57	76,648.00	80,475.20	84,489.60	88,712.00
<b>Police Officer Advance POST (FBPA)</b>								
Hourly				36.81	38.65	40.58	42.61	44.74
Bi-Weekly				2,944.98	3,092.00	3,246.40	3,408.80	3,579.20
Monthly				6,380.78	6,699.33	7,033.87	7,385.73	7,754.93
Annual				76,569.38	80,392.00	84,406.40	88,628.80	93,059.20

<b>Police Recruit (1040 hours; FBPA)</b>									
Hourly				28.72					
<b>Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)</b>									
Hourly				18.00					
<b>Recreation Coordinator (Non-Bargaining)</b>									
Hourly				22.00	23.10	24.26	25.47	26.74	
Bi-Weekly				1,760.00	1,848.00	1,940.40	2,037.42	2,139.29	
Monthly				3,813.33	4,004.00	4,204.20	4,414.41	4,635.13	
Annual				45,760.00	48,048.00	50,450.40	52,972.92	55,621.57	
<b>Recreation Instructor I (Part-time,1000 Max Annual Hours, Non-Bargaining)</b>									
Hourly				22.00					
<b>Recreation Instructor II (Part-time,1000 Max Annual Hours, Non-Bargaining)</b>									
Hourly				25.00					
<b>Recreation Leader (Part-time,1000 Max Annual Hours, Non-Bargaining)</b>									
Hourly				20.00					
<b>Recreation Supervisor (Non-Bargaining, Confidential)</b>									
Hourly				30.00	31.50	33.08	34.73	36.47	
Bi-Weekly				2,400.00	2,520.00	2,646.00	2,778.30	2,917.22	
Monthly				5,200.00	5,460.00	5,733.00	6,019.65	6,320.63	
Annual				62,400.00	65,520.00	68,796.00	72,235.80	75,847.59	
<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>Senior Administrative Assistant (Non-Bargaining)</b>									
Hourly				17.50	18.38	19.29	20.26	21.27	
Bi-Weekly				1,400.00	1,470.00	1,543.50	1,620.68	1,701.71	
Monthly				3,033.33	3,185.00	3,344.25	3,511.46	3,687.04	
Annual				36,400.00	38,220.00	40,131.00	42,137.55	44,244.43	
<b>Senior Government Accountant (Mid-Management; Non-Bargaining)</b>									
Hourly				37.17	39.03	40.98	43.03	45.18	
Bi-Weekly				2,973.50	3,122.40	3,278.40	3,442.40	3,614.40	
Monthly				6,442.59	6,765.20	7,103.20	7,458.53	7,831.20	
Annual				77,311.10	81,182.40	85,238.40	89,502.40	93,974.40	
<b>Senior Lifeguard (Non-Bargaining)</b>									
Hourly				19.50	20.48	21.50	22.57	23.70	
Bi-Weekly				1,560.00	1,638.00	1,719.90	1,805.90	1,896.19	
Monthly				3,380.00	3,549.00	3,726.45	3,912.77	4,108.41	
Annual				40,560.00	42,588.00	44,717.40	46,953.27	49,300.93	

<b>Social Services Liaison-Crisis Worker (Non-Bargaining, Grant-Funded Position)</b>								
Hourly				31.95	33.55	35.23	36.99	38.84
Bi-Weekly				2,556.00	2,684.00	2,818.40	2,959.20	3,107.20
Monthly				5,538.00	5,815.33	6,106.53	6,411.60	6,732.27
Annual				66,456.00	69,784.00	73,278.40	76,939.20	80,787.20
<b>Special Investigator Basic POST (FBPA)</b>								
Hourly				35.09	36.85	38.69	40.62	42.65
Bi-Weekly				2,807.37	2,948.00	3,095.20	3,249.60	3,412.00
Monthly				6,082.63	6,387.33	6,706.27	7,040.80	7,392.67
Annual				72,991.57	76,648.00	80,475.20	84,489.60	88,712.00
<b>Special Investigator Intermediate POST (FBPA)</b>								
Hourly				36.84	38.69	40.62	42.65	44.78
Bi-Weekly				2,947.45	3,095.20	3,249.60	3,412.00	3,582.40
Monthly				6,386.14	6,706.27	7,040.80	7,392.67	7,761.87
Annual				76,633.65	80,475.20	84,489.60	88,712.00	93,142.40
<b>Special Investigator Advanced POST (FBPA)</b>								
Hourly				38.66	40.59	42.62	44.75	46.99
Bi-Weekly				3,092.47	3,247.20	3,409.60	3,580.00	3,759.20
Monthly				6,700.36	7,035.60	7,387.47	7,756.67	8,144.93
Annual				80,404.27	84,427.20	88,649.60	93,080.00	97,739.20
<b>Systems Analyst - Lead (Mid-Management; Non-Bargaining)</b>								
Hourly				37.17	39.03	40.98	43.03	45.18
Bi-Weekly				2,973.50	3,122.40	3,278.40	3,442.40	3,614.40
Monthly				6,442.59	6,765.20	7,103.20	7,458.53	7,831.20
Annual				77,311.10	81,182.40	85,238.40	89,502.40	93,974.40
<b>Systems Analyst (Confidential; Non-Bargaining)</b>								
Hourly				30.32	31.84	33.43	35.10	36.86
Bi-Weekly				2,425.97	2,547.20	2,674.40	2,808.00	2,948.80
Monthly				5,256.26	5,518.93	5,794.53	6,084.00	6,389.07
Annual				63,075.17	66,227.20	69,534.40	73,008.00	76,668.80
<b>Systems Technician (FBEO)</b>								
Hourly				23.27	24.43	25.65	26.93	28.28
Bi-Weekly				1,861.30	1,954.40	2,052.00	2,154.40	2,262.40
Monthly				4,032.81	4,234.53	4,446.00	4,667.87	4,901.87
Annual				48,393.70	50,814.40	53,352.00	56,014.40	58,822.40
<b>Treatment Plant Operator-in-Training (FBEO)</b>								
Hourly				20.68	21.71	22.80	23.94	25.14
Bi-Weekly				1,654.03	1,736.80	1,824.00	1,915.20	2,011.20
Monthly				3,583.74	3,763.07	3,952.00	4,149.60	4,357.60
Annual				43,004.83	45,156.80	47,424.00	49,795.20	52,291.20
<b>Treatment Plant Operator I (FBEO)</b>								
Hourly				25.66	26.95	28.30	29.72	31.21
Bi-Weekly				2,053.06	2,156.00	2,264.00	2,377.60	2,496.80
Monthly				4,448.29	4,671.33	4,905.33	5,151.47	5,409.73
Annual				53,379.46	56,056.00	58,864.00	61,817.60	64,916.80

<b>Treatment Plant Operator II (FBEO)</b>								
Hourly				26.96	28.31	29.73	31.22	32.78
Biweekly				2,156.69	2,264.80	2,378.40	2,497.60	2,622.40
Monthly				4,672.82	4,907.07	5,153.20	5,411.47	5,681.87
Annual				56,073.89	58,884.80	61,838.40	64,937.60	68,182.40
<b>Treatment Plant Operator - Wastewater, Lead (FBEO)</b>								
Hourly				31.00	32.55	34.18	35.89	37.68
Biweekly				2,479.82	2,604.00	2,734.40	2,871.20	3,014.40
Monthly				5,372.95	5,642.00	5,924.53	6,220.93	6,531.20
Annual				64,475.42	67,704.00	71,094.40	74,651.20	78,374.40
<b>Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)</b>								
Hourly				32.55	34.18	35.89	37.68	39.56
Biweekly				2,603.86	2,734.40	2,871.20	3,014.40	3,164.80
Monthly				5,641.69	5,924.53	6,220.93	6,531.20	6,857.07
Annual				67,700.26	71,094.40	74,651.20	78,374.40	82,284.80