



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
Fax: (707) 961-2802

Meeting Agenda

City Council

**THE FORT BRAGG CITY COUNCIL MEETS CONCURRENTLY
AS THE FORT BRAGG MUNICIPAL IMPROVEMENT DISTRICT
NO. 1 AND THE FORT BRAGG REDEVELOPMENT SUCCESSOR
AGENCY**

Monday, November 24, 2025

6:00 PM

Town Hall, 363 N. Main Street
2781 Arland Road, Carlsbad, CA 92008
and Via Video Conference

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

COUNCILMEMBERS PLEASE TAKE NOTICE

Councilmembers are reminded that pursuant to the Council policy regarding use of electronic devices during public meetings adopted on November 28, 2022, all cell phones are to be turned off and there shall be no electronic communications during the meeting. All e-communications such as texts or emails from members of the public received during a meeting are to be forwarded to the City Clerk after the meeting is adjourned.

ZOOM WEBINAR INVITATION

This meeting is being presented in a hybrid format, both in person at Town Hall and via Zoom.

You are invited to a Zoom webinar.

When: Nov 24, 2025 06:00 PM Pacific Time (US and Canada)

Topic: City Council Meeting

Join from PC, Mac, iPad, or Android:

<https://us06web.zoom.us/j/89668099106>

Or Phone Dial:

*1 669 444 9171 US (*6 mute/unmute, *9 raise hand)*

Webinar ID: 896 6809 9106

To speak during public comment portions of the agenda via zoom, please join the meeting and use the raise hand feature when the Mayor or Acting Mayor calls for public comment on the item you wish to address.

CLOSED SESSION REPORT

AGENDA REVIEW

1. MAYOR'S RECOGNITIONS AND ANNOUNCEMENTS

- 1A. [25-493](#) Introduction to New City Employees

2. PUBLIC COMMENTS ON: (1) NON-AGENDA, (2) CONSENT CALENDAR & (3) CLOSED SESSION ITEMS

MANNER OF ADDRESSING THE CITY COUNCIL: All remarks and questions shall be addressed to the City Council; no discussion or action will be taken pursuant to the Brown Act. No person shall speak without being recognized by the Mayor or Acting Mayor. Public comments are restricted to three (3) minutes per speaker.

TIME ALLOTMENT FOR PUBLIC COMMENT ON NON-AGENDA ITEMS: Thirty (30) minutes shall be allotted to receiving public comments. If necessary, the Mayor or Acting Mayor may allot an additional 30 minutes to public comments after Conduct of Business to allow those who have not yet spoken to do so. Any citizen, after being recognized by the Mayor or Acting Mayor, may speak on any topic that may be a proper subject for discussion before the City Council for such period of time as the Mayor or Acting Mayor may determine is appropriate under the circumstances of the particular meeting, including number of persons wishing to speak or the complexity of a particular topic. Time limitations shall be set without regard to a speaker's point of view or the content of the speech, as long as the speaker's comments are not disruptive of the meeting.

BROWN ACT REQUIREMENTS: The Brown Act does not allow action or discussion on items not on the agenda (subject to narrow exceptions). This will limit the Council's response to questions and requests made during this comment period.

WRITTEN PUBLIC COMMENTS: Written public comments received after agenda publication are forwarded to the Councilmembers as soon as possible after receipt and are available for inspection at City Hall, 416 N. Franklin St, Fort Bragg, during normal business hours. All comments after 2 PM on the day of the meeting will become a permanent part of the agenda packet on the day after the meeting or as soon thereafter as possible, except comments that are in an unrecognized file type or too large to be uploaded to the City's agenda software. Public comments may be submitted to cityclerk@fortbraggca.gov.

3. STAFF COMMENTS

4. MATTERS FROM COUNCILMEMBERS

5. CONSENT CALENDAR

All items under the Consent Calendar will be acted upon in one motion unless a Councilmember requests that an individual item be taken up under Conduct of Business.

- 5A. [25-494](#)** Approve City Council Letter to Mendocino County Superior Court

Attachments: [2025.11.17 Letter to Superior Court](#)

- 5B. [25-490](#)** Resolution of the Fort Bragg City Council Administratively Amending July 1, 2025 Master Salary Rate Compensation Plan and Confirming the Pay Rates and Ranges for All of City of Fort Bragg Classifications

Attachments: [RESO Administrative Amend](#)
[Att 1 - Exhibit A](#)

- 5C. [25-491](#) Resolution of the Fort Bragg City Council Administratively Amending July 13, 2025, Master Salary Rate Compensation Plan and Confirming The Pay Rates and Ranges for All City of Fort Bragg Established Classifications

Attachments: [RESO Administrative Amend 2025.7.13](#)

[Att 1 - Exhibit A](#)

- 5D. [25-492](#) Adopt Fort Bragg City Council Resolution Budget Amendment 2025/26-7, and the Superseding of Resolution 25-4961 to Include Appropriate Account Number

Attachments: [RESO Budget Amendment 2025 26-7](#)

[Att 1 - Exhibit A - Budget Amendment](#)

[Att 2 - Exhibit B RESO 4961](#)

- 5E. [25-481](#) Receive and File Minutes of the Public Works and Facilities Committee Meeting of August 14, 2025

Attachments: [PWF202508.14.](#)

- 5F. [25-499](#) Receive and File Minutes of the Public Safety Committee Meeting of February 19, 2025

Attachments: [PSM2025.02.19](#)

- 5G. [25-497](#) Approve Minutes of Special Meeting of November 10, 2025

Attachments: [SCCM2025.11.10](#)

- 5H. [25-510](#) Approve Minutes of November 10, 2025

Attachments: [CCM2025.11.10](#)

6. DISCLOSURE OF EX PARTE COMMUNICATIONS ON AGENDA ITEMS

7. PUBLIC HEARING

When a Public Hearing has been underway for a period of 60 minutes, the Council must vote on whether to continue with the hearing or to continue the hearing to another meeting.

- 7A. [25-463](#) The Public Hearing for the following item will be continued to a future date as the City was informed the CDBG Program is moving the Application Portal Opening to February 2026, and Application Deadline to April 2026. Receive a Report, Hold a Public Hearing, and Consider Adopting a Resolution of the Fort Bragg City Council Approving an Application for Funding and the Execution of a Grant Agreement and Any Amendments Thereto from the 2025 Funding Year of the State CDBG Program.

8. CONDUCT OF BUSINESS

- 8A. [25-501](#) Receive Report and Consider Introducing, by Title Only, and Waive Further Reading of Ordinance xxxx-2026 Amending Section 2.04.060 (Salary Designated) of Chapter 2.04 (City Council) of Title 2 (Administration and Personnel) of the Fort Bragg Municipal Code to Increase the Salaries of City Councilmembers

Attachments: [11242025 City Council Salary Staff Report](#)

[Att 1 - ORD Council Salary Update](#)

[Att 2 - Chapter 2.04 CITY COUNCIL](#)

[Att 3 - CA Gov Code 36516](#)

9. CLOSED SESSION

ADJOURNMENT

The adjournment time for all Council meetings is no later than 10:00 p.m. If the Council is still in session at 10:00 p.m., the Council may continue the meeting upon majority vote.

**NEXT REGULAR CITY COUNCIL MEETING:
6:00 P.M., MONDAY, DECEMBER 8, 2025**

STATE OF CALIFORNIA)
)ss.
COUNTY OF MENDOCINO)

I declare, under penalty of perjury, that I am employed by the City of Fort Bragg and that I caused this agenda to be posted in the City Hall notice case on November 20, 2025.

Diana Paoli
City Clerk

NOTICE TO THE PUBLIC:

DISTRIBUTION OF ADDITIONAL INFORMATION FOLLOWING AGENDA PACKET DISTRIBUTION:

- *Materials related to an item on this Agenda submitted to the Council/District/Agency after distribution of the agenda packet are available for public inspection upon making reasonable arrangements with the City Clerk for viewing same during normal business hours.*
- *Such documents are also available on the City of Fort Bragg's website at <https://city.fortbragg.com> subject to staff's ability to post the documents before the meeting.*

ADA NOTICE AND HEARING IMPAIRED PROVISIONS:

It is the policy of the City of Fort Bragg to offer its public programs, services and meetings in a manner that is readily accessible to everyone, including those with disabilities. Upon request, this agenda will be made available in appropriate alternative formats to persons with disabilities.

If you need assistance to ensure your full participation, please contact the City Clerk at (707) 961-2823. Notification 48 hours in advance of any need for assistance will enable the City to make reasonable arrangements to ensure accessibility.

This notice is in compliance with the Americans with Disabilities Act (28 CFR, 35.102-35.104 ADA Title II).



City of Fort Bragg

416 N Franklin Street
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Phone: (707) 961-2823
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Text File

File Number: 25-493

Agenda Date: 11/24/2025

Version: 1

Status: Business

In Control: City Council

File Type: Staff Report

Agenda Number: 1A.

Introduction to New City Employees



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Text File

File Number: 25-494

Agenda Date: 11/24/2025

Version: 1

Status: Business

In Control: City Council

File Type: Staff Report

Agenda Number: 5A.

Approve City Council Letter to Mendocino County Superior Court



CITY OF FORTBRAGG

416 N. Franklin Street
Fort Bragg, CA 95437

November 17, 2025

Mendocino County Superior Court
Court Executive Kim Turner
Presiding Judge, Hon. Keith Faulder
100 North State Street
Ukiah, CA 95482

Dear Judge Faulder and Ms. Turner:

We write to you with concerns about services available at Mendocino County's only coastal Court, the Ten Mile Branch. While we are relieved to have read the Court's public statement that the loss in services is temporary, we write because a failure to restore them would be devastating.

Shunting non-criminal proceedings to Ukiah would create barriers of time and cost for many of our most vulnerable citizens seeking access to the court. If family law, restraining order, probate, and civil cases are heard only in Ukiah, many coast residents will be effectively blocked entirely from accessing justice.

This is true for all litigants, including those able to hire a lawyer, but particularly those representing themselves, which is an increasingly large percentage of those who come to court. Those in serious need of domestic violence restraining orders may simply be unable to get one, and instead remain in danger. A parent may be unable to get a custody order, and conflicts with the other parent may continue without remedy, harming their child. A person needing to probate an estate in order to inherit the house they live in may be unable to do so, and may lose the house to a mortgage lender. Small claims court will no longer be the accessible tool it is designed to be.

The distance to Ukiah puts coast litigants at a disadvantage. Driving to Ukiah for an evidentiary hearing will mean three hours on the road—perhaps for nothing, if the hearing is postponed at the last minute. Nor can the court remedy the situation with remote appearances. Evidentiary hearings and trials simply cannot be effectively conducted remotely, particularly for those representing themselves, and those who try will be at a significant disadvantage.

The coast needs a courthouse, one that serves all the vital functions of a courthouse. We ask that you assure that the Ten Mile Branch is assigned a judge or judges who are able to hear family law, restraining order, probate, and civil matters, as well as criminal ones, so that residents from Gualala to Westport can have fair access to justice.

Sincerely,

Fort Bragg City Council:
Mayor Godeke, Vice Mayor Rafanan, Council Members Albin-Smith, Hockett, and Peters



City of Fort Bragg

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Text File

File Number: 25-490

Agenda Date: 11/24/2025

Version: 1

Status: Consent Agenda

In Control: City Council

File Type: Consent Calendar

Agenda Number: 5B.

Resolution of the Fort Bragg City Council Administratively Amending July 1, 2025 Master Salary Rate Compensation Plan and Confirming the Pay Rates and Ranges for All of City of Fort Bragg Classifications

Adoption of the Resolution to correct administrative error in the July 1, 2025 Master Salary Rate Compensation Plan and confirms the pay rates and ranges for all of City of Fort Bragg Classifications.

RESOLUTION NO. ____-2025

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ADMINISTRATIVELY AMENDING JULY 1, 2025, MASTER SALARY RATE COMPENSATION PLAN AND CONFIRMING THE PAY RATES AND RANGES FOR ALL CITY OF FORT BRAGG ESTABLISHED CLASSIFICATIONS

WHEREAS, the Fort Bragg City Council desires to provide an adequate level of compensation for City of Fort Bragg employees; and

WHEREAS, the Fort Bragg City Council approves all new classifications and salary schedules, which include classification titles and compensation rates as reflected in Exhibit A; and

WHEREAS, the Fort Bragg City Council approved the purchase of Mendocino Community Network (MCN) by approving Resolution 4926-2025 during the May 12, 2025, City Council meeting; and

WHEREAS, the City established the Broadband and Digital Infrastructure classifications in preparation for incoming MCN employees who became City employees effective July 1, 2025, by Resolution 4937-2025, which was approved during the June 23, 2025, City Council meeting; and

WHEREAS, the City of Fort Bragg received a petition from Service Employees International Union Local 1021, which is the authorized representative for the Fort Bragg Employee Organization (FBEO), on August 12, 2025, that complies with the Employee-Employer Resolution 1861-91 to be recognized as the Recognized Employee Relations Officer representing the Broadband and Digital Infrastructure employees, formerly known as the MCN employee group that was covered by Resolution 4937-2025; and

WHEREAS, the City of Fort Bragg responded to the SEIU Local 1021 to formally recognize SEIU Local 1021 as the Recognized Employee Relations Officer representing the MCN employees for meeting and conferring in good faith. The exclusion of Article 11 will be reviewed in the future, once the City has a better understanding of the economic forecast for the Mendocino Community Network through the collective bargaining process, at a time to be determined; and

WHEREAS, the City of Fort Bragg City Council approved Resolution 4939-2025 that established the terms and conditions of employment for exempt Mid-Management employees during the June 23, 2025, City Council meeting; and

WHEREAS, Resolution 4953-2025 was approved by the City of Fort Bragg City Council during July 14, 2025, City Council meeting that established terms and conditions of employment for exempt, at-will Executive employees; and

WHEREAS, Resolution 4954-2025 was approved by the City of Fort Bragg City Council during the July 14, 2025, City Council meeting, which established the terms and conditions of employment for Broadband and Digital Infrastructure non-exempt, non-management classifications; and

WHEREAS, Resolution 4955-2025 was approved by the City of Fort Bragg City Council during the July 14, 2025, City Council meeting, which established the terms and conditions of employment for Confidential/Non-Bargaining Employees; and

WHEREAS, currently the Public Experience Liaison, Part-Time, which is an at-will, non-exempt position, non-represented classification, is authorized to work no more than an average of twenty (20) hours per week and/or 1,000 hours in a fiscal year, and is not part of any employee group; and

WHEREAS, to assist the Administration Department with various projects, the City wishes to establish the Public Experience Liaison classification, a full-time, non-exempt position that is part of the Fort Bragg Employee Organization, which will be in addition to the Public Experience Liaison, Part-Time classification; and

WHEREAS, the Administrative Analyst was promoted to Senior Administrative Analyst classification, a non-exempt, full-time, position that is part of the Confidential/Non-Bargaining employee group, effective retroactive to July 1, 2025, which was not included on the July 1, 2025, Master Salary Rate Compensation Plan presented and approved by the City Council during the June 23, 2025, meeting; and

WHEREAS, the changes proposed above and the recent promotion to Senior Administrative Analyst required multiple updates to the July 1, 2025, Master Salary Rate Compensation Plan; and

WHEREAS, the July 1, 2025 Master Salary Rate Compensation Plan approved during the October 14, 2025 requires further administrative updates for some classifications to be go before council at the November 24, 2025 City Council meeting; and

WHEREAS, the necessary changes have been incorporated into the Master Salary Rate Compensation effective July 1, 2025, as shown in Exhibit A; and

WHEREAS, the establishment of this Resolution meets the requirements of California Code of Regulations Section 570.5 as confirmed by CalPERS to have a publicly adopted and posted salary schedule; and

NOW, THEREFORE, BE IT RESOLVED, FOUND, AND DETERMINED as follows:

1. The recitals set forth above are true and correct and are incorporated herein; and
2. The City of Fort Bragg Master Salary Rate Compensation Plan, effective July 1, 2025, is amended to reflect recent classification and salary rate updates; and
3. The pay rates and ranges for all City of Fort Bragg established classifications, as shown in Exhibit A, are confirmed; and
4. This Resolution has been reviewed with respect to the applicability of the California Environmental Quality Act (Public Resources Code Section 21000 *et seq.*) ("CEQA"). It is determined that the approval of this Resolution does not have the potential for creating a significant effect on the environment and is therefore exempt from further review under CEQA pursuant to State CEQA Guidelines Section 15060(c)(3) because it is not a project as defined by the CEQA Guidelines Section 15378. Adoption of this Resolution does not have the potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect physical damage in the environment.

The above and foregoing Resolution was introduced by Councilmember _____, seconded by Councilmember _____, and passed and adopted at a regular

meeting of the City Council of the City of Fort Bragg held on the 24th day of November 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSED:

Jason Godeke
Mayor

ATTEST:

Diana Paoli
City Clerk

Effective 7.01.2025		Amended-7.01.25 All Inclsv Master Comp Schedule for 11.24.25 City Council Meeting						
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually
Administrative Services	City Council	Elected	Step 1	Filled (5)	235.38	510.00	6,120.00	
					Plus \$100/mo. for Special District Meeting			
Administrative Services	City Manager	Executive; At-Will; Contract	Step 1	Filled (1)	92.31	7,384.62	16,000.00	192,000.00 Employment Contract
Administrative Services	Assistant City Manager	Executive; At-Will	Step 1	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80 Exec 7.1.25 6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40
			Step 3		59.93	4,794.40	10,387.87	124,654.40
			Step 4		62.93	5,034.40	10,907.87	130,894.40
			Step 5		66.08	5,286.40	11,453.87	137,446.40
Administrative Services	Administration Director	Executive; At-Will	Step 1	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80 NEW CLASSIFICATION
(This classification oversees Administration & Finance)			Step 2		57.08	4,566.40	9,893.87	118,726.40 Exec 7.1.25 6% COLA
			Step 3		59.93	4,794.40	10,387.87	124,654.40
			Step 4		62.93	5,034.40	10,907.87	130,894.40
			Step 5		66.08	5,286.40	11,453.87	137,446.40
Administrative Services	Senior Administrative Analyst	Confidential; Non-Bargaining	Step 1	Vacant (1)	30.55	2,444.00	5,295.33	63,544.00 NEW CLASSIFICATION 7.1.25
			Step 2		31.94	2,555.20	5,536.27	66,435.20 Pre 7.13.25 CNBarg 6% COLA
			Step 3		33.57	2,685.60	5,818.80	69,825.60
			Step 4		35.35	2,828.00	6,127.33	73,528.00
			Step 5		37.12	2,969.60	6,434.13	77,209.60
Administrative Services	Administrative Analyst	Confidential; Non-Bargaining	Step 1	Filled (1)	27.78	2,222.78	4,816.03	57,792.38 Pre 7.13.25 CNBarg 6% COLA
			Step 2		29.17	2,333.60	5,056.13	60,673.60
			Step 3		30.63	2,450.40	5,309.20	63,710.40
			Step 4		32.16	2,572.80	5,574.40	66,892.80
			Step 5		33.77	2,701.60	5,853.47	70,241.60
Administrative Services	Administrative Assistant - Confidential	Confidential; Non-Bargaining	Step 1	Filled (1)	25.61	2,048.80	4,439.45	53,273.38 Pre 7.13.25 CNBarg 6% COLA
Working title - Administrative Assistant - Administration			Step 2		26.89	2,151.20	4,660.93	55,931.20
			Step 3		28.23	2,258.40	4,893.20	58,718.40
			Step 4		29.64	2,371.20	5,137.60	61,651.20
			Step 5		31.12	2,489.60	5,394.13	64,729.60
Administrative Services	City Clerk, Non-Certified	Confidential; Non-Bargaining	Step 1	Filled (1)	34.10	2,728.00	5,910.67	70,928.00 Pre 7.13.25 CNBarg 6% COLA
			Step 2		35.81	2,864.80	6,207.07	74,484.80
			Step 3		37.60	3,008.00	6,517.33	78,208.00
			Step 4		39.48	3,158.40	6,843.20	82,118.40
			Step 5		41.45	3,316.00	7,184.67	86,216.00
Administrative Services	City Clerk - CMC Certified	Mid-Management; Non-Bargaining	Step 1	Vacant (1)	40.18	3,214.40	6,964.53	83,574.40 Reso 4939-2025
			Step 2		42.19	3,375.20	7,312.93	87,755.20 7.1.25 MidM 6% COLA
			Step 3		44.30	3,544.00	7,678.67	92,144.00
			Step 4		46.52	3,721.60	8,063.47	96,761.60
			Step 5		48.85	3,908.00	8,467.33	101,608.00

Effective 7.01.2025		Amended-7.01.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Administration	City Clerk Technician	Confidential; Non-Bargaining	Step 1	Vacant (1)	25.61	2,048.98	4,439.45	53,273.38	NEW CLASSIFICATION Pre 7.13.25 CNBarg 6% COLA
			Step 2		26.89	2,151.20	4,660.93	55,931.20	
			Step 3		28.23	2,258.40	4,893.20	58,718.40	
			Step 4		29.64	2,371.20	5,137.60	61,651.20	
			Step 5		31.12	2,489.60	5,394.13	64,729.60	
Administrative Services	Human Resources Manager	Mid-Management; Non-Bargaining	Step 1	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025 7.1.25 MidM 6% COLA
			Step 2		42.19	3,375.20	7,312.33	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Administrative Services	Public Experience Liaison - Part-Time	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Filled (1) 7/16/25 to 8/11/25 Vacant (1) 8.11.25	22.00				NEW CLASSIFICATION Not filled till 7/16/2025
Administrative Services	Public Experience Liaison	FBEO	Step 1	Filled (1) 8/11/25	24.39	1,951.20	4,227.60	50,731.20	Pre 7.13.25 CNBarg 6% COLA
			Step 2		25.61	2,048.80	4,439.07	53,268.80	
			Step 3		26.89	2,151.20	4,660.93	55,931.20	
			Step 4		28.23	2,258.40	4,893.20	58,718.40	
			Step 5		29.64	2,371.20	5,137.60	61,651.20	
Administrative Services	Public Information Coordinator	Confidential; Non-Bargaining	Step 1	Vacant (1)	28.79	2,303.57	4,991.06	59,892.77	Pre 7.13.25 CNBarg 6% COLA
			Step 2		30.23	2,418.40	5,239.87	62,878.40	
			Step 3		31.74	2,539.20	5,501.60	66,019.20	
			Step 4		33.33	2,666.40	5,777.20	69,326.40	
			Step 5		35.00	2,800.00	6,066.67	72,800.00	
FB Broadband	Director of Broadband and Digital Infrastructure	Executive; At-Will; Contract	Step 1	Vacant Filled 9/22/25	54.36	4,348.80	9,422.40	113,068.80	NEW CLASSIFICATION Exec 7.1.25 6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
FB Broadband	Broadband Manager	Mid-Manager; Non-Bargaining	Step 1	Filled (1)	43.47	3,477.60	7,534.80	90,417.60	Reso 4939-2025 7.1.25 MidM 6% COLA Formula corrected originally reflected 3%
			Step 2		45.64	3,651.20	7,910.93	94,931.20	
			Step 3		47.92	3,833.60	8,306.13	99,673.60	
			Step 4		50.32	4,025.60	8,722.13	104,665.60	
			Step 5		52.84	4,227.20	9,158.93	109,907.20	
FB Broadband	Senior Network Administrator	FBEO, Formerly Non-Represented	Step 1	Filled (1)	40.74	3,259.20	7,061.60	84,739.20	Pre 7.13.25 Bbnd 3% COLA Excluded from FBEO COLA
			Step 2		42.78	3,422.16	7,414.68	88,976.16	
			Step 3		44.92	3,593.27	7,785.41	93,424.97	
			Step 4		47.16	3,772.93	8,174.69	98,096.22	
			Step 5		49.52	3,961.58	8,583.42	103,001.03	

Effective 7.01.2025		Amended-7.01.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting								
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually		
FB Broadband	Network Operator	FBEO, Formerly Non-Represented	Step 1	Filled (1)	26.17	2,093.60	4,536.69	54,440.26	Pre 7.13.25 Bbnd 3% COLA	
			Step 2		27.48	2,198.40	4,763.20	57,158.40	Excluded from FBEO COLA	
			Step 3		28.85	2,308.00	5,000.67	60,008.00		
			Step 4		30.29	2,423.20	5,250.27	63,003.20		
			Step 5		31.80	2,544.00	5,512.27	66,144.00		
FB Broadband	System Technician	FBEO, Formerly Non-Represented	Step 1	Filled (3)	23.74	1,899.20	4,114.14	43,369.63	Pre 7.13.25 Bbnd 3% COLA	
			Step 2		24.92	1,993.60	4,319.47	51,833.60	Excluded from FBEO COLA	
			Step 3		26.17	2,093.28	4,536.13	54,433.60		
			Step 4		27.48	2,198.40	4,763.20	57,158.40		
			Step 5		28.85	2,308.32	5,000.67	60,008.00		
FB Broadband	System Technician (Part-Time)	Non-Represented; 1,000 Max Annual Hours; At-Will	Step 1	Filled (1)	23.82	1,905.60	4,128.80	49,545.60	Pre 7.13.25 Bbnd 3% COLA	
FB Broadband	Broadband Finance Technician I	FBEO, Formerly Non-Represented	Step 1	Filled (1)	23.08	1,846.61	4,000.98	48,011.81	Pre 7.13.25 Bbnd 3% COLA	
			Step 2		24.24	1,939.20	4,201.60	50,419.20	Excluded from FBEO COLA	
			Step 3		25.45	2,036.00	4,411.33	52,936.00		
			Step 4		26.72	2,137.60	4,631.47	55,577.60		
			Step 5		28.06	2,244.80	4,863.73	58,364.80		
C.V. Starr	C.V. Starr Manager	Mid-Management; Non-Bargaining	Step 1	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025	
			Step 2		42.19	3,375.20	7,312.93	87,755.20	7.1.25 MidM 6% COLA	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	formulas corrected	
			Step 4		46.52	3,721.60	8,063.47	96,761.60		
			Step 5		48.85	3,908.00	8,467.33	101,608.00		
C.V. Starr	Administrative Assistant	C.V. Starr; Non-Bargaining	Step 1	Vacant (1)	18.19	1,455.20	3,153.08	37,837.00	Pre 7.13.25 CV 3% COLA	
			Step 2		19.10	1,527.96	3,310.58	39,726.96		
			Step 3		20.05	1,604.36	3,476.11	41,713.31		
			Step 4		21.06	1,684.80	3,649.91	43,798.97		
			Step 5		22.11	1,768.80	3,832.41	45,988.92		
C.V. Starr	Administrative Assistant I - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (2)	18.00				NO COLA	
C.V. Starr	Administrative Assistant II - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		20.00				NO COLA	
C.V. Starr	Administrative Assistant III - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		22.00				NO COLA	
C.V. Starr	Administrative Coordinator	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	21.53	1,722.40	3,731.87	44,782.40	Pre 7.13.25 CV 3% COLA	
			Step 2		22.61	1,808.52	3,918.46	47,021.52		
			Step 3		23.74	1,898.95	4,114.43	49,361.13		
			Step 4		24.92	1,993.89	4,320.10	51,841.23		
			Step 5		26.17	2,093.59	4,536.11	54,433.29		

Effective 7.01.2025		Amended-7.01.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting						
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually
C.V. Starr	Custodian I - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (1)	20.00			NO COLA
C.V. Starr	Custodian II - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		22.00			NO COLA
C.V. Starr	Custodian II - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		24.00			NO COLA
C.V. Starr	Fitness Equipment Technician	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (1)	25.00			NO COLA
C.V. Starr	Fitness Instructor I - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (5) all inclusive	30.00			NO COLA
C.V. Starr	Fitness Instructor II - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		32.00			NO COLA
C.V. Starr	Head Lifeguard	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	20.40	1,632.00	3,536.00	42,432.00 Pre 7.13.25 CV 3% COLA
			Step 2		21.42	1,713.60	3,712.80	44,553.60
			Step 3		22.49	1,799.28	3,898.44	46,781.28
			Step 4		23.62	1,889.24	4,093.36	49,120.34
			Step 5		24.80	1,983.71	4,298.03	51,576.36
C.V. Starr	Lifeguard - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Vacant (1)	19.85	1,588.00	3,440.67	41,288.00 Pre 7.13.25 CV 3% COLA
			Step 2		20.84	1,667.40	3,612.70	43,352.40
			Step 3		21.88	1,750.77	3,793.34	45,520.02
			Step 4		22.98	1,838.31	3,983.00	47,796.02
			Step 5		24.13	1,930.22	4,182.15	50,185.82
C.V. Starr	Lifeguard I - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (16) all inclusive	19.00			NO COLA
C.V. Starr	Lifeguard II - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		21.00			NO COLA
C.V. Starr	Lifeguard III - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		23.00			NO COLA
C.V. Starr	Maintenance Supervisor	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	30.00	2,400.00	5,200.00	62,400.00 Pre 7.13.25 CV 3% COLA
			Step 2		31.50	2,520.00	5,460.00	65,520.00
			Step 3		33.08	2,646.00	5,733.00	68,796.00
			Step 4		34.73	2,778.30	6,019.65	72,235.80
			Step 5		36.47	2,917.22	6,320.63	75,847.59
C.V. Starr	Maintenance Worker I - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	19.43	1,554.40	3,367.87	40,414.40 Pre 7.13.25 CV 3% COLA
			Step 2		20.40	1,632.00	3,536.00	42,432.00
			Step 3		21.42	1,713.60	3,712.80	44,553.60
			Step 4		22.49	1,799.20	3,898.27	46,779.20
			Step 5		23.61	1,888.80	4,092.40	49,108.80

Effective 7.01.2025	Amended-7.01.25 All Inclav Master Comp Schedule for 11.24.25 City Council Meeting								
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
C.V. Starr	Maintenance Worker II - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	22.60	1,808.00	3,917.33	47,008.00	Pre 7.13.25 CV 3% COLA
			Step 2		23.73	1,898.40	4,113.20	49,358.40	
			Step 3		24.92	1,993.60	4,319.47	51,833.60	
			Step 4		26.17	2,093.60	4,536.13	54,433.60	
			Step 5		27.48	2,198.40	4,763.20	57,158.40	
C.V. Starr	Maintenance Worker III - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Not Authorized	25.83	2,066.40	4,477.20	53,726.40	Pre 7.13.25 CV 3% COLA
			Step 2		27.12	2,169.60	4,700.80	56,409.60	
			Step 3		28.48	2,278.40	4,936.53	59,238.40	
			Step 4		29.90	2,392.00	5,182.67	62,192.00	
			Step 5		31.40	2,512.00	5,442.67	65,312.00	
C.V. Starr	Recreation Coordinator	C.V. Starr; Non-Bargaining	Step 1	Vacant (1)	24.26	1,940.80	4,205.07	50,460.80	Pre 7.13.25 CV 3% COLA
			Step 2		25.47	2,037.84	4,415.32	52,983.84	
			Step 3		26.75	2,139.73	4,636.09	55,633.03	
			Step 4		28.08	2,246.72	4,867.89	58,414.68	
			Step 5		29.49	2,359.05	5,111.29	61,335.42	
C.V. Starr	Recreation Instructor I	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (1)	21.00				NO COLA
C.V. Starr	Recreation Instructor II	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (2)	23.00				NO COLA
C.V. Starr	Recreation Instructor III	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (1)	25.00				NO COLA
C.V. Starr	Recreation Supervisor	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	30.00	2,400.00	5,200.00	62,400.00	Pre 7.13.25 CV 3% COLA
			Step 2		31.50	2,520.00	5,460.00	65,520.00	
			Step 3		33.08	2,646.00	5,733.00	68,796.00	
			Step 4		34.73	2,778.30	6,019.65	72,235.80	
			Step 5		36.47	2,917.22	6,320.63	75,847.59	
C.V. Starr	Senior Administrative Assistant	C.V. Starr; Non-Bargaining	Step 1	Filled (2)	18.38	1,470.40	3,185.87	38,230.40	Pre 7.13.25 CV 3% COLA
			Step 2		19.30	1,543.92	3,345.16	40,141.92	
			Step 3		20.26	1,621.12	3,512.42	42,149.02	
			Step 4		21.28	1,702.17	3,688.04	44,256.47	
			Step 5		22.34	1,787.28	3,872.44	46,469.29	
C.V. Starr	Senior Lifeguard	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	22.58	1,806.40	3,913.87	46,966.40	Pre 7.13.25 CV 3% COLA
			Step 2		23.71	1,896.72	4,109.56	49,314.72	
			Step 3		24.89	1,991.56	4,315.04	51,780.46	
			Step 4		26.14	2,091.13	4,530.79	54,369.48	
			Step 5		27.45	2,195.69	4,757.33	57,087.95	
Economic Development	Economic Development Manager	Mid-Management; Non-Bargaining	Step 1	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025 7.1.25 MidM 6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	

Effective 7.01.2025		Amended-7.01.25 All Inclav Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Economic Development	Grants Coordinator	FBEO, Grant-Funded	Step 1	Filled (1)	30.93	2,474.11	5,360.58	64,326.91	Pre 7.13.25 FBEO 6% COLA
			Step 2		32.47	2,597.60	5,628.13	67,537.60	
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Economic Development	Housing and Economic Development Coordinator	Confidential; Non-Bargaining	Step 1	Not Authorized	34.60	2,767.87	5,997.06	71,964.67	Pre 7.13.25 FBEO 6% COLA
			Step 2		36.33	2,906.40	6,297.20	75,566.40	
			Step 3		38.15	3,052.00	6,612.67	79,352.00	
			Step 4		40.06	3,204.80	6,943.73	83,324.80	
			Step 5		42.06	3,364.80	7,290.40	87,484.80	
Finance	Director - Finance/City Treasurer	Executive; At-Will	Step 1	Not Authorized	54.36	4,348.80	9,422.40	113,068.80	Exec 7.1.25 6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Finance	Assistant Finance Director	Mid-Management; Non-Bargaining	Step 1	Filled (1)	43.47	3,281.14	7,109.13	85,309.54	Reso 4939-2025
			Step 2		45.64	3,651.20	7,910.93	94,931.20	
			Step 3		47.92	3,833.60	8,306.13	99,673.60	
			Step 4		50.32	4,025.60	8,722.13	104,665.60	
			Step 5		52.84	4,227.20	9,158.93	109,907.20	
Finance	Finance Lead	FBEO	Step 1	Vacant (1)	34.02	2,721.60	5,896.80	70,761.60	Pre 7.13.25 6% COLA
			Step 2		35.72	2,857.60	6,191.47	74,297.60	
			Step 3		37.51	3,000.80	6,501.73	78,020.80	
			Step 4		39.39	3,151.20	6,827.60	81,931.20	
			Step 5		41.36	3,308.80	7,169.07	86,028.80	
Finance	Finance Technician I	FBEO	Step 1	Filled (2)	23.08	1,846.61	4,000.98	48,011.81	Pre 7.13.25 6% FBEO COLA
			Step 2		24.24	1,939.20	4,201.60	50,419.20	
			Step 3		25.45	2,036.00	4,411.33	52,936.00	
			Step 4		26.72	2,137.60	4,631.47	55,577.60	
			Step 5		28.06	2,244.80	4,863.73	58,364.80	
Finance	Finance Technician II	FBEO	Step 1	Not Authorized	25.46	2,036.74	4,412.93	52,955.14	Pre 7.13.25 6% FBEO COLA
			Step 2		26.73	2,138.40	4,633.20	55,598.40	
			Step 3		28.07	2,245.60	4,865.47	58,385.60	
			Step 4		29.47	2,357.60	5,108.13	61,297.60	
			Step 5		30.94	2,475.20	5,362.93	64,355.20	
Finance	Finance Technician III	FBEO	Step 1	Filled (1)	28.06	2,244.82	4,863.77	58,365.22	Pre 7.13.25 6% FBEO COLA
			Step 2		29.46	2,356.80	5,106.40	61,276.80	
			Step 3		30.93	2,474.40	5,361.20	64,334.40	
			Step 4		32.48	2,598.40	5,629.87	67,558.40	
			Step 5		34.10	2,728.00	5,910.67	70,928.00	

Effective 7.01.2025		Amended-7.01.25 All Incls Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Finance	Government Accountant I	FBEO	Step 1	Filled (1)	30.93	2,474.11	5,360.58	64,326.91	Pre 7.13.25 6% FBEO COLA
			Step 2		32.47	2,597.60	5,628.13	67,537.60	
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Finance	Government Accountant II	FBEO	Step 1	Not Authorized	32.47	2,244.82	4,863.77	58,365.22	FBEO MOU 20225-29 Article 1.2 lists position
			Step 2		34.09	2,727.20	5,908.93	70,907.20	
			Step 3		35.79	2,863.20	6,203.60	74,443.20	
			Step 4		37.58	3,006.40	6,513.87	78,166.40	
			Step 5		39.46	3,156.80	6,839.73	82,076.80	
Finance	Government Accountant III	Confidential; Non-Bargaining	Step 1	Vacant (1)	34.33	2,746.40	5,950.53	71,406.40	NEW CLASSIFICATION Pre 7.13.25 6% CNBarg COLA
			Step 2		36.05	2,884.00	6,248.67	74,984.00	
			Step 3		37.85	3,028.00	6,560.67	78,728.00	
			Step 4		39.74	3,179.20	6,888.27	82,659.20	
			Step 5		41.73	3,338.40	7,233.20	86,798.40	
Finance	Senior Government Accountant	Mid-Management; Non-Bargaining	Step 1	Not Authorized	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025 7.1.25 MidM 6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Information Technology	Director - Information Technology	Mid-Management; Non-Bargaining	Step 1	Filled (1)	54.36	4,348.80	9,422.40	113,068.80	NEW CLASSIFICATION 7.1.25 Exec COLA 6%
			Step 2		57.08	4,566.40	9,893.87	118,726.40	
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Information Technology	Systems Analyst - Lead	Mid-Management; Non-Bargaining	Step 1	Vacant (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025 7.1.25 MidM 6% COLA Corrected
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Information Technology	Systems Analyst	Confidential/Non-Bargaining	Step 1	Filled (1)	30.93	2,474.11	5,360.58	64,326.91	Pre 7.13.25 CNBarg 6% COLA
			Step 2		32.47	2,597.60	5,628.13	67,537.60	
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Information Technology	Systems Technician	FBEO	Step 1	Not Authorized	23.74	1,898.83	4,114.14	49,369.63	Pre 7.13.25 FBEO 6% COLA
			Step 2		24.92	1,993.60	4,319.47	51,833.60	
			Step 3		26.17	2,093.60	4,536.13	54,433.60	
			Step 4		27.48	2,198.40	4,763.20	57,158.40	
			Step 5		28.85	2,308.00	5,006.67	60,008.00	
Information Technology	Audiovisual Technician - Part-Time	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Filled (2)	27.54				NO COLA

Effective 7.01.2025		Amended-7.01.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Planning and Housing	Director - Planning and Housing	Executive; At-Will	Step 1	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	Exec 7.1.25 6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Planning and Housing	Administrative Assistant - Planning <i>Working title: Administrative Assistant - Non-Confidential</i>	FBEO	Step 1	Filled (1)	25.61	2,048.98	4,439.45	53,273.38	Pre 6% 7.13.25 FBEO COLA
			Step 2		26.89	2,151.20	4,660.93	55,931.20	
			Step 3		28.23	2,258.40	4,893.20	58,718.40	
			Step 4		29.64	2,371.20	5,137.60	61,651.20	
			Step 5		31.12	2,489.60	5,394.13	64,729.60	
Planning and Housing	Senior Planner	Mid-Management; Non-Bargaining	Step 1	Vacant (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025
			Step 2		42.19	3,375.20	7,312.93	87,755.20	7.1.25 MidM 6% COLA
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Planning and Housing	Assistant Planner	FBEO	Step 1	Filled (1)	32.95	2,635.68	5,710.64	68,527.68	Pre 6% 7.13.25 FBEO COLA
			Step 2		34.59	2,767.20	5,995.60	71,947.20	
			Step 3		36.32	2,905.60	6,295.47	75,545.60	
			Step 4		38.14	3,051.20	6,610.93	79,331.20	
			Step 5		40.05	3,204.00	6,942.00	83,304.00	
Planning and Housing	Assistant Planner/Code Enforcement, Part-Time	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Not Authorized	36.32				NO COLA
Planning and Housing	Associate Planner	FBEO	Step 1	Filled (1)	34.12	2,729.52	5,913.96	70,967.52	Pre 6% 7.13.25 FBEO COLA
			Step 2		35.82	2,865.60	6,208.80	74,505.60	
			Step 3		37.61	3,008.80	6,519.07	78,228.80	
			Step 4		39.49	3,159.20	6,844.93	82,139.20	
			Step 5		41.46	3,316.80	7,186.40	86,236.80	
Planning and Housing	Code Enforcement Officer	FBEO	Step 1	Filled (1)	32.95	2,635.68	5,710.64	68,527.68	Pre 6% 7.13.25 FBEO COLA
			Step 2	Vacated 8.23.25	34.59	2,767.20	5,995.60	71,947.20	Moved from PD to Planning
			Step 3		36.32	2,905.60	6,295.47	75,545.60	
			Step 4		38.14	3,051.20	6,610.93	79,331.20	
			Step 5		40.05	3,204.00	6,942.00	83,304.00	
Planning and Housing	Planning Technician	FBEO	Step 1	Not Authorized	25.61	2,048.98	4,439.45	53,273.38	Pre 6% 7.13.25 FBEO COLA
			Step 2		26.89	2,151.20	4,660.93	55,931.20	
			Step 3		28.23	2,258.40	4,893.20	58,718.40	
			Step 4		29.64	2,371.20	5,137.60	61,651.20	
			Step 5		31.12	2,489.60	5,394.13	64,729.60	
Planning and Housing	Permit Technician -PT	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Filled (1) Filled 7.7.2025	31.12				NEW CLASSIFICATION

Effective 7.01.2025		Amended-7.01.25 All Incls Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Planning and Housing	Permit Technician	FBEO	Step 1	Not Authorized	29.19	2,048.98	4,439.45	53,273.38	NEW CLASSIFICATION Pre 7.13.25 FBEO 6% COLA Corrected salary range
			Step 2		30.65	2,452.00	5,312.67	63,752.00	
			Step 3		32.18	2,574.40	5,577.87	66,934.40	
			Step 4		33.79	2,703.20	5,856.93	70,283.20	
			Step 5		35.48	2,838.40	6,149.87	73,798.40	
Police	Community Services Officer	FBPA	Step 1	Not Authorized	25.40	2,031.90	4,402.44	52,829.27	Pre 7.13.25 FBPA 3% COLA
			Step 2		26.67	2,133.60	4,622.80	55,473.60	
			Step 3		28.00	2,240.00	4,853.33	58,240.00	
			Step 4		29.40	2,352.00	5,096.00	61,152.00	
			Step 5		30.87	2,469.60	5,350.80	64,209.60	
Police	Police Chief	Executive; At-Will; Contract	Step 1	Not Authorized	79.87	6,389.60	13,843.70	166,124.39	Employment Contract Corrected Step 1 bi-weekly Governed by Ord 672 per Exec Reso
			Step 2		83.86	6,708.80	14,535.73	174,428.80	
			Step 3		88.05	7,044.00	15,262.00	183,144.00	
			Step 4		92.45	7,396.00	16,024.67	192,296.00	
			Step 5		97.07	7,765.60	16,825.47	201,905.60	
Police	Police Chief Executive POST	Executive; At-Will; Contract	Step 1	Filled (1)	83.85	6,708.00	14,534.00	174,408.00	Employment Contract Governed by Ord 672 per Exec Reso
			Step 2	Vacated on 10/1/2025	88.04	7,043.20	15,260.27	183,123.20	
			Step 3	92.44	7,395.20	16,022.93	192,275.20		
			Step 4	97.06	7,764.80	16,823.73	201,884.80		
			Step 5	101.91	8,152.80	17,664.40	211,972.80		
Police	Police Captain	Mid-Management; Non-Bargaining	Step 1	Filled (1)	68.83	5,506.40	11,930.53	143,166.40	Reso 4939-2025 Governed by Ord 672 per Reso 4939-2025
			Step 2	72.27	5,781.60	12,526.80	150,321.60		
			Step 3	75.88	6,070.40	13,152.53	157,830.40		
			Step 4	79.67	6,373.60	13,809.47	165,713.60		
			Step 5	83.65	6,692.00	14,499.33	173,992.00		
Police	Police Commander	Mid-Management; Non-Bargaining	Step 1	Vacant (1)	60.29	4,822.98	10,449.80	125,397.60	NEW CLASSIFICATION Corrected job title from Commander - Field Ops Governed by Ord 672 per Reso 4939-2025
			Step 2	Filled 9.22.2025	63.30	5,064.13	10,972.29	131,667.48	
			Step 3	66.47	5,317.34	11,520.90	138,250.85		
			Step 4	69.79	5,583.21	12,096.95	145,163.39		
			Step 5	73.28	5,862.37	12,701.80	152,421.56		
Police	Administrative Analyst - Police	Confidential; Non-Bargaining	Step 1	Filled (1)	27.78	2,222.40	4,722.32	57,792.38	Pre 7.13.25 CNBarg 6% COLA
			Step 2	29.17	2,333.60	5,056.13	60,673.60		
			Step 3	30.63	2,450.40	5,309.20	63,710.40		
			Step 4	32.16	2,572.80	5,574.40	66,892.80		
			Step 5	33.77	2,701.60	5,853.47	70,241.60		
Police	Administrative Assistant - Non-Confidential Working title: Administrative Assistant - Police	FBEO	Step 1	Filled (1)	25.61	2,048.80	4,439.07	53,268.80	Pre 7.13.25 FBEO 6% COLA
			Step 2	26.89	2,151.20	4,660.93	55,931.20		
			Step 3	28.23	2,258.40	4,893.20	58,718.40		
			Step 4	29.64	2,371.20	5,137.60	61,651.20		
			Step 5	31.12	2,489.60	5,394.13	64,729.60		

Effective 7.01.2025		Amended-7.01.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Police	Grants Analyst	Part-Time; Less than 20 Hours Week; Grant-Funded; At-Will	Step 1	Filled (2)	28.00				NO COLA
Police	Police Sergeant - Intermediate POST	FBPA	Step 1	Filled (2)	48.13	3,850.40	8,342.53	100,110.40	Pre 7.13.25 FBPA 3% COLA
			Step 2		50.54	4,043.20	8,760.27	105,123.20	
			Step 3		53.07	4,245.60	9,198.80	110,385.60	
			Step 4		55.72	4,457.60	9,658.13	115,897.60	
			Step 5		58.51	4,680.80	10,141.73	121,700.80	
Police	Police Sergeant - Intermediate POST - Acting	FBPA	Step 1	Not Authorized	48.13	3,850.40	8,342.53	100,110.40	Pre 7.13.25 FBPA 3% COLA
			Step 2		50.54	4,043.20	8,760.27	105,123.20	
			Step 3		53.07	4,245.60	9,198.80	110,385.60	
			Step 4		55.72	4,457.60	9,658.13	115,897.60	
			Step 5		58.51	4,680.80	10,141.73	121,700.80	
Police	Police Sergeant Advance POST	FBPA	Step 1	Filled (1)	50.89	4,071.30	8,821.15	105,853.84	Pre 7.13.25 FBPA 3% COLA
			Step 2		53.44	4,275.20	9,262.93	111,155.20	
			Step 3		56.11	4,488.80	9,725.73	116,708.80	
			Step 4		58.92	4,713.60	10,212.80	122,553.60	
			Step 5		61.87	4,949.60	10,724.13	128,689.60	
Police	Police Officer Basic POST	FBPA	Step 1	Filled (7)	37.60	3,008.33	6,518.06	78,216.70	Pre 7.13.25 FBPA 6% COLA
			Step 2		39.48	3,158.40	6,843.20	82,118.40	
			Step 3		41.45	3,316.00	7,184.67	86,216.00	
			Step 4		43.52	3,481.60	7,543.47	90,521.60	
			Step 5		45.70	3,656.00	7,921.33	95,056.00	
Police	Police Officer Intermediate POST	FBPA	Step 1	Vacant	39.48	3,158.40	6,843.20	82,118.40	Pre 7.13.25 FBPA 3% COLA
			Step 2		41.46	3,316.80	7,186.40	86,236.80	
			Step 3		43.53	3,482.40	7,545.20	90,542.40	
			Step 4		45.71	3,656.80	7,923.07	95,076.80	
			Step 5		48.00	3,840.00	8,320.00	99,840.00	
Police	Police Officer Advanced POST	FBPA	Step 1	Vacant	41.42	3,313.60	7,179.47	86,153.60	Pre 7.13.25 FBPA 3% COLA
			Step 2		43.49	3,479.20	7,538.27	90,459.20	
			Step 3		45.66	3,652.80	7,914.40	94,972.80	
			Step 4		47.94	3,835.20	8,309.60	99,715.20	
			Step 5		50.34	4,027.20	8,725.60	104,707.20	
Police	Police Recruit	FBPA; 1,040 Hours	Step 1	Filled (1)	33.87				Pre 7.13.25 FBPA 3% COLA
Police	Police Transport Officer	Part-Time/On-Call; 1,000 Max Annual Hours; Non-Bargaining	Step 1	Vacant (1)	28.56				NO COLA
Police	Seasonal Parking Attendant	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Not Authorized	18.00				NO COLA

Effective 7.01.2025		Amended-7.01.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Police	Social Services Liaison-Crisis Worker	Non-Bargaining; Grant-Funded	Step 1	Filled (3)	32.59	2,607.20	5,648.93	67,787.20	Pre 7.13.25 CNBarg 6% COLA
			Step 2	Vacant (1)	34.22	2,737.60	5,931.47	71,177.60	
			Step 3		35.93	2,874.40	6,227.87	74,734.40	
			Step 4		37.73	3,018.40	6,539.87	78,478.40	
			Step 5		39.62	3,169.60	6,867.47	82,409.60	
Police	Special Investigator Basic POST	FBPA	Step 1	Vacant (1)	39.48	3,158.40	6,843.20	82,118.40	Pre 7.13.25 FBPA 3% COLA
			Step 2		41.45	3,316.00	7,184.67	86,216.00	
			Step 3		43.52	3,481.60	7,543.47	90,521.60	
			Step 4		45.70	3,656.00	7,921.33	95,056.00	
			Step 5		47.99	3,839.20	8,318.27	99,819.20	
Police	Special Investigator Intermediate POST	FBPA	Step 1	Vacant (1)	41.45	3,316.00	7,184.67	86,216.00	Pre 7.13.25 FBPA 3% COLA
			Step 2		43.52	3,481.60	7,543.47	90,521.60	
			Step 3		45.70	3,656.00	7,921.33	95,056.00	
			Step 4		47.99	3,839.20	8,318.27	99,819.20	
			Step 5		50.39	4,031.20	8,734.27	104,811.20	
Police	Special Investigator Advanced POST	FBPA	Step 1	Filled (1)	43.50	3,480.00	7,540.00	90,480.00	Pre 7.13.25 FBPA 3% COLA
			Step 2		45.68	3,654.40	7,917.87	95,014.40	
			Step 3		47.96	3,836.80	8,313.07	99,756.80	
			Step 4		50.36	4,028.80	8,729.07	104,748.80	
			Step 5		52.88	4,230.40	9,165.87	109,990.40	
Parks & Recreation	Director of Parks & Recreation	Executive; At-Will	Step 1	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	NEW CLASSIFICATION Exec 7.1.25 6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Public Works	Director of Public Works	Executive; At-Will	Step 1	Filled (1)	54.36	4,348.80	9,422.40	113,068.80	Exec COLA Reso 4953-2025 COLA was off. 3/15/2025
			Step 2		57.08	4,566.40	9,893.87	118,726.40	
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Public Works	Division	Mid-Management; Non-Bargaining	Step 1	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025 7.1.25 MidM 6% COLA Corrected
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Public Works	Administrative Assistant - Non-Confidential <i>Working title: Administrative Assistant -Public Works</i>	FBEO	Step 1	Filled (1)	25.61	2,048.80	4,439.07	53,268.80	Pre 7.13.25 FBEO 6% COLA
			Step 2		26.89	2,151.20	4,660.93	55,931.20	
			Step 3		28.23	2,258.40	4,893.20	58,718.40	
			Step 4		29.64	2,371.20	5,137.60	61,651.20	
			Step 5		31.12	2,489.60	5,394.13	64,729.60	

Effective 7.01.2025		Amended-7.01.25 All Inclav Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Public Works	Assistant City Engineer	FBEO	Step 1	Filled (2)	34.58	2,766.40	5,993.87	71,926.40	Pre 7.13.25 FBEO 6% COLA
			Step 2		36.31	2,904.80	6,293.73	75,524.80	
			Step 3		38.13	3,050.40	6,609.20	79,310.40	
			Step 4		40.04	3,203.20	6,940.27	83,283.20	
			Step 5		42.04	3,363.20	7,286.93	87,443.20	
Public Works	Construction Project Manager	Mid-Management; Non-Bargaining	Step 1	Not Authorized	46.75	3,528.38	7,644.83	91,737.98	Reso 4939-2025 7.1.25 MidM 6% COLA
			Step 2		49.09	3,927.20	8,508.93	102,107.20	
			Step 3		51.54	4,123.20	8,933.60	107,203.20	
			Step 4		54.12	4,329.60	9,380.80	112,569.60	
			Step 5		56.83	4,546.40	9,850.53	118,206.40	
Public Works	Construction Project Manager	Temporary; 1,000 Max Annual Hours; At-Will	Step 1	Not Authorized	44.10				NO COLA
			Step 2		46.31				
			Step 3		48.63				
			Step 4		51.06				
			Step 5		53.61				
Public Works	Engineering Technician I	FBEO	Step 1	Filled (2)	31.37	2,509.60	5,437.47	65,249.60	Pre 7.13.25 FBEO 6% COLA <i>Corrected title from Engineering Technician eff. 3/24/25</i>
			Step 2		32.94	2,635.20	5,709.60	68,515.20	
			Step 3		34.59	2,767.20	5,995.60	71,947.20	
			Step 4		36.32	2,905.60	6,295.47	75,545.60	
			Step 5		38.14	3,051.20	6,610.93	79,331.20	
Public Works	Engineering Technician II	FBEO	Step 1	Vacant (1)	34.58	2,766.40	5,993.87	71,926.40	Pre 7.13.25 FBEO 6% COLA
			Step 2		36.31	2,904.80	6,293.73	75,524.80	
			Step 3		38.13	3,050.40	6,609.20	79,310.40	
			Step 4		40.04	3,203.20	6,940.27	83,283.20	
			Step 5		42.04	3,363.20	7,286.93	87,443.20	
Public Works	Senior Engineering Technician	FBEO	Step 1	Vacant (1)	37.91	3,032.80	6,571.07	78,852.80	Pre 7.13.25 FBEO 6% COLA
			Step 2		39.81	3,184.80	6,900.40	82,804.80	
			Step 3		41.80	3,344.00	7,245.33	86,944.00	
			Step 4		43.89	3,511.20	7,607.60	91,291.20	
			Step 5		46.08	3,686.40	7,987.20	95,846.40	
Public Works	Environmental Compliance Coordinator	FBEO	Step 1	Filled (1)	36.28	2,902.51	6,288.78	75,465.31	Pre 7.13.25 FBEO 6% COLA
			Step 2		38.10	3,048.00	6,604.00	79,248.00	
			Step 3		40.01	3,200.80	6,935.07	83,220.80	
			Step 4		42.01	3,360.80	7,281.73	87,380.80	
			Step 5		44.11	3,528.80	7,645.73	91,748.80	
Public Works	Laborer-Public Works	Part-Time; Less Than 20 Hours Week; Non-Bargaining	Step 1	Vacant (1)	21.42				NO COLA
Public Works	Laborer-Water/Wastewater	Part-Time; Less than 20 Hours Week; Non-Bargaining	Step 1	Filled (1)	21.42				NO COLA

Effective 7.01.2025		Amended-7.01.25 All Inclav Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Public Works	Maintenance Worker I	FBEO	Step 1	Filled (3)	21.64	1,731.55	3,751.70	45,020.35	Pre 7.13.25 FBEO 6% COLA
			Step 2		22.73	1,818.40	3,939.87	47,278.40	
			Step 3		23.87	1,909.60	4,137.47	49,649.60	
			Step 4		25.06	2,004.80	4,343.73	52,124.80	
			Step 5		26.31	2,104.80	4,560.40	54,724.80	
Public Works	Maintenance Worker II	FBEO	Step 1	Filled (3)	24.59	1,967.38	4,262.65	51,151.78	Pre 7.13.25 FBEO 6% COLA
			Step 2		25.82	2,065.60	4,475.47	53,705.60	
			Step 3		27.11	2,168.80	4,699.07	56,388.80	
			Step 4		28.47	2,277.60	4,934.80	59,217.60	
			Step 5		29.89	2,391.20	5,180.93	62,171.20	
Public Works	Maintenance Worker III	FBEO	Step 1	Not Authorized	25.83	2,066.11	4,476.58	53,718.91	Pre 7.13.25 FBEO 6% COLA
			Step 2		27.12	2,169.60	4,700.80	56,409.60	
			Step 3		28.48	2,278.40	4,936.53	59,238.40	
			Step 4		29.90	2,392.00	5,182.67	62,192.00	
			Step 5		31.40	2,512.00	5,442.67	65,312.00	
Public Works	Maintenance Worker IV	FBEO	Step 1	Filled (1)	32.94	2,635.20	5,709.60	68,515.20	Pre 7.13.25 FBEO 6% COLA
			Step 2		34.59	2,767.20	5,995.60	71,947.20	This corrects the 3.24.25 schedule
			Step 3		36.32	2,905.60	6,295.47	75,545.60	
			Step 4		38.14	3,051.20	6,610.93	79,331.20	
			Step 5		40.05	3,204.00	6,942.00	83,304.00	
Public Works	Maintenance Division Supervisor	FBEO	Step 1	Filled (1)	36.21	2,896.80	6,276.40	75,316.80	Pre 7.13.25 FBEO 6% COLA
			Step 2		38.02	3,041.60	6,590.13	79,081.60	
			Step 3		39.92	3,193.60	6,919.47	83,033.60	
			Step 4		41.92	3,353.60	7,266.13	87,193.60	
			Step 5		44.02	3,521.60	7,630.13	91,561.60	
Public Works	Mechanic	FBEO	Step 1	Filled (1)	27.78	2,222.78	4,816.03	57,792.38	Pre 7.13.25 FBEO 6% COLA
			Step 2		29.17	2,333.60	5,056.13	60,673.60	
			Step 3		30.63	2,450.40	5,309.20	63,710.40	
			Step 4		32.16	2,572.80	5,574.40	66,892.80	
			Step 5		33.77	2,701.60	5,853.47	70,241.60	
Public Works	Operations Manager	Mid-Management; Non-Bargaining	Step 1	Filled (1)	44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 2		46.52	3,721.60	8,063.47	96,761.60	7.1.25 MidM 6% COLA
			Step 3		48.85	3,908.00	8,467.33	101,608.00	
			Step 4		51.29	4,103.20	8,890.27	106,683.20	
			Step 5		53.85	4,308.00	9,334.00	112,008.00	
Public Works	Treatment Division Supervisor	FBEO	Step 1	Filled (1)	36.21	2,896.80	6,276.40	75,316.80	Pre 7.13.25 FBEO 6% COLA
			Step 2		38.02	3,041.60	6,590.13	79,081.60	
			Step 3		39.92	3,193.60	6,919.47	83,033.60	
			Step 4		41.92	3,353.60	7,266.13	87,193.60	
			Step 5		44.02	3,521.60	7,630.13	91,561.60	
Public Works	Seasonal Laborer	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Vacant (2)	18.00				Match to PT Laborer PW & Wastewater
Public Works	Treatment Plant Operator-in-Training	FBEO	Step 1	Filled (1)	21.09	1,687.49	3,656.22	43,874.69	Pre 7.13.25 FBEO 6% COLA
			Step 2		22.15	1,772.00	3,839.33	46,072.00	
			Step 3		23.26	1,860.80	4,031.73	48,380.80	
			Step 4		24.42	1,953.60	4,232.80	50,793.60	
			Step 5		25.64	2,051.20	4,444.27	53,331.20	
Public Works	Treatment Plant Operator I	FBEO	Step 1	Filled (1)	26.17	2,093.86	4,536.69	54,440.26	Pre 7.13.25 FBEO 6% COLA
			Step 2		27.48	2,198.40	4,763.20	57,158.40	
			Step 3		28.85	2,308.00	5,000.67	60,008.00	
			Step 4		30.29	2,423.20	5,250.27	63,003.20	
			Step 5		31.80	2,544.00	5,512.00	66,144.00	

Effective 7.01.2025		Amended-7.01.25 All Inclav Master Comp Schedule for 11.24.25 City Council Meeting								
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually		
Public Works	Treatment Plant Operator II	FBEO	Step 1	Filled (3)	27.50	2,199.94	4,766.53	57,198.34	Pre 7.13.25 FBEO 6% COLA	
			Step 2		28.87	2,309.60	5,004.13	60,049.60		
			Step 3		30.31	2,424.80	5,253.73	63,044.80		
			Step 4		31.83	2,546.40	5,517.20	66,206.40		
			Step 5		33.42	2,673.60	5,792.80	69,513.60		
Public Works	Treatment Plant Operator III	FBEO	Step 1	Filled (2)	30.31	2,424.80	5,253.73	63,044.80	Pre 7.13.25 FBEO 6% COLA	
			Step 2		31.83	2,546.40	5,517.20	66,206.40		
			Step 3		33.42	2,673.60	5,792.80	69,513.60		
			Step 4		35.09	2,807.20	6,082.27	72,987.20		
			Step 5		36.84	2,947.20	6,385.60	76,627.20		
Multiple Departments	Intern	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Not Authorized	18.00				NO COLA	
Multiple Departments	Office Assistant		Step 1	Not Authorized	20.00				NO COLA	
			Step 2		21.00					
			Step 3		22.05					
			Step 4		23.15					
			Step 5		24.31					

Calulations for the 7.1.2025 All Inclusive Comp Schedule

Finance	Government Accountant II	FBEO	Step 1	Not Author
			Step 2	
			Step 3	
			Step 4	
			Step 5	

34.02	2,721.60	5,896.80	70,761.60	Pre 7.13.25 6% COLA	34.02	1.06
35.72	2,857.60	6,191.47	74,297.60		Check formulas on 7.1	
37.51	3,000.80	6,501.73	78,020.80		Was not listed in 3/24/	
39.39	3,151.20	6,827.60	81,931.20			
41.36	3,308.80	7,169.07	86,028.80			

36.06

34.02

1.06 36.06438

13.25 comp schedule

'25 comp schedule, but needed it to verify Govt. Acctnt III pay



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
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Text File

File Number: 25-491

Agenda Date: 11/24/2025

Version: 1

Status: Consent Agenda

In Control: City Council

File Type: Consent Calendar

Agenda Number: 5C.

Resolution of the Fort Bragg City Council Administratively Amending July 13, 2025, Master Salary Rate Compensation Plan and Confirming The Pay Rates and Ranges for All City of Fort Bragg Established Classifications

Adoption of the resolution amends the July 13, 2025 Master Salary Rate Compensation Plan and confirms the pay rates and ranges for all City of Fort Bragg established classifications.

RESOLUTION NO. ____-2025

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL ADMINISTRATIVELY AMENDING
JULY 13, 2025, MASTER SALARY RATE COMPENSATION PLAN AND CONFIRMING
THE PAY RATES AND RANGES FOR ALL CITY OF FORT BRAGG ESTABLISHED
CLASSIFICATIONS**

WHEREAS, the Fort Bragg City Council approves all new classifications and salary schedules, which include classification titles and compensation rates as reflected in Exhibit A; and

WHEREAS, the establishment of this Resolution meets the requirements of California Code of Regulations Section 570.5 as confirmed by CalPERS; and

WHEREAS, the Fort Bragg City Council approved Master Salary Schedules to reflect a 6% cost-of-living adjustment for the Confidential/Non-Bargaining, Executive Management, and Mid-Management employee groups; and

WHEREAS, the Fort Bragg City Council approved the Memorandum of Understanding between the City of Fort Bragg and the Fort Bragg Employee Organization, represented by Service Employees International Union (SEIU) Local 1021, during the June 23, 2025, City Council meeting, which approved a 3% cost-of-living adjustment; and

WHEREAS, the Fort Bragg City Council approved the Memorandum of Understanding between the City of Fort Bragg and the Fort Bragg Police Association (FBPA) FY 2024-2028 that authorized a 3% cost-of-living adjustment that is effective the first full pay period in July during the August 12, 2024, City Council meeting; and

WHEREAS, on June 23, 2025, the Fort Bragg City Council approved a 3% cost-of-living adjustment for the C.V. Starr and Broadband employee groups; and

WHEREAS, the Fort Bragg City Council approved a Master Salary Schedule that was effective July 1, 2025, during the October 14, 2025, City Council meeting, which did not include the Mid-Management cost-of-living adjustments that were effective July 1, 2025; and

WHEREAS, the July 13, 2025 Master Salary Rate Compensation Plan approved during the October 27, 2025 City Council meeting required further administrative updates for some classifications to be go before council at the November 24, 2025, City Council meeting; and

WHEREAS, the California Public Employees' Retirement System requires the City to have a publicly adopted and posted salary schedule, and it is best practice to have all the recent changes effective on July 13, 2025, on one master salary schedule; and

WHEREAS, the recitals set forth are true and correct and are incorporated herein; and

WHEREAS, the full salary schedule is allocated in the FY 2025/26 budget; and

WHEREAS, the full salary schedule is available on the City's website; and

WHEREAS, based on all the evidence presented, the City Council finds as follow:

Adopt the City of Fort Bragg Master Salary Rate Compensation Plan as presented in "Exhibit A".

NOW, THEREFORE, BE IT RESOLVED that the City Council of Fort Bragg does hereby amend the City of Fort Bragg Master Salary Rate Compensation Plan as presented in "Exhibit A" effective July 13, 2025.

The above and foregoing Resolution was introduced by Councilmember _____, seconded by Councilmember _____, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 24th day of November, 2025, by the following vote:

**AYES:
NOES:
ABSENT:
ABSTAIN:
RECUSED:**

JASON GODEKE
Mayor

ATTEST:

Diana Paoli
City Clerk

Effective 7.13.2025		Amended-7.13.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Administrative Services	City Council	Elected	Step 1	Filled (5)	235.38	510.00	6,120.00		
					Plus \$100/mo. for Special District Meeting				
Administrative Services	City Manager	Executive; At-Will; Contract	Step 1	Filled (1)	92.31	7,384.62	16,000.00	192,000.00	Employment Contract
Administrative Services	Assistant City Manager	Executive; At-Will	Step 1	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	Exec 7.1.25 6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Administrative Services	Administration Director	Executive; At-Will	Step 1	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	NEW CLASSIFICATION
	(This classification oversees Administration & Finance)		Step 2		57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.25 6% COLA
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Administrative Services	Senior Administrative Analyst	Confidential; Non-Bargaining	Step 1	Vacant (1)	32.38	2,590.64	5,613.05	67,356.64	NEW CLASSIFICATION 7.1.25
			Step 2		34.00	2,720.00	5,893.33	70,720.00	7.13.25 CNBarg 6% COLA
			Step 3		35.70	2,856.00	6,188.00	74,256.00	
			Step 4		37.49	2,999.20	6,498.27	77,979.20	
			Step 5		39.36	3,148.80	6,822.40	81,868.80	
Administrative Services	Administrative Analyst	Confidential; Non-Bargaining	Step 1	Filled (1)	29.45	2,356.00	5,104.67	61,256.00	7.13.25 CNBarg 6% COLA
			Step 2		30.92	2,473.60	5,359.47	64,313.60	
			Step 3		32.47	2,597.60	5,628.13	67,537.60	
			Step 4		34.09	2,727.20	5,908.93	70,907.20	
			Step 5		35.79	2,863.20	6,203.60	74,443.20	
Administrative Services	Administrative Assistant - Confidential	Confidential; Non-Bargaining	Step 1	Filled (1)	27.15	2,172.00	4,706.00	56,472.00	7.13.25 CNBarg 6% COLA
	Working title - Administrative Assistant - Administration		Step 2		28.51	2,280.80	4,941.73	59,300.80	
			Step 3		29.94	2,395.20	5,189.60	62,275.20	
			Step 4		31.44	2,515.20	5,449.60	65,395.20	
			Step 5		33.01	2,640.80	5,721.73	68,660.80	
Administrative Services	City Clerk, Non-Certified	Confidential; Non-Bargaining	Step 1	Filled (1)	36.15	2,892.00	6,266.00	75,192.00	7.13.25 CNBarg 6% COLA
			Step 2		37.96	3,036.80	6,579.73	78,956.80	
			Step 3		39.86	3,188.80	6,909.07	82,908.80	
			Step 4		41.85	3,348.00	7,254.00	87,048.00	
			Step 5		43.94	3,515.20	7,616.27	91,395.20	
Administrative Services	City Clerk - CMC Certified	Mid-Management; Non-Bargaining	Step 1	Vacant (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025
			Step 2		42.19	3,375.20	7,312.93	87,755.20	7.1.25 MidM 6% COLA
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	

Effective 7.13.2025		Amended-7.13.25 All Inclsy Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Administration	City Clerk Technician	Confidential; Non-Bargaining	Step 1	Vacant (1)	27.15	2,172.00	4,706.00	56,472.00	NEW CLASSIFICATION 7.13.25 CNBarg 6% COLA
			Step 2		28.51	2,280.80	4,941.73	59,300.80	
			Step 3		29.94	2,395.20	5,189.60	62,275.20	
			Step 4		31.44	2,515.20	5,449.60	65,395.20	
			Step 5		33.01	2,640.80	5,721.73	68,660.80	
Administrative Services	Human Resources Manager	Mid-Management; Non-Bargaining	Step 1	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025 7.1.25 MidM 6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Administrative Services	Public Experience Liaison - Part-Time	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Filled (1) 7/16/25 to 8/11/25 Vacant (1) 8.11.25	22.00				NEW CLASSIFICATION Not filled till 7/16/2025
Administrative Services	Public Experience Liaison	FBEO	Step 1	Filled (1) 8/11/25	25.85	2,068.27	4,481.26	53,775.07	7.13.25 CNBarg 6% COLA
			Step 2		27.15	2,172.00	4,706.00	56,472.00	Comp Sched approved at 10.27.25
			Step 3		28.51	2,280.80	4,941.73	59,300.80	City Council meeting did not have COLA
			Step 4		29.94	2,395.20	5,189.60	62,275.20	reflected
			Step 5		31.44	2,515.20	5,449.60	65,395.20	
Administrative Services	Public Information Coordinator	Confidential; Non-Bargaining	Step 1	Vacant (1)	30.52	2,441.60	5,290.13	63,481.60	7.13.25 CNBarg 6% COLA
			Step 2		32.05	2,564.00	5,555.33	66,664.00	
			Step 3		33.65	2,692.00	5,832.67	69,992.00	
			Step 4		35.33	2,826.40	6,123.87	73,486.40	
			Step 5		37.10	2,968.00	6,430.67	77,168.00	
FB Broadband	Director of Broadband and Digital Infrastructure	Executive; At-Will; Contract	Step 1	Vacant	54.36	4,348.80	9,422.40	113,068.80	NEW CLASSIFICATION Exec 7.1.25 6% COLA
			Step 2	Filled 9/22/25	57.08	4,566.40	9,893.87	118,726.40	
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
FB Broadband	Broadband Manager	Mid-Manager; Non-Bargaining	Step 1	Filled (1)	43.47	3,477.60	7,534.80	90,417.60	Reso 4939-2025 7.1.25 MidM 6% COLA
			Step 2		45.64	3,651.20	7,910.93	94,931.20	
			Step 3		47.92	3,833.60	8,306.13	99,673.60	
			Step 4		50.32	4,025.60	8,722.13	104,665.60	
			Step 5		52.84	4,227.20	9,158.93	109,907.20	
FB Broadband	Senior Network Administrator	FBEO, Formerly Non-Represented	Step 1	Filled (1)	41.96	3,356.80	7,273.07	87,276.80	7.13.25 Bbnd 3% COLA <i>Excluded from FBEO COLA</i> Based on Reso 4954-2025 COLA approved b4 MCN transition to FBEO
			Step 2		44.06	3,524.80	7,637.07	91,644.80	
			Step 3		46.26	3,700.80	8,018.40	96,220.80	
			Step 4		48.57	3,885.60	8,418.80	101,025.60	
			Step 5		51.00	4,080.00	8,840.00	106,080.00	

Effective 7.13.2025		Amended-7.13.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
FB Broadband	Network Operator	FBEO, Formerly Non-Represented	Step 1	Filled (1)	26.96	2,156.41	4,672.22	56,066.61	7.13.25 Bbnd 3% COLA
			Step 2		28.30	2,264.00	4,905.33	58,864.00	Excluded from FBEO COLA
			Step 3		29.72	2,377.60	5,151.47	61,817.60	Based on Reso 4954-2025
			Step 4		31.21	2,496.80	5,409.73	64,916.80	COLA approved b4 MCN transition to FBEO
			Step 5		32.77	2,621.60	5,680.13	68,161.60	
FB Broadband	System Technician	FBEO, Formerly Non-Represented	Step 1	Filled (3)	24.45	1,956.00	4,238.00	50,856.00	7.13.25 Bbnd 3% COLA
			Step 2		25.67	2,053.60	4,449.47	53,393.60	Excluded from FBEO COLA
			Step 3		26.95	2,093.28	4,671.33	56,056.00	Based on Reso 4954-2025
			Step 4		28.30	2,264.00	4,905.33	58,864.00	COLA approved b4 MCN transition to FBEO
			Step 5		29.72	2,377.60	5,151.47	61,817.60	
FB Broadband	System Technician (Part-Time)	Non-Represented; 1,000 Max Annual Hours; At-Will	Step 1	Filled (1)	24.53	1,962.40	4,251.87	51,022.40	7.13.25 Bbnd 3% COLA At-will normally don't get COLAs. Part of Sale
FB Broadband	Broadband Finance Technician I	FBEO, Formerly Non-Represented	Step 1	Filled (1)	23.77	1,901.60	4,120.13	49,441.60	7.13.25 Bbnd 3% COLA
			Step 2		24.96	1,996.80	4,326.40	51,916.80	Excluded from FBEO COLA
			Step 3		26.21	2,093.28	4,543.07	54,516.80	Based on Reso 4954-2025
			Step 4		27.52	2,201.60	4,770.13	57,241.60	COLA approved b4 MCN transition to FBEO
			Step 5		28.90	2,312.00	5,009.33	60,112.00	
C.V. Starr	C.V. Starr Manager	Mid-Management; Non-Bargaining	Step 1	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025
			Step 2		42.19	3,375.20	7,312.93	87,755.20	7.1.25 MidM 6% COLA
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
C.V. Starr	Administrative Assistant	C.V. Starr; Non-Bargaining	Step 1	Vacant (1)	18.74	1,499.20	3,248.27	38,979.20	7.13.25 CV 3% COLA
			Step 2		19.68	1,574.40	3,411.20	40,934.40	
			Step 3		20.66	1,652.80	3,581.07	42,972.80	
			Step 4		21.69	1,735.20	3,759.60	45,115.20	
			Step 5		22.77	1,821.60	3,946.80	47,361.60	
C.V. Starr	Administrative Assistant I - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (2)	18.00				NO COLA
C.V. Starr	Administrative Assistant II - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		20.00				NO COLA
C.V. Starr	Administrative Assistant III - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		22.00				NO COLA
C.V. Starr	Administrative Coordinator	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	22.18	1,774.40	3,844.53	46,134.40	7.13.25 CV 3% COLA
			Step 2		23.29	1,863.20	4,036.93	48,443.20	
			Step 3		24.45	1,956.00	4,238.00	50,856.00	
			Step 4		25.67	2,053.60	4,449.47	53,393.60	
			Step 5		26.95	2,156.00	4,671.33	56,056.00	

Effective 7.13.2025	Amended-7.13.25 All Inclsy Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually
C.V. Starr	Custodian I - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (1)	20.00			NO COLA
C.V. Starr	Custodian II - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		22.00			NO COLA
C.V. Starr	Custodian II - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		24.00			NO COLA
C.V. Starr	Fitness Equipment Technician	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (1)	25.00			NO COLA
C.V. Starr	Fitness Instructor I - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (5) all inclusive	30.00			NO COLA
C.V. Starr	Fitness Instructor II - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		32.00			NO COLA
C.V. Starr	Head Lifeguard	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	21.01	1,680.80	3,641.73	43,700.80 7.13.25 CV 3% COLA
			Step 2		22.06	1,764.80	3,823.73	45,884.80
			Step 3		23.16	1,852.80	4,014.40	48,172.80
			Step 4		24.32	1,945.60	4,215.47	50,585.60
			Step 5		25.54	2,043.20	4,426.93	53,123.20
C.V. Starr	Lifeguard - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Vacant (1)	20.45	1,636.00	3,544.67	42,536.00 7.13.25 CV 3% COLA
			Step 2		21.47	1,717.60	3,721.47	44,657.60
			Step 3		22.54	1,803.20	3,906.93	46,883.20
			Step 4		23.67	1,893.60	4,102.80	49,233.60
			Step 5		24.85	1,988.00	4,307.33	51,688.00
C.V. Starr	Lifeguard I - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (16) all inclusive	19.00			NO COLA
C.V. Starr	Lifeguard II - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		21.00			NO COLA
C.V. Starr	Lifeguard III - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1		23.00			NO COLA
C.V. Starr	Maintenance Supervisor	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	30.90	2,472.00	5,356.00	64,272.00 7.13.25 CV 3% COLA
			Step 2		32.45	2,596.00	5,624.67	67,496.00
			Step 3		34.07	2,725.60	5,905.47	70,865.60
			Step 4		35.77	2,861.60	6,200.13	74,401.60
			Step 5		37.56	3,004.80	6,510.40	78,124.80
C.V. Starr	Maintenance Worker I - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	20.01	1,600.80	3,468.40	41,620.80 7.13.25 CV 3% COLA
			Step 2		21.01	1,680.80	3,641.73	43,700.80
			Step 3		22.06	1,764.80	3,823.73	45,884.80
			Step 4		23.16	1,852.80	4,014.40	48,172.80
			Step 5		24.32	1,945.60	4,215.47	50,585.60

Effective 7.13.2025		Amended-7.13.25 All Inclsy Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
C.V. Starr	Maintenance Worker II - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	23.28	1,862.40	4,035.20	48,422.40	7.13.25 CV 3% COLA
			Step 2		24.44	1,955.20	4,236.27	50,835.20	
			Step 3		25.66	2,052.80	4,447.73	53,372.80	
			Step 4		26.94	2,155.20	4,669.60	56,035.20	
			Step 5		28.29	2,263.20	4,903.60	58,843.20	
C.V. Starr	Maintenance Worker III - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Not Authorized	26.60	2,128.00	4,610.67	55,328.00	7.13.25 CV 3% COLA
			Step 2		27.93	2,234.40	4,841.20	58,094.40	
			Step 3		29.33	2,346.40	5,083.87	61,006.40	
			Step 4		30.80	2,464.00	5,338.67	64,064.00	
			Step 5		32.34	2,587.20	5,605.60	67,267.20	
C.V. Starr	Recreation Coordinator	C.V. Starr; Non-Bargaining	Step 1	Vacant (1)	24.99	1,999.20	4,331.60	51,979.20	7.13.25 CV 3% COLA
			Step 2		26.24	2,099.20	4,548.27	54,579.20	
			Step 3		27.55	2,204.00	4,775.33	57,304.00	
			Step 4		28.93	2,314.40	5,014.53	60,174.40	
			Step 5		30.38	2,430.40	5,265.87	63,190.40	
C.V. Starr	Recreation Instructor I	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (1)	21.00				NO COLA
C.V. Starr	Recreation Instructor II	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (2)	23.00				NO COLA
C.V. Starr	Recreation Instructor III	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (1)	25.00				NO COLA
C.V. Starr	Recreation Supervisor	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	30.90	2,472.00	5,356.00	64,272.00	7.13.25 CV 3% COLA
			Step 2		32.45	2,596.00	5,624.67	67,496.00	
			Step 3		34.07	2,725.60	5,905.47	70,865.60	
			Step 4		35.77	2,861.60	6,200.13	74,401.60	
			Step 5		37.56	3,004.80	6,510.40	78,124.80	
C.V. Starr	Senior Administrative Assistant	C.V. Starr; Non-Bargaining	Step 1	Filled (2)	18.93	1,514.40	3,281.20	39,374.40	7.13.25 CV 3% COLA
			Step 2		19.88	1,590.40	3,445.87	41,350.40	
			Step 3		20.87	1,669.60	3,617.47	43,409.60	
			Step 4		21.91	1,752.80	3,797.73	45,572.80	
			Step 5		23.01	1,840.80	3,988.40	47,860.80	
C.V. Starr	Senior Lifeguard	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	23.26	1,860.80	4,031.73	48,380.80	7.13.25 CV 3% COLA
			Step 2		24.42	1,953.60	4,232.80	50,793.60	
			Step 3		25.64	2,051.20	4,444.27	53,331.20	
			Step 4		26.92	2,153.60	4,666.13	55,993.60	
			Step 5		28.27	2,261.60	4,900.13	58,801.60	
Economic Development	Economic Development Manager	Mid-Management; Non-Bargaining	Step 1	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025
			Step 2		42.19	3,375.20	7,312.93	87,755.20	7.1.25 MidM 6% COLA
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	

Effective 7.13.2025		Amended-7.13.25 All Inclav Master Comp Schedule for 11.24.25 City Council Meeting						
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually
Economic Development	Grants Coordinator	FBEO, Grant-Funded	Step 1	Filled (1)	32.79	2,623.20	5,683.60	68,203.20
			Step 2		34.43	2,754.40	5,967.87	71,614.40
			Step 3		36.15	2,892.00	6,266.00	75,192.00
			Step 4		37.96	3,036.80	6,579.73	78,956.80
			Step 5		39.86	3,188.80	6,909.07	82,908.80
Economic Development	Housing and Economic Development Coordinator	Confidential; Non-Bargaining	Step 1	Not Authorized	36.68	2,767.87	6,357.87	76,294.40
			Step 2		38.51	3,080.80	6,675.07	80,100.80
			Step 3		40.44	3,235.20	7,009.60	84,115.20
			Step 4		42.46	3,396.80	7,359.73	88,316.80
			Step 5		44.58	3,566.40	7,727.20	92,726.40
Finance	Director - Finance/City Treasurer	Executive; At-Will	Step 1	Not Authorized	54.36	4,348.80	9,422.40	113,068.80
			Step 2		57.08	4,566.40	9,893.87	118,726.40
			Step 3		59.93	4,794.40	10,387.87	124,654.40
			Step 4		62.93	5,034.40	10,907.87	130,894.40
			Step 5		66.08	5,286.40	11,453.87	137,446.40
Finance	Assistant Finance Director	Mid-Management; Non-Bargaining	Step 1	Filled (1)	43.47	3,281.14	7,109.13	85,309.54
			Step 2		45.64	3,651.20	7,910.93	94,931.20
			Step 3		47.92	3,833.60	8,306.13	99,673.60
			Step 4		50.32	4,025.60	8,722.13	104,665.60
			Step 5		52.84	4,227.20	9,158.93	109,907.20
Finance	Finance Lead	FBEO	Step 1	Vacant (1)	36.06	2,884.80	6,250.40	75,004.80
			Step 2		37.86	3,028.80	6,562.40	78,748.80
			Step 3		39.75	3,180.00	6,890.00	82,680.00
			Step 4		41.74	3,339.20	7,234.93	86,819.20
			Step 5		43.83	3,506.40	7,597.20	91,166.40
Finance	Finance Technician I	FBEO	Step 1	Filled (2)	24.46	1,956.80	4,239.73	50,876.80
			Step 2		25.68	2,054.40	4,451.20	53,414.40
			Step 3		26.96	2,156.80	4,673.07	56,076.80
			Step 4		28.31	2,264.80	4,907.07	58,884.80
			Step 5		29.73	2,378.40	5,153.20	61,838.40
Finance	Finance Technician II	FBEO	Step 1	Not Authorized	26.99	2,159.20	4,678.27	56,139.20
			Step 2		28.34	2,267.20	4,912.27	58,947.20
			Step 3		29.76	2,380.80	5,158.40	61,900.80
			Step 4		31.25	2,500.00	5,416.67	65,000.00
			Step 5		32.81	2,624.80	5,687.07	68,244.80
Finance	Finance Technician III	FBEO	Step 1	Filled (1)	29.74	2,379.20	5,154.93	61,859.20
			Step 2		31.23	2,498.40	5,413.20	64,958.40
			Step 3		32.79	2,623.20	5,683.60	68,203.20
			Step 4		34.43	2,754.40	5,967.87	71,614.40
			Step 5		36.15	2,892.00	6,266.00	75,192.00

Effective 7.13.2025		Amended-7.13.25 All Inclsy Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Finance	Government Accountant I	FBEO	Step 1	Filled (1)	32.79	2,623.20	5,683.60	68,203.20	7.13.25 6% FBEO COLA
			Step 2		34.43	2,754.40	5,967.87	71,614.40	
			Step 3		36.15	2,892.00	6,266.00	75,192.00	
			Step 4		37.96	3,036.80	6,579.73	78,956.80	
			Step 5		39.86	3,188.80	6,909.07	82,908.80	
Finance	Government Accountant II	FBEO	Step 1	Not Authorized	34.42	2,753.46	5,965.82	71,589.86	FBEO MOU 20225-29 Article 1.2 lists position
			Step 2		36.14	2,891.20	6,294.27	75,171.20	7.13.25 6% FBEO COLA
			Step 3		37.95	3,036.00	6,578.00	78,936.00	
			Step 4		39.85	3,188.00	6,907.33	82,888.00	
			Step 5		41.84	3,347.20	7,252.27	87,027.20	
Finance	Government Accountant III	Confidential; Non-Bargaining	Step 1	Vacant (1)	36.39	2,911.18	6,307.57	75,690.78	NEW CLASSIFICATION
			Step 2		38.21	3,056.80	6,623.07	79,476.80	7.13.25 6% CNBarg COLA
			Step 3		40.12	3,209.60	6,954.13	83,449.60	
			Step 4		42.13	3,370.40	7,302.53	87,630.40	
			Step 5		44.24	3,539.20	7,668.27	92,019.20	
Finance	Senior Government Accountant	Mid-Management; Non-Bargaining	Step 1	Not Authorized	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025
			Step 2		42.19	3,375.20	7,312.93	87,755.20	7.1.25 MidM 6% COLA
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Information Technology	Director - Information Technology	Mid-Management; Non-Bargaining	Step 1	Filled (1)	54.36	4,348.80	9,422.40	113,068.80	NEW CLASSIFICATION
			Step 2		57.08	4,566.40	9,893.87	118,726.40	7.1.25 Exec COLA 6%
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Information Technology	Systems Analyst - Lead	Mid-Management; Non-Bargaining	Step 1	Vacant (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025
			Step 2		42.19	3,375.20	7,312.93	87,755.20	7.1.25 MidM 6% COLA
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Information Technology	Systems Analyst	Confidential/Non-Bargaining	Step 1	Filled (1)	32.79	2,623.20	5,683.60	68,203.20	7.13.25 CNBarg 6% COLA
			Step 2		34.43	2,754.40	5,967.87	71,614.40	
			Step 3		36.15	2,892.00	6,266.00	75,192.00	
			Step 4		37.96	3,036.80	6,579.73	78,956.80	
			Step 5		39.86	3,188.80	6,909.07	82,908.80	
Information Technology	Systems Technician	FBEO	Step 1	Not Authorized	25.16	2,012.80	4,361.07	52,332.80	7.13.25 FBEO 6% COLA
			Step 2		26.42	2,113.60	4,579.47	54,953.60	
			Step 3		27.74	2,219.20	4,808.27	57,699.20	
			Step 4		29.13	2,330.40	5,049.20	60,590.40	
			Step 5		30.59	2,447.20	5,302.27	63,627.20	

Effective 7.13.2025		Amended-7.13.25 All Inclsy Master Comp Schedule for 11.24.25 City Council Meeting								
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually		
Information Technology	Audiovisual Technician - Part-Time	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Filled (2)	27.54				NO COLA	
Planning and Housing	Director - Planning and Housing	Executive; At-Will	Step 1	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	Exec 7.1.25 6% COLA	
			Step 2		57.08	4,566.40	9,893.87	118,726.40		
			Step 3		59.93	4,794.40	10,387.87	124,654.40		
			Step 4		62.93	5,034.40	10,907.87	130,894.40		
			Step 5		66.08	5,286.40	11,453.87	137,446.40		
Planning and Housing	Administrative Assistant - Planning <i>Working title: Administrative Assistant - Non-Confidential</i>	FBEO	Step 1	Filled (1)	27.15	2,172.00	4,706.00	56,472.00	7.13.25 FBEO 6% COLA	
			Step 2		28.51	2,280.80	4,941.73	59,300.80		
			Step 3		29.94	2,395.20	5,189.60	62,275.20		
			Step 4		31.44	2,515.20	5,449.60	65,395.20		
			Step 5		33.01	2,640.80	5,721.73	68,660.80		
Planning and Housing	Senior Planner	Mid-Management; Non-Bargaining	Step 1	Vacant (1)	40.18	3,214.40	6,964.53	83,574.40	Reso 4939-2025	
			Step 2		42.19	3,375.20	7,312.93	87,755.20	7.1.25 MidM 6% COLA	
			Step 3		44.30	3,544.00	7,678.67	92,144.00		
			Step 4		46.52	3,721.60	8,063.47	96,761.60		
			Step 5		48.85	3,908.00	8,467.33	101,608.00		
Planning and Housing	Assistant Planner	FBEO	Step 1	Filled (1)	34.93	2,794.40	6,054.53	72,654.40	7.13.25 FBEO 6% COLA	
			Step 2		36.68	2,934.40	6,357.87	76,294.40		
			Step 3		38.51	3,080.80	6,675.07	80,100.80		
			Step 4		40.44	3,235.20	7,009.60	84,115.20		
			Step 5		42.46	3,396.80	7,359.73	88,316.80		
Planning and Housing	Assistant Planner/Code Enforcement, Part-Time	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Not Authorized	36.32				NO COLA	
Planning and Housing	Associate Planner	FBEO	Step 1	Filled (1)	36.17	2,893.60	6,269.47	75,233.60	7.13.25 FBEO 6% COLA	
			Step 2		37.98	3,038.40	6,583.20	78,998.40	not reflect the COLA	
			Step 3		39.88	3,190.40	6,912.53	82,950.40		
			Step 4		41.87	3,349.60	7,257.47	87,089.60		
			Step 5		43.96	3,516.80	7,619.73	91,436.80		
Planning and Housing	Code Enforcement Officer	FBEO	Step 1	Filled (1)	34.93	2,794.40	6,054.53	72,654.40	7.13.25 FBEO 6% COLA	
			Step 2	Vacated 8.23.25	36.68	2,934.40	6,357.87	76,294.40		
			Step 3		38.51	3,080.80	6,675.07	80,100.80		
			Step 4		40.44	3,235.20	7,009.60	84,115.20		
			Step 5		42.46	3,396.80	7,359.73	88,316.80		
Planning and Housing	Planning Technician	FBEO	Step 1	Not Authorized	30.94	2,475.20	5,362.93	64,355.20	7.13.25 FBEO 6% COLA	
			Step 2		32.49	2,599.20	5,631.60	67,579.20	Special Adjustment	
			Step 3		34.11	2,728.80	5,912.40	70,948.80		
			Step 4		35.82	2,865.60	6,208.80	74,505.60		
			Step 5		37.61	3,008.80	6,519.07	78,228.80		
Planning and Housing	Permit Technician -PT	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Filled (1)	32.49				Equity Adjustment	
				Filled 7.7.2025						

Effective 7.13.2025	Amended-7.13.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting								
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Planning and Housing	Permit Technician	FBEO	Step 1	Not Authorized	26.67	2,048.98	4,439.45	53,273.38	7.13.25 FBEO 6% COLA
			Step 2		28.00	2,240.00	4,853.33	58,240.00	
			Step 3		29.40	2,352.00	5,096.00	61,152.00	
			Step 4		30.87	2,469.60	5,350.80	64,209.60	
			Step 5		32.41	2,592.80	5,617.73	67,412.80	
Police	Community Services Officer	FBPA	Step 1	Not Authorized	26.16	2,092.80	4,534.40	54,412.80	7.13.25 FBPA 3% COLA
			Step 2		27.47	2,197.61	4,761.48	57,137.60	
			Step 3		28.84	2,307.20	4,988.93	59,987.20	
			Step 4		30.28	2,422.56	5,248.88	62,986.56	
			Step 5		31.79	2,543.69	5,511.32	66,135.89	
Interim Police Chief			Temp; At-Will; 960 ours limit	Step 1	Vacant (1) Filled (1) 10/1/2025	83.86	NEW CLASSIFICATION		
Police	Police Chief	Executive; At-Will; Contract	Step 1	Vacant (1)	79.87	6,389.60	13,844.13	166,129.60	Employment Contract
			Step 2		83.86	6,708.80	14,535.73	174,428.80	Governed by Ord 672 per Exec Reso
			Step 3		88.05	7,044.00	15,262.00	183,144.00	Formula correction
			Step 4		92.45	7,396.00	16,024.67	192,296.00	
			Step 5		97.07	7,765.60	16,825.47	201,905.60	
Police	Police Chief Executive POST	Executive; At-Will; Contract	Step 1	Filled (1) Vacated on 10/1/2025	83.85	6,708.00	14,534.00	174,408.00	Employment Contract
			Step 2		88.04	7,043.20	15,260.27	183,123.20	Governed by Ord 672 per Exec Reso
			Step 3		92.44	7,395.20	16,022.93	192,275.20	Formula correction
			Step 4		97.06	7,764.80	16,823.73	201,884.80	
			Step 5		101.91	8,152.80	17,664.40	211,972.80	
Police	Police Captain	Mid-Management; Non-Bargaining	Step 1	Filled (1)	68.83	5,506.40	11,930.53	143,166.40	Reso 4939-2025
			Step 2		72.27	5,781.60	12,526.80	150,321.60	Governed by Ord 672 per Reso 4939-2025
			Step 3		75.88	6,070.40	13,152.53	157,830.40	Formula correction
			Step 4		79.67	6,373.60	13,809.47	165,713.60	
			Step 5		83.65	6,692.00	14,499.33	173,992.00	
Police	Police Commander	Mid-Management; Non-Bargaining	Step 1	Vacant (1)	60.29	4,822.98	10,449.82	125,397.80	NEW CLASSIFICATION
			Step 2	Filled 9.22.2025	63.30	5,064.13	10,972.29	131,667.48	Corrected job title from Commander - Field Ops
			Step 3		66.47	5,317.34	11,520.90	138,250.85	Governed by Ord 672 per Reso 4939-2025
			Step 4		69.79	5,583.21	12,096.95	145,163.39	
			Step 5		73.28	5,862.37	12,701.80	152,421.56	
Police	Administrative Analyst - Police	Confidential; Non-Bargaining	Step 1	Filled (1)	29.45	2,356.00	5,104.67	61,256.00	7.13.25 CNBarg 6% COLA
			Step 2		30.92	2,473.60	5,359.47	64,313.60	
			Step 3		32.47	2,597.60	5,628.13	67,537.60	
			Step 4		34.09	2,727.20	5,908.93	70,907.20	
			Step 5		35.79	2,863.20	6,203.60	74,443.20	
Police	Administrative Assistant - Non-Confidential Working title: Administrative Assistant - Police	FBEO	Step 1	Filled (1)	27.15	2,172.00	4,706.00	56,472.00	7.13.25 FBEO 6% COLA
			Step 2		28.51	2,280.80	4,941.73	59,300.80	
			Step 3		29.94	2,395.20	5,189.60	62,275.20	
			Step 4		31.44	2,515.20	5,449.60	65,395.20	
			Step 5		33.01	2,640.80	5,721.73	68,660.80	

Effective 7.13.2025		Amended-7.13.25 All Inclsy Master Comp Schedule for 11.24.25 City Council Meeting						
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually
Police	Grants Analyst	Part-Time; Less than 20 Hours Week; Grant-Funded; At-Will	Step 1	Filled (2)	28.00			NO COLA
Police	Police Sergeant - Intermediate POST	FBPA	Step 1	Filled (2)	49.57	3,965.60	8,592.13	103,105.60 7.13.25 FBPA 3% COLA
			Step 2		52.05	4,164.00	9,022.00	108,264.00
			Step 3		54.65	4,372.00	9,472.67	113,672.00
			Step 4		57.38	4,590.40	9,945.87	119,350.40
			Step 5		60.25	4,820.00	10,443.33	125,320.00
Police	Police Sergeant - Intermediate POST - Acting	FBPA	Step 1	Not Authorized	49.57	3,965.60	8,592.13	103,105.60 7.13.25 FBPA 3% COLA
			Step 2		52.05	4,164.00	9,022.00	108,264.00
			Step 3		54.65	4,372.00	9,472.67	113,672.00
			Step 4		57.38	4,590.40	9,945.87	119,350.40
			Step 5		60.25	4,820.00	10,443.33	125,320.00
Police	Police Sergeant Advance POST	FBPA	Step 1	Filled (1)	52.42	4,193.60	9,086.13	109,033.60 7.13.25 FBPA 3% COLA
			Step 2		55.04	4,403.20	9,540.27	114,483.20
			Step 3		57.79	4,623.20	10,016.93	120,203.20
			Step 4		60.68	4,854.40	10,517.87	126,214.40
			Step 5		63.71	5,096.80	11,043.07	132,516.80
Police	Police Officer Basic POST	FBPA	Step 1	Filled (7)	38.73	3,098.40	6,713.20	80,558.40 7.13.25 FBPA 6% COLA
			Step 2		40.67	3,253.60	7,049.47	84,593.60
			Step 3		42.70	3,416.00	7,401.33	88,816.00
			Step 4		44.84	3,587.20	7,772.27	93,267.20
			Step 5		47.08	3,766.40	8,160.53	97,926.40
Police	Police Officer Intermediate POST	FBPA	Step 1	Vacant	40.66	3,252.80	7,047.73	84,572.80 7.13.25 FBPA 3% COLA
			Step 2		42.69	3,415.20	7,399.60	88,795.20
			Step 3		44.82	3,585.60	7,768.80	93,225.60
			Step 4		47.06	3,764.80	8,157.07	97,884.80
			Step 5		49.41	3,952.80	8,564.40	102,772.80
Police	Police Officer Advanced POST	FBPA	Step 1	Vacant	42.66	3,412.80	7,394.40	88,732.80 7.13.25 FBPA 3% COLA
			Step 2		44.79	3,583.20	7,763.60	93,163.20
			Step 3		47.03	3,762.40	8,151.87	97,822.40
			Step 4		49.38	3,950.40	8,559.20	102,710.40
			Step 5		51.85	4,148.00	8,987.33	107,848.00
Police	Police Recruit	FBPA; 1,040 Hours	Step 1	Filled (1)	34.89			7.13.25 FBPA 3% COLA
Police	Police Transport Officer	Part-Time/On-Call; 1,000 Max Annual Hours; Non-Bargaining	Step 1	Vacant (1)	28.56			NO COLA
Police	Seasonal Parking Attendant	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Not Authorized	18.00			NO COLA

Effective 7.13.2025		Amended-7.13.25 All Inclsy Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Police	Social Services Liaison-Crisis Worker	Non-Bargaining; Grant-Funded	Step 1	Filled (3)	34.55	2,764.00	5,988.67	71,864.00 7.13.25 CNBarg 6% COLA	
			Step 2	Vacant (1)	36.28	2,902.40	6,288.53		
			Step 3		38.09	3,047.20	6,602.27		
			Step 4		39.99	3,199.20	6,931.60		
			Step 5		41.99	3,359.20	7,278.27		
Police	Special Investigator Basic POST	FBPA	Step 1	Vacant (1)	40.66	3,252.80	7,047.73	84,572.80 7.13.25 FBPA 3% COLA	
			Step 2		42.69	3,415.20	7,399.60		
			Step 3		44.82	3,585.60	7,768.80		
			Step 4		47.06	3,764.80	8,157.07		
			Step 5		49.41	3,952.80	8,564.40		
Police	Special Investigator Intermediate POST	FBPA	Step 1	Vacant (1)	42.69	3,415.20	7,399.60	88,795.20 7.13.25 FBPA 3% COLA	
			Step 2		44.82	3,585.60	7,768.80		
			Step 3		47.06	3,764.80	8,157.07		
			Step 4		49.41	3,952.80	8,564.40		
			Step 5		51.88	4,150.40	8,992.53		
Police	Special Investigator Advanced POST	FBPA	Step 1	Filled (1)	44.81	3,584.80	7,767.07	93,204.80 7.13.25 FBPA 3% COLA	
			Step 2		47.05	3,764.00	8,155.33		
			Step 3		49.40	3,952.00	8,562.67		
			Step 4		51.87	4,149.60	8,990.80		
			Step 5		54.46	4,356.80	9,439.73		
Parks & Recreation	Director of Parks & Recreation	Executive; At-Will	Step 1	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80 Exec 7.1.25 6% COLA	
			Step 2		57.08	4,566.40	9,893.87		
			Step 3		59.93	4,794.40	10,387.87		
			Step 4		62.93	5,034.40	10,907.87		
			Step 5		66.08	5,286.40	11,453.87		
Public Works	Director of Public Works	Executive; At-Will	Step 1	Filled (1)	54.36	4,348.80	9,422.40	113,068.80 Exec COLA Reso 4953-2025	
			Step 2		57.08	4,566.40	9,893.87		
			Step 3		59.93	4,794.40	10,387.87		
			Step 4		62.93	5,034.40	10,907.87		
			Step 5		66.08	5,286.40	11,453.87		
Public Works	Division	Mid-Management; Non-Bargaining	Step 1	Filled (1)	44.30	3,544.00	7,678.67	92,144.00 Reso 4939-2025	
			Step 2		46.52	3,721.60	8,063.47		
			Step 3		48.85	3,908.00	8,467.33		
			Step 4		51.29	4,103.20	8,890.27		
			Step 5		53.85	4,308.00	9,334.00		
Public Works	Administrative Assistant - Non-Confidential <i>Working title: Administrative Assistant - Public Works</i>	FBEO	Step 1	Filled (1)	27.15	2,172.00	4,706.00	56,472.00 7.13.25 FBEO 6% COLA	
			Step 2		28.51	2,280.80	4,941.73		
			Step 3		29.94	2,395.20	5,189.60		
			Step 4		31.44	2,515.20	5,449.60		
			Step 5		33.01	2,640.80	5,721.73		

Effective 7.13.2025		Amended-7.13.25 All Inclsy Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Public Works	Assistant City Engineer	FBEO	Step 1	Filled (2)	36.65	2,932.00	6,352.67	76,232.00	7.13.25 FBEO 6% COLA
			Step 2		38.48	3,078.40	6,669.87	80,038.40	
			Step 3		40.40	3,232.00	7,002.67	84,032.00	
			Step 4		42.42	3,393.60	7,352.80	88,233.60	
			Step 5		44.54	3,563.20	7,720.27	92,643.20	
Public Works	Construction Project Manager	Mid-Management; Non-Bargaining	Step 1	Not Authorized	46.75	3,740.00	8,103.33	97,240.00	Reso 4939-2025
			Step 2		49.09	3,927.20	8,508.93	102,107.20	7.1.25 MidM 6% COLA
			Step 3		51.54	4,123.20	8,933.60	107,203.20	
			Step 4		54.12	4,329.60	9,380.80	112,569.60	
			Step 5		56.83	4,546.40	9,850.53	118,206.40	
Public Works	Construction Project Manager	Temporary; 1,000 Max Annual Hours; At-Will	Step 1	Not Authorized	44.10				NO COLA
			Step 2		46.31				
			Step 3		48.63				
			Step 4		51.06				
			Step 5		53.61				
Public Works	Engineering Technician I	FBEO	Step 1	Filled (2)	33.25	2,660.00	5,763.33	69,160.00	7.13.25 FBEO 6% COLA
			Step 2		34.91	2,792.80	6,051.07	72,612.80	Corrected title from Engineering
			Step 3		36.66	2,932.80	6,354.40	76,252.80	Technician eff. 3/24/25
			Step 4		38.49	3,079.20	6,671.60	80,059.20	
			Step 5		40.41	3,232.80	7,004.40	84,052.80	
Public Works	Engineering Technician II	FBEO	Step 1	Vacant (1)	36.65	2,932.00	6,352.67	76,232.00	7.13.25 FBEO 6% COLA
			Step 2		38.48	3,078.40	6,669.87	80,038.40	
			Step 3		40.40	3,232.00	7,002.67	84,032.00	
			Step 4		42.42	3,393.60	7,352.80	88,233.60	
			Step 5		44.54	3,563.20	7,720.27	92,643.20	
Public Works	Senior Engineering Technician	FBEO	Step 1	Vacant (1)	40.18	3,214.40	6,964.53	83,574.40	7.13.25 FBEO 6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Public Works	Environmental Compliance Coordinator	FBEO	Step 1	Filled (1)	38.46	3,076.80	6,666.40	79,996.80	7.13.25 FBEO 6% COLA
			Step 2		40.38	3,230.40	6,999.20	83,990.40	
			Step 3		42.40	3,392.00	7,349.33	88,192.00	
			Step 4		44.52	3,561.60	7,716.80	92,601.60	
			Step 5		46.75	3,740.00	8,103.33	97,240.00	
Public Works	Laborer-Public Works	Part-Time; Less Than 20 Hours Week; Non-Bargaining	Step 1	Vacant (1)	21.42				NO COLA
Public Works	Laborer-Water/Wastewater	Part-Time; Less than 20 Hours Week; Non-Bargaining	Step 1	Filled (1)	21.42				NO COLA

Effective 7.13.2025		Amended-7.13.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting							
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Public Works	Maintenance Worker I	FBEO	Step 1	Filled (3)	22.94	1,835.20	3,976.27	47,715.20	7.13.25 FBEO 6% COLA
			Step 2		24.09	1,927.20	4,175.60	50,107.20	
			Step 3		25.29	2,023.20	4,383.60	52,603.20	
			Step 4		26.55	2,124.00	4,602.00	55,224.00	
			Step 5		27.88	2,230.40	4,832.53	57,990.40	
Public Works	Maintenance Worker II	FBEO	Step 1	Filled (3)	26.07	2,085.60	4,518.80	54,225.60	7.13.25 FBEO 6% COLA
			Step 2		27.37	2,189.60	4,744.13	56,929.60	
			Step 3		28.74	2,299.20	4,981.60	59,779.20	
			Step 4		30.18	2,414.40	5,231.20	62,774.40	
			Step 5		31.69	2,535.20	5,492.93	65,915.20	
Public Works	Maintenance Worker III	FBEO	Step 1	Not Authorized	27.38	2,190.40	4,745.87	56,950.40	7.13.25 FBEO 6% COLA
			Step 2		28.75	2,300.00	4,983.33	59,800.00	
			Step 3		30.19	2,415.20	5,232.93	62,795.20	
			Step 4		31.70	2,536.00	5,494.67	65,936.00	
			Step 5		33.29	2,663.20	5,770.27	69,243.20	
Public Works	Maintenance Worker IV	FBEO	Step 1	Filled (1)	34.59	2,767.20	5,995.60	71,947.20	7.13.25 FBEO 6% COLA Formulas corrected
			Step 2		36.32	2,905.60	6,295.47	75,545.60	
			Step 3		38.14	3,051.20	6,610.93	79,331.20	
			Step 4		40.05	3,204.00	6,942.00	83,304.00	
			Step 5		42.05	3,364.00	7,288.67	87,464.00	
Public Works	Maintenance Division Supervisor	FBEO	Step 1	Filled (1)	38.38	3,070.40	6,652.53	79,830.40	7.13.25 FBEO 6% COLA
			Step 2		40.30	3,224.00	6,985.33	83,824.00	
			Step 3		42.32	3,385.60	7,335.47	88,025.60	
			Step 4		44.44	3,555.20	7,702.93	92,435.20	
			Step 5		46.66	3,732.80	8,087.73	97,052.80	
Public Works	Mechanic	FBEO	Step 1	Filled (1)	29.45	2,356.00	5,104.67	61,256.00	7.13.25 FBEO 6% COLA
			Step 2		30.92	2,473.60	5,359.47	64,313.60	
			Step 3		32.47	2,597.60	5,628.13	67,537.60	
			Step 4		34.09	2,727.20	5,908.93	70,907.20	
			Step 5		35.79	2,863.20	6,203.60	74,443.20	
Public Works	Operations Manager	Mid-Management; Non-Bargaining	Step 1	Filled (1)	44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025 7.1.25 MidM 6% COLA
			Step 2		46.52	3,721.60	8,063.47	96,761.60	
			Step 3		48.85	3,908.00	8,467.33	101,608.00	
			Step 4		51.29	4,103.20	8,890.27	106,683.20	
			Step 5		53.85	4,308.00	9,334.00	112,008.00	
Public Works	Treatment Division Supervisor	FBEO	Step 1	Filled (1)	38.38	3,070.40	6,652.53	79,830.40	7.13.25 FBEO 6% COLA
			Step 2		40.30	3,224.00	6,985.33	83,824.00	
			Step 3		42.32	3,385.60	7,335.47	88,025.60	
			Step 4		44.44	3,555.20	7,702.93	92,435.20	
			Step 5		46.66	3,732.80	8,087.73	97,052.80	
Public Works	Seasonal Laborer	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Vacant (2)	21.42				Match to PT Laborer PW & Wastewater
Public Works	Treatment Plant Operator-in-Training	FBEO	Step 1	Filled (1)	22.36	1,788.80	3,875.73	46,508.80	7.13.25 FBEO 6% COLA
			Step 2		23.48	1,878.40	4,069.87	48,838.40	
			Step 3		24.65	1,972.00	4,272.67	51,272.00	
			Step 4		25.88	2,070.40	4,485.87	53,830.40	
			Step 5		27.17	2,173.60	4,709.47	56,513.60	
Public Works	Treatment Plant Operator I	FBEO	Step 1	Filled (1)	27.74	2,219.20	4,808.27	57,699.20	7.13.25 FBEO 6% COLA
			Step 2		29.13	2,330.40	5,049.20	60,590.40	
			Step 3		30.59	2,447.20	5,302.27	63,627.20	
			Step 4		32.12	2,569.60	5,567.47	66,809.60	
			Step 5		33.73	2,698.40	5,846.53	70,158.40	

Effective 7.13.2025		Amended-7.13.25 All Inclsiv Master Comp Schedule for 11.24.25 City Council Meeting								
Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually		
Public Works	Treatment Plant Operator II	FBEO	Step 1	Filled (3)	29.15	2,332.00	5,052.67	60,632.00 7.13.25 FBEO 6% COLA		
			Step 2		30.61	2,448.80	5,305.73			
			Step 3		32.14	2,571.20	5,570.93			
			Step 4		33.75	2,700.00	5,850.00			
			Step 5		35.44	2,835.20	6,142.93			
Public Works	Treatment Plant Operator III	FBEO	Step 1	Filled (2)	32.13	2,570.40	5,569.20	66,830.40 7.13.25 FBEO 6% COLA		
			Step 2		33.74	2,699.20	5,848.27			
			Step 3		35.43	2,834.40	6,141.20			
			Step 4		37.20	2,976.00	6,448.00			
			Step 5		39.06	3,124.80	6,770.40			
Multiple Departments	Intern	Non-Bargaining; 1,000 Max Annual Hours; At-Will	Step 1	Not Authorized	18.00			NO COLA		
Multiple Departments	Office Assistant		Step 1	Not Authorized	20.00			NO COLA		
			Step 2		21.00					
			Step 3		22.05					
			Step 4		23.15					
			Step 5		24.31					

Calulations for the 7.1.2025 All Inclusive Comp Schedule

Finance	Government Accountant II	FBEO	Step 1	Not Author
			Step 2	
			Step 3	
			Step 4	
			Step 5	

34.02	2,721.60	5,896.80	70,761.60	Pre 7.13.25 6% COLA	34.02	1.06
35.72	2,857.60	6,191.47	74,297.60		Check formulas on 7.1	
37.51	3,000.80	6,501.73	78,020.80		Was not listed in 3/24/	
39.39	3,151.20	6,827.60	81,931.20			
41.36	3,308.80	7,169.07	86,028.80			

36.06

34.02

1.06 36.06438

13.25 comp schedule

'25 comp schedule, but needed it to verify Govt. Acctnt III pay



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
Fax: (707) 961-2802

Text File

File Number: 25-492

Agenda Date: 11/24/2025

Version: 1

Status: Consent Agenda

In Control: City Council

File Type: Resolution

Agenda Number: 5D.

Adopt Fort Bragg City Council Resolution Budget Amendment 2025/26-7, and the Superseding of Resolution 25-4961 to Include Appropriate Account Number

RESOLUTION NO. ____-2025

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL AUTHORIZING
BUDGET AMENDMENT 2025/26-7, AND THE SUPERSEDING OF
RESOLUTION 25-4961 TO INCLUDE APPROPRIATE ACCOUNT NUMBER**

WHEREAS, on July 14, 2025, City Council approved the receiving of grant funds in the amount of \$50,000 from the Cannabis Tax Fund Grant Program (CTFGP); and

WHEREAS, on that date, the city council recognized the Fort Bragg Police Department is responsible for patrolling Noyo Beach and the Coastal Trail; and

WHEREAS, the Fort Bragg Police Department requires specialized vehicles to patrol those areas effectively; and

WHEREAS, the Fort Bragg City Council prioritized the transition to electric vehicles; and

WHEREAS, the Cannabis Tax Fund Grant Program (CTFGP) provides grants to law enforcement agencies for equipment purchases; and

WHEREAS, the Fort Bragg Police Department applied for and was awarded a grant from CTFGP for the purchase of an all-electric all-terrain vehicle; and

WHEREAS, the grant provides additional funds for personnel costs for special events utilizing the all-electric all-terrain vehicle; and

WHEREAS, at the time of approval, the actual costs and accounts had not been identified but have now been identified; and

WHEREAS, based on the information presented on July 14, 2025, and including the attached Exhibits A and B, the City Council finds as follows;

1. The adjustments to the FY 2025-26 Budget have been identified and are necessary, as shown in Exhibit A.
2. The Resolution 25-4961 as shown in Exhibit B to include appropriate account number.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Fort Bragg as follows:

1. Budget Amendment 2025/26-7(Exhibit A) is hereby approved for \$44,451.53
2. Supplanting of Resolution 25-4961 with this Resolution to include the appropriate account number (Account 110-4200-0741) and correct the record.

The above and foregoing Resolution was introduced by Councilmember _____, seconded by Councilmember _____, and passed and adopted at a regular

meeting of the City Council of the City of Fort Bragg held on the 24th day of November, 2025, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:
RECUSED:

JASON GODEKE
Mayor

ATTEST:

Diana Paoli
City Clerk

[illegible]

RESOLUTION NO. 4961-2025

RESOLUTION OF THE FORT BRAGG CITY COUNCIL AUTHORIZING BUDGET AMENDMENT 2025/26-03, AND ACCEPTANCE OF A GRANT FROM THE CANNABIS TAX FUND GRANT PROGRAM IN THE AMOUNT OF \$50,000 FOR THE PURCHASE OF AN ALL-ELECTRIC ALL-TERRAIN VEHICLE AND SPECIAL DETAIL PERSONNEL COSTS (ACCOUNT 329-5215-0742)

WHEREAS, the Fort Bragg Police Department is responsible for patrolling Noyo Beach and the Coastal Trail; and

WHEREAS, the Fort Bragg Police Department requires specialized vehicles to patrol those areas effectively; and

WHEREAS, the Fort Bragg City Council prioritized the transition to electric vehicles; and

WHEREAS, the Cannabis Tax Fund Grant Program (CTFGP) provides grants to law enforcement agencies for equipment purchases; and

WHEREAS, the Fort Bragg Police Department applied for and was awarded a grant from CTFGP for the purchase of an all-electric all-terrain vehicle; and

WHEREAS, the grant provides additional funds for personnel costs for special events utilizing the all-electric all-terrain vehicle; and

WHEREAS, based on all of the evidence presented, the City Council finds as follows;

1. The adjustments to the FY 2025-26 Budget have been identified and are necessary, as shown in Exhibit A.
2. The foregoing recitals are true and correct and are made a part of this Resolution.

NOW, THEREFORE, BE IT RESOLVED that the City Council of Fort Bragg does hereby approve Budget Amendment 2025/26-03, including approving the receiving of grant funds from the Cannabis Tax Fund Grant Program for the purchase of an all-electric all-terrain vehicle as well as funds for personnel costs for special events utilizing the vehicle (Amount of \$50,000, Account 329-5215-0742)

The above and foregoing Resolution was introduced by Councilmember Albin-Smith, seconded by Councilmember Peters, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 14th day of July, 2025, by the following vote:

AYES: Councilmembers Peters, Hockett, Albin-Smith, Vice Mayor Rafanan, and Mayor Godeke.
NOES: None.
ABSENT: None.
ABSTAIN: None.
RECUSED: None.



JASON GODEKE
Mayor

ATTEST:



Diana Paoli
City Clerk



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
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Text File

File Number: 25-481

Agenda Date: 11/24/2025

Version: 1

Status: Consent Agenda

In Control: City Council

File Type: Committee Minutes

Agenda Number: 5E.

Receive and File Minutes of the Public Works and Facilities Committee Meeting of August 14, 2025



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
Fax: (707) 961-2802

Meeting Minutes Public Works and Facilities Committee

Thursday, August 14, 2025

4:00 PM

Town Hall, 363 N. Main Street

MEETING CALLED TO ORDER

Committee Member Jason Godeke called meeting to order at 4:00 PM

ROLL CALL

Committee Members Jason Godeke and Scott Hockett present. City Staff; Public Works Director John Smith, Assistant Director Chantell O'Neal and Administrative Assistant Emily Reno and Lisi Horstman present.

1. APPROVAL OF MINUTES

- A. [25-319](#) Approve Minutes of May 8, 2025

Committee Members Godeke and Hockett approved minutes as presented.

2. PUBLIC COMMENTS ON NON-AGENDA ITEMS

None.

3. CONDUCT OF BUSINESS

- A. [25-116](#) Receive Report of Precision Concrete Cutting and Discuss Project Budget and Location for FY 25/26

Assistant Director Chantell O'Neal presented an update on the City's work with Precision Concrete Cutting (PCC). She reviewed the fiscal year one and two budgets and described the targeted sidewalk repair projects. Year one focused on the commercial zone, while year two concentrated on the school zone. O'Neal outlined PCC's scope of work, including use of the DataWorks online system, which allows staff to curate projects, track before-and-after photos, and monitor cost savings from PCC's specialized sidewalk repair methods.

Public Comment was received from Andrew Jordan.

Discussion: Committee Member Godeke asked about ownership of the DataWorks system data and whether similar repairs could be performed in-house. O'Neal clarified that the City owns the data, but there may be an annual subscription cost for system access. Smith noted that contractors typically complete the work more efficiently, while O'Neal added that Public Works crews are capable of performing the repairs.

Committee Member Hockett asked about sidewalk lifts over two inches and whether the survey would be reevaluated. O'Neal provided additional details in response.

B. [25-347](#) Oral Discussion of Water Availability for Neighboring Small Systems

Ryan Rhoads from the Mendocino City Community Services District (MCCSD) presented on water security challenges for the town of Mendocino. MCCSD monitors 420 private wells and relies on water hauled from Fort Bragg. A feasibility study is underway, but no viable long-term water sources have been identified. Rhoads expressed interest in exploring construction of a pipeline from Fort Bragg to Mendocino to consolidate small systems and leverage state funding.

Public comment was received from Andrew Jordan.

Discussion: Committee Member Hockett asked about alternatives in the feasibility study. Rhoads noted the study is still ongoing, and when asked about Big River, he explained that community sentiment strongly opposes considering it as a potential water source. Member Godeke inquired about the amount of water sold to haulers, which Smith clarified, and raised potential Local Agency Formation Commission (LAFCO) issues with extending Fort Bragg's water enterprise outside city limits. Smith outlined the LAFCO process and related regulations. Hockett also asked about private well use, and Rhoads confirmed that each well has a monthly allotment. Godeke expressed concern about committing Fort Bragg to a large pipeline project given uncertainties, preferring to continue water hauling while the City focuses on its own supply and storage projects. Hockett expressed doubt about the feasibility of a pipeline but indicated a willingness to continue the discussion.

C. [25-320](#) Discussion of Making a Tree Casting at Guest House Museum

Larry Wood presented details of a project involving the casting of old growth logs and stumps and expressed interest in creating a casting of the stump located on the Guest House Museum grounds. He described the process and materials used to complete the work.

Public comment was received from Andrew Jordan.

During committee discussion, Member Godeke asked whether Larry would cover all project costs, to which Larry confirmed he would. Godeke also inquired about community benefits and whether the City could receive a copy, and Larry agreed to provide one at no cost. Additional questions were raised about the casting process and shipping of the final product, which Larry addressed. Smith asked further questions to ensure the stump would not be harmed during the process and Larry suggested testing a smaller area before committing to the entire stump. O'Neal added that local residents would likely have strong interest in the project.

D. [25-346](#) Director Oral Report on Departmental Activities and Project Updates

Director John Smith provided updates on the following projects and items of interest:

- Broadband Project-30% complete.
- Town Hall Retrofit & Bathrooms Project - Under construction.
- Police Department Security Retrofit Project.
- Fire Station Rehabilitation Project- Match funds denied from CDBG.

Wastewater Treatment Plant Projects- Sodium hypochlorite generators, dryer building rehab.
Biosolids Storage Building- Bid out and opening soon.
EV Fleet Charging Stations- Project complete.
Facilities Solar Project- Installed at Fire station and police department.
Cultural Center Project- Working on picnic tables, signage, and furniture.
Veteran's Hall- Emergency operations center. Working with Mendocino County for a three-year lease and easement.
Cal OES Grant -Grant application \$110,000 to submit for the City Hall east and Veterans hall projects. Will revisit this later.
Facility Camera Project- Project complete.
Micro Grid Solar- Application denied by PG&E. Submitting application for second round.
Bainbridge Park.
2025 Streets Project- Project underway.
CV Starr Skylight Replacement - Skylights arriving soon.
CV Starr HVAC System- Estimated to start work next month.
Fleet Update.
Oneka Desal Buoy Project- Anticipate buoy in the water by next June.
Water Treatment Plant Rehabilitation Project- 95% complete and working on project closeout.
Water Meter Replacement Project- Saved 20 million gallons a year, new meters are more accurate.
Raw Water Line Replacement Project.
Distribution System Master Plan.
Recycled Water Feasibility Study.
Collection System Master Plan.
Trash Capture.
Stormwater project.

Public Comment was received from Andrew Jordan.

Discussion: Committee Member Hockett inquired about the broadband project and raw water line replacement project. Committee Member Godeke asked about the Oneka Desal Buoy Project. Smith provided more project details.

4. MATTERS FROM COMMITTEE / STAFF

None.

ADJOURNMENT

Committee Member Godeke adjourned the meeting at 5:35 PM



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
Fax: (707) 961-2802

Text File

File Number: 25-499

Agenda Date: 11/24/2025

Version: 1

Status: Consent Agenda

In Control: City Council

File Type: Committee Minutes

Agenda Number: 5F.

Receive and File Minutes of the Public Safety Committee Meeting of February 19, 2025



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
Fax: (707) 961-2802

Meeting Minutes Public Safety Committee

Wednesday, February 19, 2025

3:00 PM

Town Hall, 363 N. Main Street

MEETING CALLED TO ORDER

Acting Chair Peters opened the meeting at 3:00 PM.

ROLL CALL

Present are Acting Chair Lindy Peters and Councilmember Scott Hockett.

APPROVAL OF MINUTES

1A. [25-30](#) Approve Minutes of the Public Safety Committee Meeting January 15, 2025

Acting Chair Peters approved the minutes as presented.

2. PUBLIC COMMENTS ON NON-AGENDA ITEMS

None.

3. CONDUCT OF BUSINESS

3A. [25-23](#) Discussion Regarding Update on School Resource Officer (SRO) and Mendocino Major Crimes Task Force (MMCTF) Special Assignments

Chief Cervenka commenced the item by providing an update on the School Resource Officer (SRO) position. He mentions that the SRO will be returning to the schools early March of this year and will complete the remainder of the school year. Chief Cervenka went on to inform the public that the current SRO does not want to continue in the assignment for the next school year therefore, Police Department has begun the process to fill the position.

Acting Chair Peters questioned Chief Cervenka if there was any incentive to get an officer to apply for the SRO position. Chief Cervenka responds that the biggest benefit is the schedule because, it works great if you have school age children since the SRO schedule aligns to the schools' schedule.

Since his arrival, it has always been a desire for Chief Cervenka to have an officer assigned to the Mendocino Major Crimes Task Force (MMCTF). Due to staffing, interest, and overtime it has not been possible to complete this. With the Department almost being fully staffed this may be possible to achieve in the near future.

Acting Chair Peters makes a remark in terms of Asset Forfeiture and its advantages if an Officer is assigned to MMCTF, and how the City would benefit from it. Chief Cervenka continues to

clarify that under the current MOU with the County if there is an officer assigned to the Task Force the Police Department would have a 12% share of asset forfeiture rather than a 6% share.

Councilmember Hockett states that he would like to see the Task Force Special Assignment position filled.

Public Comments made from:

Cameron McFadden

Jenny Shattuck

Chelsea McFadden

3B. [25-24](#) Noyo Bridge Suicide Prevention Measures Update

Chief Cervenka began by stating that Caltrans will be conducting important changes to the Noyo Bridge in phases. Phase one will be installing signs with Redwood Crisis Services response line. Phase two will be installing cameras on the bridge. The final phase will be adding either a fence or net which will likely take a few years to install.

No public comments made.

3C. [25-25](#) Discussion Regarding Blue Envelope Program

Captain O'Neal introduced the agenda item by providing what Blue Envelope Program is and how it works. Captain O'Neal continues to states that by implementing this program it will assist the officers more when responding to a call to someone who has a Blue Envelope. He ends by stating he is excited and feels like this will benefit the community as well as the Police Department.

Public Comment made by:

Jenny Shattuck

4. MATTERS FROM COMMITTEE / STAFF

4A. [25-31](#) Receive Oral Update From Staff on Departmental Activities

Chief Cervenka comments on the Extreme Weather Shelter and that there maybe additional funds for next year if the contract is amended with the County.

ADJOURNMENT

Acting Chair Peters adjourned the meeting at 3:38 PM.



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
Fax: (707) 961-2802

Text File

File Number: 25-497

Agenda Date: 11/24/2025

Version: 1

Status: Business

In Control: City Council

File Type: Minutes

Agenda Number: 5G.

Approve Minutes of Special Meeting of November 10, 2025



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
Fax: (707) 961-2802

Meeting Minutes Special City Council

*THE FORT BRAGG CITY COUNCIL MEETS CONCURRENTLY
AS THE FORT BRAGG MUNICIPAL IMPROVEMENT DISTRICT
NO. 1 AND THE FORT BRAGG REDEVELOPMENT
SUCCESSOR AGENCY*

Monday, November 10, 2025

4:30 PM

Town Hall, 363 N Main Street
and Via Video Conference

Special Closed Session

CALL TO ORDER

Mayor Godeke called the meeting to order at 4:31 PM.

ROLL CALL

Present: 5 - Mayor Jason Godeke, Vice Mayor Marcia Rafanan, Councilmember Tess Albin-Smith, Councilmember Scott Hockett and Councilmember Lindy Peters

1. PUBLIC COMMENTS ON CLOSED SESSION ITEMS

None.

2. CLOSED SESSION

Mayor Godeke recessed the meeting at 4:32 PM. The meeting reconvened to Closed Session at 4:40 PM.

2A. [25-475](#) CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION, Pursuant to Paragraph (1) of Subdivision (d) of Gov. Code Section 54956.9; Name of Case: City of Fort Bragg v. Mendocino Railway, Case No.: 21CV00850, Superior Court of Mendocino County, State of California

2B. [25-476](#) CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION, Pursuant to Paragraph (1) of Subdivision (d) of Gov. Code Section 54956.9 SIERRA NORTHERN RAILWAY and MENDOCINO RAILWAY v. CITY OF FORT BRAGG, United States District Court Case No. 4:24-cv-04810-JST

ADJOURNMENT

Mayor Godeke adjourned the meeting at 5:57 PM.

JASON GODEKE, MAYOR

Diana Paoli, City Clerk

IMAGED (_____)



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
Phone: (707) 961-2823
Fax: (707) 961-2802

Text File

File Number: 25-510

Agenda Date: 11/24/2025

Version: 1

Status: Business

In Control: City Council

File Type: Minutes

Agenda Number: 5H.

Approve Minutes of November 10, 2025



City of Fort Bragg

416 N Franklin Street
Fort Bragg, CA 95437
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Meeting Minutes City Council

*THE FORT BRAGG CITY COUNCIL MEETS CONCURRENTLY
AS THE FORT BRAGG MUNICIPAL IMPROVEMENT DISTRICT
NO. 1 AND THE FORT BRAGG REDEVELOPMENT
SUCCESSOR AGENCY*

Monday, November 10, 2025

6:00 PM

Town Hall, 363 N. Main Street
and Via Video Conference

CALL TO ORDER

Mayor Godeke called the meeting to order at 6:09 p.m.

ROLL CALL

Present: 5 - Mayor Jason Godeke, Vice Mayor Marcia Rafanan, Councilmember Tess Albin-Smith, Councilmember Lindy Peters and Councilmember Scott Hockett

CLOSED SESSION REPORT

Mayor Godeke reported that no reportable action was taken on the Closed Session items.

AGENDA REVIEW

None.

1. MAYOR'S RECOGNITIONS AND ANNOUNCEMENTS

- 1A.** [25-474](#) Presentation of Proclamation Recognizing November 1 - November 30, 2025 as Native American Heritage Month

Councilmember Peters read Proclamation Declaring November as Native American Heritage Month.

- 1B.** [25-467](#) Presentation of Proclamation Recognizing November 11th as Veteran's Appreciation Day

Councilmember Albin-Smith read Proclamation Honoring Veteran's Appreciation Day and honoring City Staff Veterans.

2. PUBLIC COMMENTS ON: (1) NON-AGENDA, (2) CONSENT CALENDAR & (3) CLOSED SESSION ITEMS

- (1) David Gurney.
- (2) None.
- (3) N/A

3. STAFF COMMENTS

City Manager Isaac Whippy shared Utility Bill Assistance Applications are available, Nine

applications have been received for Police Chief position, Economic Development office has new hours and City outsourced third party Police Conduct Investigation. Interim Police Chief Eric Swift shared School Resource Officer and Fort Bragg Unified School District are planning community events/trainings. November 19 is the next Public Safety Meeting with Dispatch Report.

4. MATTERS FROM COUNCILMEMBERS

Councilmembers shared Oneka buoy status, voter turnout, MTA and Sonoma Clean Power upcoming meetings, and Veteran's Day Ceremony. The Household Hazard Day at Caspar Station Event is in early December. It was also reported gratitude for all City Staff and community for successful EZ event. Mayor Godeke will be at the Farmer's market for one hour on November 19. Support letters from community and council is recommended to share concern that Ten Mile Court is only hearing criminal cases since recent retirement of Judge Brennan.

5. CONSENT CALENDAR

Approval of the Consent Calendar

A motion was made by Councilmember Peters, seconded by Vice Mayor Rafanan, to approve the Consent Calendar. The motion carried by the following vote:

Aye: 5 - Mayor Godeke, Vice Mayor Rafanan, Councilmember Albin-Smith, Councilmember Peters and Councilmember Hockett

5A. [25-470](#) Receive and File Minutes from the Community Development Committee on October 6, 2025

These Minutes were received and filed.

5B. [25-461](#) Approve Minutes of October 27, 2025 City Council Meeting

These Minutes were approved on the Consent Calendar.

6. DISCLOSURE OF EX PARTE COMMUNICATIONS ON AGENDA ITEMS

None.

7. PUBLIC HEARING

7A. [25-462](#) Receive a Report, Hold a Public Hearing, and Provide Direction to Staff Regarding 2025 Community Development Block Grant (CDBG) Applications

Mayor Godeke introduced Item 7A. Grants Coordinator Lacy Sallas presented the staff report for this item. Councilmembers asked clarifying questions. Staff answered clarifying questions.

Mayor Godeke opened the public hearing at 7:03 PM.

Public Comment: Jenny Shattuck.

Mayor Godeke closed the public hearing at 7:05 PM.

Councilmember asked further clarifying questions and discussed potential projects for CDBG

Application.

Direction: Fire Station Reconstruction (North Wing) (if match funding available) and Trash Capture Device Design Phase II Planning. Alternatively if no matching funds for Fire Station then next project may be City Wide Sidewalk Rehabilitation or lastly CV Starr Center Expansion.

- 7B. [25-446](#)** Receive a Report, Hold a Public Hearing, and Introduce, by Title Only, and Waive Further Reading of Ordinance xxxx-2025 to Amend Chapter 15.06 of the Fort Bragg Municipal Code to Amend the Requirements of the Installation of Automatic Fire Sprinkler Systems and Automatic Fire Alarming System in New Buildings and Remodels

Mayor Godeke introduced Item 7B. Consultant Marie Jones presented report. Councilmembers asked clarifying questions. Consultant answered questions.

Mayor Godeke opened public hearing at 7:34 PM

Public Comments: Jenny Shattuck, Paul Clark, and Jacob Patterson.

Mayor Godeke closed the public hearing at 7:39 PM

Councilmembers discussed requirements of fire sprinkler systems and need for fire alarming systems and discussed 5,000 square foot revision for Ordinance.

A motion was made by Councilmember Peters, seconded by Councilmember Rafanan, to introduce Ordinance as amended. The motion carried by the following vote:

Aye: 5 - Mayor Godeke, Vice Mayor Rafanan, Councilmember Albin-Smith, Councilmember Peters and Councilmember Hockett

- 7C. [25-468](#)** Receive a Report, Hold a Public Hearing, and Introduce, By Title Only, and Waive Further Reading of Ordinance xxxx-2025 Amending Title 6 Health and Sanitation to Add Chapter 6.30 "Vacant Buildings and Lots" to the Fort Bragg Municipal Code, Establishing a Vacant Commercial Building Program and Providing for the Registration, Maintenance, and Monitoring of Vacant or Abandoned Commercial Buildings

Mayor Godeke recessed the meeting at 7:56 PM. The meeting reconvened to open session at 8:05 PM.

Mayor Godeke introduced Item 7C. City Manager presented the staff report. Councilmembers asked clarifying questions. Pete Roque of 4Leaf, City Manager Isaac Whippy, and Assistant Planner Valerie Stump answered questions.

Mayor Godeke opened the public hearing at 8:31 PM

Public Comment: Jenny Shattuck, Megan Caron, Paul Clark, Michelle Blackwell, and Jacob Patterson.

Mayor Godeke closed the public hearing at 8:42 PM

Councilmembers discussed vacant commercial buildings and need for registration, maintenance and monitoring. The Resolution Adopting Regulatory Fees was discussed and will be scheduled for adoption at a future public hearing as recommended by City Attorney Baron Bettenhausen.

A motion was made by Councilmember Peters, seconded by Councilmember Hockett, to introduce Ordinance as amended. The motion carried by the following

vote:

Aye: 5 - Mayor Godeke, Vice Mayor Rafanan, Councilmember Albin-Smith,
Councilmember Peters and Councilmember Hockett

8. CONDUCT OF BUSINESS

9. CLOSED SESSION

ADJOURNMENT

Mayor Godeke adjourned the meeting at 8:55 PM.

JASON GODEKE, MAYOR

Diana Paoli, City Clerk

IMAGED (_____)



City of Fort Bragg

416 N Franklin Street
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Text File

File Number: 25-463

Agenda Date: 11/24/2025

Version: 1

Status: Business

In Control: City Council

File Type: Staff Report

Agenda Number: 7A.

The Public Hearing for the following item will be continued to a future date as the City was informed the CDBG Program is moving the Application Portal Opening to February 2026, and Application Deadline to April 2026. Receive a Report, Hold a Public Hearing, and Consider Adopting a Resolution of the Fort Bragg City Council Approving an Application for Funding and the Execution of a Grant Agreement and Any Amendments Thereto from the 2025 Funding Year of the State CDBG Program.



City of Fort Bragg

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Fort Bragg, CA 95437
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Fax: (707) 961-2802

Text File

File Number: 25-501

Agenda Date: 11/24/2025

Version: 1

Status: Business

In Control: City Council

File Type: Staff Report

Agenda Number: 8A.

Receive Report and Consider Introducing, by Title Only, and Waive Further Reading of Ordinance xxxx-2026 Amending Section 2.04.060 (Salary Designated) of Chapter 2.04 (City Council) of Title 2 (Administration and Personnel) of the Fort Bragg Municipal Code to Increase the Salaries of City Councilmembers



CITY COUNCIL STAFF REPORT

TO: City Council

DATE: November 24, 2025

DEPARTMENT: Administration Department

PREPARED BY: Diana Paoli, City Clerk

PRESENTER: Diana Paoli, City Clerk

AGENDA TITLE: Receive Report and Consider Introducing, by Title Only, and Waiving Further Reading of an Ordinance Amending Section 2.04.060 (Salary Designated) of Chapter 2.04 (City Council) of Title 2 (Administration and Personnel) of the Fort Bragg Municipal Code

RECOMMENDATION

City Council Introduce, By Title Only, and Waive Further Reading of Ordinance and Amending Section 2.04.060 (Salary Designated) of Chapter 2.04 (City Council) of Title 2 (Administration and Personnel) of the Fort Bragg Municipal Code

BACKGROUND

State law regulates the maximum compensation for councilmembers and specifies when those adjustments can take effect. The compensation schedule for general law cities was revised on June 29, 2023, when the Governor approved Senate Bill No. 329 (Dodd) ("SB 329"). This bill increases the maximum amount of salary for councilmembers, which is based on the population of the city and approved by an ordinance passed by the City Council. For cities with a population of up to and including 35,000, the maximum monthly compensation is capped at \$950. See Government Code Section 36516.

The Fort Bragg City Council last adjusted its monthly stipend in 2022 to \$510. According to Government Code Section 36516 the adjustment of City Councilmembers' monthly stipend will not take effect until after at least one Councilmember commences a new term. See Government Code Section 36516.5.

DISCUSSION AND ANALYSIS

The current compensation for the City Council is set at \$510 per month (annual budget \$30,600). In 2024, it was discussed by City Council to increase the monthly salary by 5 percent (\$25.50 monthly increase, annual budget \$32,130) which would be a salary of \$535.50 per month. Another option could be \$750 per month (\$240 monthly increase, annual budget \$45,000) or capped amount of \$950 (\$440 monthly increase, annual budget \$57,000).

Reviewing compensation every few years helps ensure that it remains competitive and fair, reflecting changes in the cost of living and economic conditions. Making regular adjustments can help attract and retain qualified individuals who might otherwise be deterred by stagnant compensation rates. Biennial reviews can also align stipends with evolving responsibilities and workload; ensuring councilmembers are adequately compensated for their time and effort. This practice promotes transparency and accountability, fostering public trust in the governance process. Additionally, it allows the city to avoid sudden large increases in the future and to plan for it in the city's budget. Any approved increase will take effect at the beginning of the new terms of office following the General Election of 2026 in December, 2026.

FISCAL IMPACT/FUNDING SOURCE

For FY 2026/27, the cap cost associated with the proposed changes will be \$26,400 if salary increased to \$950 per month. The City Council can determine any amount for increase up to \$950. There are two publication fees associated with Ordinance Summaries in newspaper at a cost of approximately \$400 along with \$150-\$200 to request General Code to update the Municipal Code. For the FY 2026/27 it will need to be considered and/or incorporated in the budget. Once monthly salary is capped at \$950, each calendar year thereafter the max increase is by 5 percent effective following a General Election.

ENVIRONMENTAL ANALYSIS: None.

STRATEGIC PLAN/COUNCIL PRIORITIES/GENERAL PLAN CONSISTENCY

Goal 6A – Develop a method for recruiting skilled Council Members.

ALTERNATIVES: Propose alternative; increase up to \$950 and Introduce Ordinance and revise Chapter 2.04 Fort Bragg Municipal Code.

ATTACHMENTS:

1. Ordinance xxxx-2025
2. Fort Bragg Municipal Code Section 2.040.060
3. Government Code Section 36516

NOTIFICATION:

Subscribers to Agendas

BEFORE THE CITY COUNCIL OF THE CITY OF FORT BRAGG

**AN ORDINANCE AMENDING SECTION
2.04.060 (SALARY DESIGNATED) OF
CHAPTER 2.04 (CITY COUNCIL) OF
TITLE 2 (ADMINISTRATION AND
PERSONNEL) OF THE FORT BRAGG
MUNICIPAL CODE**

ORDINANCE NO. XXXX-2026

WHEREAS, California Government Code Section 36516 provides that the City Council may enact an ordinance providing that each member of the City Council shall receive compensation during their term of office; and

WHEREAS, California Government Code Section 36516 designates the City Councilmember monthly stipend is established by ordinance, not to be effective until the beginning of the next elected term of any one of the Councilmembers; and

WHEREAS, the current Councilmembers' compensation of Five Hundred Ten Dollars (\$510) per month has not been increased since 2022; and

WHEREAS, the Council's activities have expanded since 2022, including the correspondingly increased responsibilities and time commitments of Councilmembers to City business, increased concern with and involvement in regional issues, increased inflation, and future challenges of global warming; and

WHEREAS, increasing Councilmember compensation will help attract and retain qualified individuals who might otherwise be deterred by stagnant compensation rates.

NOW, THEREFORE, the City Council ordains as follows:

Section 1. Legislative Findings. The City Council hereby finds as follows:

1. The above recitals constitute a part of the findings made by the City Council in adopting this Ordinance.
2. There is no possibility that the adoption of this ordinance will have a significant impact on the environment, and therefore, the adoption of this ordinance is exempt from the California Environmental Quality Act ("CEQA"), pursuant to Section 15061(b)(3) of the CEQA Guidelines (Title 14, Chapter 3 of the California Code of Regulations).

Section 2. Section 2.04.060 of the Fort Bragg Municipal Code entitled "Salary Designated" is hereby amended to read in its entirety as follows:

2.04.060 SALARY DESIGNATED

Each member of the City Council shall receive, as salary, the sum of 950.00 per month, as prescribed in Cal. Government Code § 36516 for cities with population under 35,000, which shall be payable at the same time and in the same manner as the salaries are paid to other officers and employees of the City.

Section 3. Severability. If any section, subsection, sentence, clause or phrase of this Ordinance is for any reason held by a court of competent jurisdiction to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portions of the Ordinance. The City Council of the City of Fort Bragg hereby declares that it would have passed this Ordinance and each section, subsection, sentence, clause and phrase thereof irrespective of the fact that one or more sections, subsections, sentences, clauses or phrases may be held invalid or unconstitutional.

Section 4. Effective Date and Publication. This ordinance shall be and the same is hereby declared to be in full force and effect from and after thirty (30) days after the date of its passage. Within fifteen (15) days after the passage of this Ordinance, the City Clerk shall cause a summary of said Ordinance to be published as provided in Government Code §36933, in a newspaper of general circulation published and circulated in the City of Fort Bragg, along with the names of the City Council voting for and against its passage.

The foregoing Ordinance was introduced by Councilmember _____ at a regular meeting of the City Council of the City of Fort Bragg held on November 24, 2025, and adopted at a regular meeting of the City of Fort Bragg held on January 12, 2026, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:
RECUSED:

Mayor

ATTEST:

Diana Paoli
City Clerk

PUBLISH: January 1, 2026, and January 22, 2026 (by summary).
EFFECTIVE DATE: February 12, 2026

CHAPTER 2.04 CITY COUNCIL

Section

2.04.010 Time

2.04.020 Place

2.04.025 Installation of officers

2.04.030 Mayor and Vice Mayor - election

2.04.031 Mayor and Vice Mayor - duties and authority

2.04.032 Mayor - office vacancy filling

2.04.033 Vice Mayor - office vacancy filling

2.04.036 Scope of §§ 2.04.030 through 2.04.033

2.04.040 Rules of procedure generally

2.04.045 Standing committees designated

2.04.050 Ad hoc committees

2.04.055 Bills - referral to Finance and Administration Committee

2.04.060 Salary designated

2.04.065 Benefits designated

2.04.070 Salary separate from reimbursement for expenses

Statutory reference:

Salary schedules for City Councilmembers, see Cal. Government Code § [36516](#)

Scheduling of City Council meetings, see Cal. Government Code §§ [36805](#) through [36809](#)

The power of the Mayor in regard to City Council meetings, see Cal. Government Code §§ [36802](#) and [36803](#); for the provision indicating that the Council may establish rules for the conduct of its proceedings, see Cal. Government Code § [36813](#)

2.04.010 TIME.

The City Council shall hold its regular meetings on the second and fourth Mondays of each month beginning at 6:00 p.m., or at such other time as the Council may establish by resolution no more frequently than on an annual basis. A resolution changing the regular meeting time of a City Council meeting shall become effective 30 days following adoption of such resolution. In the event that a regular City Council meeting falls on a recognized City holiday, the meeting shall be held on the next regular business day at 6:00 p.m., or at such other time as the Council may establish by resolution no more frequently than on an annual basis.

(Ord. 904 §2, passed 06-11-2012)

2.04.020 PLACE.

The regular meeting place of the City Council for the transaction of business as the City Council is fixed and established at the Town Hall, situated on the southwest corner of Laurel Street and North Main Streets, and commonly known as 363 North Main Street, Fort Bragg, California. The City Council may convene a regular or special meeting at any other location within the City limits as long as proper notice of such location is provided in accordance with applicable laws.

(Ord. 904 §2, passed 06-11-2012)

2.04.025 INSTALLATION OF OFFICERS.

Newly-elected City Councilmembers shall take and hold office for their prescribed terms following the declaration of the election results at the City Council meeting at which the declaration of the election results for a general municipal election is made, pursuant to Elections Code sections [10262](#) and [10263](#). If one or more City Councilmembers is/are appointed, pursuant to Elections Code section [10229](#), then the appointed City Councilmember(s) shall take and hold office for their prescribed terms either immediately or beginning with the first regular City Council meeting following the appointment.

(Ord. 904 §2, passed 06-11-2012)

2.04.030 MAYOR AND VICE MAYOR - ELECTION.

At the City Council meeting at which the declaration of election results for a general municipal election is made, pursuant to Elections Code sections [10262](#) and [10263](#), and following the declaration of the election results, the City Council shall choose one of its number to serve as Mayor, and one of its number to serve as Vice Mayor. If no general municipal election is held, pursuant to Elections Code section [10229](#), then at the first regular City Council meeting in December, the City Council shall

choose one of its members to serve as Mayor and one of its members as Vice Mayor. The Mayor and Vice Mayor shall serve in their respective positions until the City Council chooses a successor Mayor and/or Vice Mayor. (Ord. 904 §2, passed 06-11-2012)

2.04.031 MAYOR AND VICE MAYOR - DUTIES AND AUTHORITY.

The Mayor shall preside over the meetings of the City Council and is the president of the Council. The Mayor shall decide all questions of order. The Mayor may make or second any motion before the City Council and present and discuss any matter as a member of the City Council. The Mayor shall perform the duties as are prescribed by law in accordance with the California Government Code and other laws of the State of California or the United States Government governing the duties and responsibilities of the Mayor. If the Mayor is absent or unable to act for a period of 60 days or less but retains his or her position as a member of the Council, the Vice Mayor shall serve until the Mayor returns or is able to act. The Vice Mayor has all of the powers and duties of the Mayor in the absence of the Mayor.

(Ord. 904 §2, passed 06-11-2012)

2.04.032 MAYOR - OFFICE VACANCY FILLING.

If the Mayor dies, resigns, or otherwise vacates the Office of Mayor, or fails to perform the duties of Mayor for a period in excess of 60 days, the City Council shall declare the Office of Mayor to be vacant and shall select a new Mayor from one of its members at the next regularly scheduled City Council meeting or at a special City Council meeting called for this purpose.

(Ord. 904 §2, passed 06-11-2012)

2.04.033 VICE MAYOR - OFFICE VACANCY FILLING.

In the event that the Vice Mayor is selected as Mayor by the City Council, the City Council shall also select a new Vice Mayor at the same meeting at which it selects the Mayor. If for any reason the Office of Mayor continues to remain vacant and unfilled, the Vice Mayor shall exercise and have all of the powers and duties of the Mayor.

(Ord. 904 §2, passed 06-11-2012)

2.04.036 SCOPE OF §§ 2.04.030 THROUGH 2.04.033.

Sections [2.04.030](#) through [2.04.033](#) shall govern the selection of the Mayor and the Vice Mayor in accordance with the Government Code of the State of California or other statutes which may govern the selection process. The sections do not govern or control the appointment, election, or special election of an individual to fill the position of Councilmember but deal only with the selection of the Mayor or Vice Mayor from existing members of the City Council.

(Ord. 904 §2, passed 06-11-2012)

2.04.040 RULES OF PROCEDURE GENERALLY.

The City Council may establish (and amend, from time to time) rules for the conduct of its proceedings by adoption of a resolution.

(Ord. 904 §2, passed 06-11-2012)

2.04.045 STANDING COMMITTEES DESIGNATED.

A. There shall be four standing committees; each committee shall consist of two members of the City Council to be appointed by the Mayor.

B. The committees are as follows:

1. Community Development Committee;
2. Finance and Administration Committee;
3. Public Safety Committee; and
4. Public Works and Facilities Committee.

(Ord. 904 §2, passed 06-11-2012)

2.04.050 AD HOC COMMITTEES.

The Mayor may also appoint ad hoc committees, whose composition and purpose shall be set by the Mayor.

(Ord. 904 §2, passed 06-11-2012)

2.04.055 BILLS - REFERRAL TO FINANCE AND ADMINISTRATION COMMITTEE.

All bills against the City, when presented, shall be approved by individual departments and the Finance Director prior to being paid. Once paid, a list of check warrants shall be referred to the Finance and Administration Committee for review and approval.

(Ord. 904 §2, passed 06-11-2012)

2.04.060 SALARY DESIGNATED.

Each member of the City Council shall receive, as salary, the sum of \$510.00 per month, as prescribed in Cal. Government Code § [36516](#) for cities with population under 35,000, which shall be payable at the same time and in the same manner as the salaries are paid to other officers and employees of the City.

2.04.065 BENEFITS DESIGNATED.

- A. City Councilmembers and their dependents are eligible for health care insurance and dental insurance through plans offered by the Redwood Empire Municipal Insurance Fund (R.E.M.I.F.). The premiums for such health care insurance and dental insurance are paid by the City during the time that a Councilmember serves on the City Council.
- B. The City agrees to provide a life insurance and accidental death and dismemberment policy in the amount of \$5,000 for each Councilmember.
- C. The benefits as set forth in A. and B. above shall not be included for purposes of determining salary under Cal. Government Code § [36516](#), provided the same benefits are available and paid by the City for its employees.

(Ord. 904 §2, passed 06-11-2012)

2.04.070 SALARY SEPARATE FROM REIMBURSEMENT FOR EXPENSES.

The salaries prescribed in this article are and shall be exclusive of any amounts payable to each member of the City Council as reimbursement for actual and necessary expenses incurred by him or her in the performance of official duties for the City.

(Ord. 904 §2, passed 06-11-2012)

The Fort Bragg Municipal Code is current through Ordinance 1018, passed September 8, 2025.

Disclaimer: The city clerk's office has the official version of the Fort Bragg Municipal Code. Users should contact the city clerk's office for ordinances passed subsequent to the ordinance cited above.

City Website: <https://city.fortbragg.com/>

City Telephone: (707) 961-2823

Codification services provided by [General Code](#)

Code: Section: [Up^](#)[<< Previous](#)[Next >>](#)[cross-reference chaptered bills](#)[PDF](#) | [Add To My Favorites](#)Search Phrase: **GOVERNMENT CODE - GOV****TITLE 4. GOVERNMENT OF CITIES [34000 - 45345]** (Title 4 added by Stats. 1949, Ch. 79.)**DIVISION 3. OFFICERS [36501 - 41805]** (Division 3 added by Stats. 1949, Ch. 79.)**PART 1. GENERAL [36501 - 36525]** (Part 1 added by Stats. 1949, Ch. 79.)

36516. (a) (1) A city council may enact an ordinance providing that each member of the city council shall receive a salary based on the population of the city as set forth in paragraph (2).

(2) The salaries approved by ordinance under paragraph (1) shall be as follows:

(A) In cities up to and including 35,000 in population, up to and including nine hundred fifty dollars (\$950) per month.

(B) In cities over 35,000 up to and including 50,000 in population, up to and including one thousand two hundred seventy-five dollars (\$1,275) per month.

(C) In cities over 50,000 up to and including 75,000 in population, up to and including one thousand six hundred dollars (\$1,600) per month.

(D) In cities over 75,000 up to and including 150,000 in population, up to and including one thousand nine hundred dollars (\$1,900) per month.

(E) In cities over 150,000 up to and including 250,000 in population, up to and including two thousand five hundred fifty dollars (\$2,550) per month.

(F) In cities over 250,000 population, up to and including three thousand two hundred dollars (\$3,200) per month.

(3) For the purposes of this subdivision, the population of a city shall be determined by the last preceding federal census, or a subsequent census, or estimate validated by the Department of Finance.

(4) The salary of council members may be increased beyond the amount provided in this subdivision by an ordinance or by an amendment to an ordinance, but the amount of the increase shall not exceed the greater of either of the following:

(A) An amount equal to 5 percent for each calendar year from the operative date of the last adjustment of the salary in effect when the ordinance or amendment is enacted.

(B) An amount equal to inflation since January 1, 2024, based upon the California Consumer Price Index, which shall not exceed 10 percent for each calendar year.

(5) No ordinance shall be enacted or amended to provide automatic future increases in salary.

(b) Notwithstanding subdivision (a), at any municipal election, the question of whether city council members shall receive a salary for services, and the amount of that salary, may be submitted to the electors. If a majority of the electors voting at the election favor it, all of the council members shall receive the salary specified in the election call. The salary of council members may be increased beyond the amount provided in this section or decreased below the amount in the same manner.

(c) Unless specifically authorized by another statute, a city council may not enact an ordinance providing for compensation to city council members in excess of that authorized by the procedures described in subdivisions (a) and (b). For the purposes of this section, compensation includes payment for service by a city council member on a commission, committee, board, authority, or similar body on which the city council member serves. If the other

statute that authorizes the compensation does not specify the amount of compensation, the maximum amount shall be one hundred fifty dollars (\$150) per month for each commission, committee, board, authority, or similar body.

(d) Any amounts paid by a city for retirement, health and welfare, and federal social security benefits shall not be included for purposes of determining salary under this section, provided that the same benefits are available and paid by the city for its employees.

(e) Any amounts paid by a city to reimburse a council member for actual and necessary expenses pursuant to Section 36514.5 shall not be included for purposes of determining salary pursuant to this section.

(f) A city council member may waive any or all of the compensation permitted by this section.

(g) (1) For the purposes of this section, a city council shall consider the adoption of an ordinance to increase compensation in open session during at least two regular meetings of the city council.

(2) At the first meeting, the city council shall present the proposed ordinance, which shall include findings demonstrating the need for the increased compensation. The ordinance shall not be adopted at the first meeting.

(3) At least seven days after the first meeting, the city council shall hold a second meeting to consider whether to adopt the ordinance.

(Amended by Stats. 2023, Ch. 27, Sec. 2. (SB 329) Effective January 1, 2024.)