

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 7.2.2023 Cost of Living Adjustments
 Exec. Mgmt, MidMgmt, Conf/Nbarg, and FBEO 2% COLA. FBPA 3% COLA. Designating Grant Funded Classifications.

| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|--|--|--|-----------|-----------|-----------|-----------|-----------|
| Administrative Analyst (Confidential; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 27.24 | 28.61 | 30.04 | 31.54 | 33.12 |
| Bi-Weekly | | | | 2,179.54 | 2,288.80 | 2,403.20 | 2,523.20 | 2,649.60 |
| Monthly | | | | 4,722.33 | 4,959.07 | 5,206.93 | 5,466.93 | 5,740.80 |
| Annual | | | | 56,667.94 | 59,508.80 | 62,483.20 | 65,603.20 | 68,889.60 |
| Administrative Analyst - Police (Confidential; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 27.24 | 28.61 | 30.04 | 31.54 | 33.12 |
| Bi-Weekly | | | | 2,136.80 | 2,288.80 | 2,403.20 | 2,523.20 | 2,649.60 |
| Monthly | | | | 4,722.32 | 4,959.07 | 5,206.93 | 5,466.93 | 5,740.80 |
| Annual | | | | 56,667.94 | 59,508.80 | 62,483.20 | 65,603.20 | 68,889.60 |
| Administrative Assistant - Administration (FBEO) | | | | | | | | |
| Hourly | | | | 25.11 | 26.37 | 27.69 | 29.07 | 30.52 |
| Bi-Weekly | | | | 2,008.96 | 2,109.60 | 2,215.20 | 2,325.60 | 2,441.60 |
| Monthly | | | | 4,352.82 | 4,570.80 | 4,799.60 | 5,038.80 | 5,290.13 |
| Annual | | | | 52,233.79 | 54,849.60 | 57,595.20 | 60,465.60 | 63,481.60 |
| Administrative Assistant - Community Development (FBEO) | | | | | | | | |
| Hourly | | | | 25.11 | 26.37 | 27.69 | 29.07 | 30.52 |
| Bi-Weekly | | | | 2,008.96 | 2,109.60 | 2,215.20 | 2,325.60 | 2,441.60 |
| Monthly | | | | 4,352.82 | 4,570.80 | 4,799.60 | 5,038.80 | 5,290.13 |
| Annual | | | | 52,233.79 | 54,849.60 | 57,595.20 | 60,465.60 | 63,481.60 |
| Administrative Assistant - Confidential (Confidential; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 25.11 | 26.37 | 27.69 | 29.07 | 30.52 |
| Bi-Weekly | | | | 2,008.96 | 2,109.60 | 2,215.20 | 2,325.60 | 2,441.60 |
| Monthly | | | | 4,352.82 | 4,570.80 | 4,799.60 | 5,038.80 | 5,290.13 |
| Annual | | | | 52,233.79 | 54,849.60 | 57,595.20 | 60,465.60 | 63,481.60 |
| Administrative Assistant - Police (FBEO) | | | | | | | | |
| Hourly | | | | 25.11 | 26.37 | 27.69 | 29.07 | 30.52 |
| Bi-Weekly | | | | 2,008.96 | 2,109.60 | 2,215.20 | 2,325.60 | 2,441.60 |
| Monthly | | | | 4,352.82 | 4,570.80 | 4,799.60 | 5,038.80 | 5,290.13 |
| Annual | | | | 52,233.79 | 54,849.60 | 57,595.20 | 60,465.60 | 63,481.60 |
| Assistant Director - Engineering Division (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 37.17 | 39.03 | 40.98 | 43.03 | 45.18 |
| Bi-Weekly | | | | 2,973.50 | 3,122.40 | 3,278.40 | 3,442.40 | 3,614.40 |
| Monthly | | | | 6,442.59 | 6,765.20 | 7,103.20 | 7,458.53 | 7,831.20 |
| Annual | | | | 77,311.10 | 81,182.40 | 85,238.40 | 89,502.40 | 93,974.40 |
| Assistant City Engineer (FBEO) | | | | | | | | |
| Hourly | | | | 33.90 | 35.60 | 37.38 | 39.25 | 41.21 |
| Bi-Weekly | | | | 2,712.38 | 2,848.00 | 2,990.40 | 3,140.00 | 3,296.80 |
| Monthly | | | | 5,876.83 | 6,170.67 | 6,479.20 | 6,803.33 | 7,143.07 |
| Annual | | | | 70,521.98 | 74,048.00 | 77,750.40 | 81,640.00 | 85,716.80 |

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 7.2.2023 Cost of Living Adjustments

Exec. Mgmt, MidMgmt, Conf/Nbarg, and FBEO 2% COLA. FBPA 3% COLA. Designating Grant Funded Classifications.

| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|--|--|--|--|------------|--|------------|------------|------------|
| Assistant City Manager (Executive; At-Will) | | | | | | | | |
| Hourly | | | | 50.28 | 52.79 | 55.43 | 58.20 | 61.11 |
| Bi-Weekly | | | | 4,022.06 | 4,223.20 | 4,434.40 | 4,656.00 | 4,888.80 |
| Monthly | | | | 8,714.47 | 9,150.27 | 9,607.87 | 10,088.00 | 10,592.40 |
| Annual | | | | 104,573.66 | 109,803.20 | 115,294.40 | 121,056.00 | 127,108.80 |
| Assistant Finance Director (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 40.21 | 42.22 | 44.33 | 46.55 | 48.88 |
| Bi-Weekly | | | | 3,216.67 | 3,377.60 | 3,546.40 | 3,724.00 | 3,910.40 |
| Monthly | | | | 6,969.46 | 7,318.13 | 7,683.87 | 8,068.67 | 8,472.53 |
| Annual | | | | 83,633.47 | 87,817.60 | 92,206.40 | 96,824.00 | 101,670.40 |
| Assistant Planner (FBEO) | | | | | | | | |
| Hourly | | | | 32.30 | 33.92 | 35.62 | 37.40 | 39.27 |
| Bi-Weekly | | | | 2,584.27 | 2,713.60 | 2,849.60 | 2,992.00 | 3,141.60 |
| Monthly | | | | 5,599.26 | 5,879.47 | 6,174.13 | 6,482.67 | 6,806.80 |
| Annual | | | | 67,191.07 | 70,553.60 | 74,089.60 | 77,792.00 | 81,681.60 |
| Associate Planner (FBEO) | | | | | | | | |
| Hourly | | | | 33.45 | 35.12 | 36.88 | 38.72 | 40.66 |
| Bi-Weekly | | | | 2,675.66 | 2,809.60 | 2,950.40 | 3,097.60 | 3,252.80 |
| Monthly | | | | 5,797.27 | 6,087.47 | 6,392.53 | 6,711.47 | 7,047.73 |
| Annual | | | | 69,567.26 | 73,049.60 | 76,710.40 | 80,537.60 | 84,572.80 |
| City Clerk (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 37.17 | 39.03 | 40.98 | 43.03 | 45.18 |
| Bi-Weekly | | | | 2,973.50 | 3,122.40 | 3,278.40 | 3,442.40 | 3,614.40 |
| Monthly | | | | 6,442.59 | 6,765.20 | 7,103.20 | 7,458.53 | 7,831.20 |
| Annual | | | | 77,311.10 | 81,182.40 | 85,238.40 | 89,502.40 | 93,974.40 |
| City Councilmember (Elected) | | | | | | | | |
| Hourly | | | | | | | | |
| Bi-Weekly | | | | 235.38 | | | | |
| Monthly | | | | 510.00 | | | | |
| Annual | | | | 6,120.00 | Plus \$100/mo for Special District Meeting | | | |
| City Manager (Executive; At Will; Contract) | | | | | | | | |
| Hourly | | | | 85.58 | | | | |
| Bi-Weekly | | | | 6,846.40 | | | | |
| Monthly | | | | 14,833.87 | | | | |
| Annual | | | | 178,006.40 | | | | |
| Code Enforcement Officer (FBEO) | | | | | | | | |
| Hourly | | | | 32.30 | 33.92 | 35.62 | 37.40 | 39.27 |
| Bi-Weekly | | | | 2,584.27 | 2,713.60 | 2,849.60 | 2,992.00 | 3,141.60 |
| Monthly | | | | 5,599.26 | 5,879.47 | 6,174.13 | 6,482.67 | 6,806.80 |
| Annual | | | | 67,191.07 | 70,553.60 | 74,089.60 | 77,792.00 | 81,681.60 |

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 7.2.2023 Cost of Living Adjustments

Exec. Mgmt, MidMgmt, Conf/Nbarg, and FBEO 2% COLA. FBPA 3% COLA. Designating Grant Funded Classifications.

| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|--|--|--|------------|------------|------------|------------|------------|
| Community Services Officer (FBPA) | | | | | | | | |
| Hourly | | | | 22.72 | 23.86 | 25.05 | 26.30 | 27.62 |
| Bi-Weekly | | | | 1,817.74 | 1,908.80 | 2,004.00 | 2,104.00 | 2,209.60 |
| Monthly | | | | 3,938.45 | 4,135.73 | 4,342.00 | 4,558.67 | 4,787.47 |
| Annual | | | | 47,261.34 | 49,628.80 | 52,104.00 | 54,704.00 | 57,449.60 |
| Construction Project Manager (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 43.24 | 45.40 | 47.67 | 50.05 | 52.55 |
| Bi-Weekly | | | | 3,459.02 | 3,632.00 | 3,813.60 | 4,004.00 | 4,204.00 |
| Monthly | | | | 7,494.55 | 7,869.33 | 8,262.80 | 8,675.33 | 9,108.67 |
| Annual | | | | 89,934.62 | 94,432.00 | 99,153.60 | 104,104.00 | 109,304.00 |
| Construction Project Manager (Temporary, Part-time, At-Will) | | | | | | | | |
| | | | | 43.24 | 45.40 | 47.67 | 50.05 | 52.55 |
| Director - Community Development Department (Executive; At Will) | | | | | | | | |
| Hourly | | | | 50.28 | 52.79 | 55.43 | 58.20 | 61.11 |
| Bi-Weekly | | | | 4,022.06 | 4,223.20 | 4,434.40 | 4,656.00 | 4,888.80 |
| Monthly | | | | 8,714.47 | 9,150.27 | 9,607.87 | 10,088.00 | 10,592.40 |
| Annual | | | | 104,573.66 | 109,803.20 | 115,294.40 | 121,056.00 | 127,108.80 |
| Director - Finance/City Treasurer (Executive; At-Will) | | | | | | | | |
| Hourly | | | | 50.28 | 52.79 | 55.43 | 58.20 | 61.11 |
| Bi-Weekly | | | | 4,022.06 | 4,223.20 | 4,434.40 | 4,656.00 | 4,888.80 |
| Monthly | | | | 8,714.47 | 9,150.27 | 9,607.87 | 10,088.00 | 10,592.40 |
| Annual | | | | 104,573.66 | 109,803.20 | 115,294.40 | 121,056.00 | 127,108.80 |
| Director of Public Works (Executive; At Will) | | | | | | | | |
| Hourly | | | | 50.28 | 52.79 | 55.43 | 58.20 | 61.11 |
| Bi-Weekly | | | | 4,022.06 | 4,223.20 | 4,434.40 | 4,656.00 | 4,888.80 |
| Monthly | | | | 8,714.47 | 9,150.27 | 9,607.87 | 10,088.00 | 10,592.40 |
| Annual | | | | 104,573.66 | 109,803.20 | 115,294.40 | 121,056.00 | 127,108.80 |
| Engineering Technician (FBEO) | | | | | | | | |
| Hourly | | | | 30.75 | 32.29 | 33.90 | 35.60 | 37.38 |
| Bi-Weekly | | | | 2,460.24 | 2,583.20 | 2,712.00 | 2,848.00 | 2,990.40 |
| Monthly | | | | 5,330.52 | 5,596.93 | 5,876.00 | 6,170.67 | 6,479.20 |
| Annual | | | | 63,966.24 | 67,163.20 | 70,512.00 | 74,048.00 | 77,750.40 |
| Environmental Compliance Coordinator (FBEO) | | | | | | | | |
| Hourly | | | | 35.57 | 37.35 | 39.22 | 41.18 | 43.24 |
| Bi-Weekly | | | | 2,845.39 | 2,988.00 | 3,137.60 | 3,294.40 | 3,459.20 |
| Monthly | | | | 6,165.02 | 6,474.00 | 6,798.13 | 7,137.87 | 7,494.93 |
| Annual | | | | 73,980.19 | 77,688.00 | 81,577.60 | 85,654.40 | 89,939.20 |

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| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|--|--|--|--|-----------|-----------|-----------|-----------|-----------|
| Finance Technician I (FBEO) | | | | | | | | |
| Hourly | | | | 22.63 | 23.77 | 24.96 | 26.21 | 27.52 |
| Bi-Weekly | | | | 1,810.70 | 1,901.60 | 1,996.80 | 2,096.80 | 2,201.60 |
| Monthly | | | | 3,923.19 | 4,120.13 | 4,326.40 | 4,543.07 | 4,770.13 |
| Annual | | | | 47,078.30 | 49,441.60 | 51,916.80 | 54,516.80 | 57,241.60 |
| Finance Technician II (FBEO) | | | | | | | | |
| Hourly | | | | 24.96 | 26.21 | 27.52 | 28.90 | 30.35 |
| Bi-Weekly | | | | 1,996.75 | 2,096.80 | 2,201.60 | 2,312.00 | 2,428.00 |
| Monthly | | | | 4,326.30 | 4,543.07 | 4,770.13 | 5,009.33 | 5,260.67 |
| Annual | | | | 51,915.55 | 54,516.80 | 57,241.60 | 60,112.00 | 63,128.00 |
| Finance Technician III (FBEO) | | | | | | | | |
| Hourly | | | | 27.51 | 28.88 | 30.32 | 31.84 | 33.43 |
| Bi-Weekly | | | | 2,200.75 | 2,310.40 | 2,425.60 | 2,547.20 | 2,674.40 |
| Monthly | | | | 4,768.30 | 5,005.87 | 5,255.47 | 5,518.93 | 5,794.53 |
| Annual | | | | 57,219.55 | 60,070.40 | 63,065.60 | 66,227.20 | 69,534.40 |
| Government Accountant I (FBEO) | | | | | | | | |
| Hourly | | | | 30.32 | 31.84 | 33.43 | 35.10 | 36.86 |
| Bi-Weekly | | | | 2,425.97 | 2,547.20 | 2,674.40 | 2,808.00 | 2,948.80 |
| Monthly | | | | 5,256.26 | 5,518.93 | 5,794.53 | 6,084.00 | 6,389.07 |
| Annual | | | | 63,075.17 | 66,227.20 | 69,534.40 | 73,008.00 | 76,668.80 |
| Government Accountant (Part-Time, Regular less than 20 hours weekly) | | | | | | | | |
| Hourly | | | | 30.32 | 31.84 | 33.43 | 35.10 | 36.86 |
| Bi-Weekly | | | | 1,212.98 | 1,273.60 | 1,337.20 | 1,404.00 | 1,474.40 |
| Monthly | | | | 2,628.13 | 2,759.47 | 2,897.27 | 3,042.00 | 3,194.53 |
| Annual | | | | 31,537.58 | 33,113.60 | 34,767.20 | 36,504.00 | 38,334.40 |
| Grants Coordinator (FBEO, Grant Funded) | | | | | | | | |
| Hourly | | | | 30.32 | 31.84 | 33.43 | 35.10 | 36.86 |
| Bi-Weekly | | | | 2,425.97 | 2,547.20 | 2,674.40 | 2,808.00 | 2,948.80 |
| Monthly | | | | 5,256.26 | 5,518.93 | 5,794.53 | 6,084.00 | 6,389.07 |
| Annual | | | | 63,075.17 | 66,227.20 | 69,534.40 | 73,008.00 | 76,668.80 |
| Housing and Economic Development Coordinator (Confidential; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 33.92 | 35.61 | 37.39 | 39.26 | 41.22 |
| Bi-Weekly | | | | 2,713.20 | 2,848.80 | 2,991.20 | 3,140.80 | 3,297.60 |
| Monthly | | | | 5,878.60 | 6,172.40 | 6,480.93 | 6,805.07 | 7,144.80 |
| Annual | | | | 70,543.20 | 74,068.80 | 77,771.20 | 81,660.80 | 85,737.60 |
| Human Resources Analyst (Confidential; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 27.24 | 28.61 | 30.04 | 31.54 | 33.12 |
| Bi-Weekly | | | | 2,179.54 | 2,288.80 | 2,403.20 | 2,523.20 | 2,649.60 |
| Monthly | | | | 4,722.33 | 4,959.07 | 5,206.93 | 5,466.93 | 5,740.80 |
| Annual | | | | 56,667.94 | 59,508.80 | 62,483.20 | 65,603.20 | 68,889.60 |

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Effective 7.2.2023 Cost of Living Adjustments

Exec. Mgmt, MidMgmt, Conf/Nbarg, and FBEO 2% COLA. FBPA 3% COLA. Designating Grant Funded Classifications.

| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|--|--|--|--|-----------|-----------|-----------|-----------|-----------|
| Human Resources Manager (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 37.17 | 39.03 | 40.98 | 43.03 | 45.18 |
| Bi-Weekly | | | | 2,973.50 | 3,122.40 | 3,278.40 | 3,442.40 | 3,614.40 |
| Monthly | | | | 6,442.59 | 6,765.20 | 7,103.20 | 7,458.53 | 7,831.20 |
| Annual | | | | 77,311.10 | 81,182.40 | 85,238.40 | 89,502.40 | 93,974.40 |
| Intern (Part-time, Less than 20 hours week; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 18.00 | | | | |
| Laborer-Public Works (Part-time, Less than 20 hours week; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 21.00 | | | | |
| Laborer-Water/Wastewater (Part-time, Less than 20 hours week; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 21.00 | | | | |
| Maintenance Worker I - Janitor (FBEO) | | | | | | | | |
| Hourly | | | | 21.22 | 22.28 | 23.39 | 24.56 | 25.79 |
| Bi-Weekly | | | | 1697.28 | 1782.40 | 1871.20 | 1964.80 | 2063.20 |
| Monthly | | | | 3,677.44 | 3,861.87 | 4,054.27 | 4,257.07 | 4,470.27 |
| Annual | | | | 44,129.28 | 46,342.40 | 48,651.20 | 51,084.80 | 53,643.20 |
| Maintenance Worker II (FBEO) | | | | | | | | |
| Hourly | | | | 24.11 | 25.32 | 26.59 | 27.92 | 29.32 |
| Bi-Weekly | | | | 1,929.02 | 2,025.60 | 2,127.20 | 2,233.60 | 2,345.60 |
| Monthly | | | | 4,179.55 | 4,388.80 | 4,608.93 | 4,839.47 | 5,082.13 |
| Annual | | | | 50,154.62 | 52,665.60 | 55,307.20 | 58,073.60 | 60,985.60 |
| Maintenance Worker III (FBEO) | | | | | | | | |
| Hourly | | | | 25.32 | 26.58 | 27.91 | 29.31 | 30.78 |
| Bi-Weekly | | | | 2,025.31 | 2,126.40 | 2,232.80 | 2,344.80 | 2,462.40 |
| Monthly | | | | 4,388.18 | 4,607.20 | 4,837.73 | 5,080.40 | 5,335.20 |
| Annual | | | | 52,658.11 | 55,286.40 | 58,052.80 | 60,964.80 | 64,022.40 |
| Maintenance Worker IV (FBEO) | | | | | | | | |
| Hourly | | | | 26.57 | 27.90 | 29.30 | 30.77 | 32.31 |
| Bi-Weekly | | | | 2,125.68 | 2,232.00 | 2,344.00 | 2,461.60 | 2,584.80 |
| Monthly | | | | 4,605.64 | 4,836.00 | 5,078.67 | 5,333.47 | 5,600.40 |
| Annual | | | | 55,267.68 | 58,032.00 | 60,944.00 | 64,001.60 | 67,204.80 |
| Maintenance Worker Lead (FBEO) | | | | | | | | |
| Hourly | | | | 29.22 | 30.68 | 32.21 | 33.82 | 35.51 |
| Bi-Weekly | | | | 2,337.84 | 2,454.40 | 2,576.80 | 2,705.60 | 2,840.80 |
| Monthly | | | | 5,065.32 | 5,317.87 | 5,583.07 | 5,862.13 | 6,155.07 |
| Annual | | | | 60,783.84 | 63,814.40 | 66,996.80 | 70,345.60 | 73,860.80 |

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Exec. Mgmt, MidMgmt, Conf/Nbarg, and FBEO 2% COLA. FBPA 3% COLA. Designating Grant Funded Classifications.

| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|--|--|--|--|------------|------------|------------|------------|------------|
| Manager-Special Projects (Mid-Management; Non-Bargaining, Grant Funded) | | | | | | | | |
| Hourly | | | | 37.17 | 39.03 | 40.98 | 43.03 | 45.18 |
| Bi-Weekly | | | | 2,973.50 | 3,122.40 | 3,278.40 | 3,442.40 | 3,614.40 |
| Monthly | | | | 6,442.59 | 6,765.20 | 7,103.20 | 7,458.53 | 7,831.20 |
| Annual | | | | 77,311.10 | 81,182.40 | 85,238.40 | 89,502.40 | 93,974.40 |
| Mechanic (FBEO) | | | | | | | | |
| Hourly | | | | 27.24 | 28.61 | 30.04 | 31.54 | 33.12 |
| Bi-Weekly | | | | 2,179.54 | 2,288.80 | 2,403.20 | 2,523.20 | 2,649.60 |
| Monthly | | | | 4,722.33 | 4,959.07 | 5,206.93 | 5,466.93 | 5,740.80 |
| Annual | | | | 56,667.94 | 59,508.80 | 62,483.20 | 65,603.20 | 68,889.60 |
| Office Assistant (Temporary Position) | | | | | | | | |
| Hourly | | | | 20.00 | | | | |
| Operations Manager (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 37.17 | 39.03 | 40.98 | 43.03 | 45.18 |
| Bi-Weekly | | | | 2,973.50 | 3,122.40 | 3,278.40 | 3,442.40 | 3,614.40 |
| Monthly | | | | 6,442.59 | 6,765.20 | 7,103.20 | 7,458.53 | 7,831.20 |
| Annual | | | | 77,311.10 | 81,182.40 | 85,238.40 | 89,502.40 | 93,974.40 |
| Operations Supervisor (FBEO) | | | | | | | | |
| Hourly | | | | 35.57 | 37.35 | 39.22 | 41.18 | 43.24 |
| Bi-Weekly | | | | 2,845.39 | 2,988.00 | 3,137.60 | 3,294.40 | 3,459.20 |
| Monthly | | | | 6,165.02 | 6,474.00 | 6,798.13 | 7,137.87 | 7,494.93 |
| Annual | | | | 73,980.19 | 77,688.00 | 81,577.60 | 85,654.40 | 89,939.20 |
| Planning Technician (FBEO) | | | | | | | | |
| Hourly | | | | 25.11 | 26.37 | 27.69 | 29.07 | 30.52 |
| Bi-Weekly | | | | 2,008.99 | 2,109.60 | 2,215.20 | 2,325.60 | 2,441.60 |
| Monthly | | | | 4,352.82 | 4,570.80 | 4,799.60 | 5,038.80 | 5,290.13 |
| Annual | | | | 52,233.79 | 54,849.60 | 57,595.20 | 60,465.60 | 63,481.60 |
| Police Captain (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 56.66 | 59.49 | 62.46 | 65.58 | 68.86 |
| Bi-Weekly | | | | 4,532.88 | 4,759.20 | 4,996.80 | 5,246.40 | 5,508.80 |
| Monthly | | | | 9,821.24 | 10,311.60 | 10,826.40 | 11,367.20 | 11,935.73 |
| Annual | | | | 117,854.88 | 123,739.20 | 129,916.80 | 136,406.40 | 143,228.80 |
| Police Chief (Executive; At Will) | | | | | | | | |
| Hourly | | | | 74.68 | 78.42 | 82.34 | 86.46 | 90.78 |
| Bi-Weekly | | | | 5,974.75 | 6,273.60 | 6,587.20 | 6,916.80 | 7,262.40 |
| Monthly | | | | 12,945.30 | 13,592.80 | 14,272.27 | 14,986.40 | 15,735.20 |
| Annual | | | | 155,343.55 | 163,113.60 | 171,267.20 | 179,836.80 | 188,822.40 |

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 7.2.2023 Cost of Living Adjustments
 Exec. Mgmt, MidMgmt, Conf/Nbarg, and FBEO 2% COLA. FBPA 3% COLA. Designating Grant Funded Classifications.

| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|--|--|--|--|-----------|-----------|------------|------------|------------|
| Police Sergeant Intermediate POST (FBPA) | | | | | | | | |
| Hourly | | | | 42.93 | 45.08 | 47.33 | 49.70 | 52.19 |
| Bi-Weekly | | | | 3,434.43 | 3,606.40 | 3,786.40 | 3,976.00 | 4,175.20 |
| Monthly | | | | 7,441.27 | 7,813.87 | 8,203.87 | 8,614.67 | 9,046.27 |
| Annual | | | | 89,295.23 | 93,766.40 | 98,446.40 | 103,376.00 | 108,555.20 |
| Police Sergeant Intermediate POST - Acting (FBPA, Temporary) | | | | | | | | |
| Hourly | | | | 42.93 | 45.08 | 47.33 | 49.70 | 52.19 |
| Bi-Weekly | | | | 3,434.43 | 3,606.40 | 3,786.40 | 3,976.00 | 4,175.20 |
| Monthly | | | | 7,441.27 | 7,813.87 | 8,203.87 | 8,614.67 | 9,046.27 |
| Annual | | | | 89,295.23 | 93,766.40 | 98,446.40 | 103,376.00 | 108,555.20 |
| Police Sergeant Advance POST (FBPA) | | | | | | | | |
| Hourly | | | | 45.39 | 47.66 | 50.04 | 52.54 | 55.17 |
| Bi-Weekly | | | | 3,631.37 | 3,812.80 | 4,003.20 | 4,203.20 | 4,413.60 |
| Monthly | | | | 7,867.96 | 8,261.07 | 8,673.60 | 9,106.93 | 9,562.80 |
| Annual | | | | 94,415.57 | 99,132.80 | 104,083.20 | 109,283.20 | 114,753.60 |
| Police Officer Basic POST (FBPA) | | | | | | | | |
| Hourly | | | | 33.42 | 35.09 | 36.84 | 38.68 | 40.61 |
| Bi-Weekly | | | | 2,673.88 | 2,807.20 | 2,947.20 | 3,094.40 | 3,248.80 |
| Monthly | | | | 5,793.41 | 6,082.27 | 6,385.60 | 6,704.53 | 7,039.07 |
| Annual | | | | 69,520.88 | 72,987.20 | 76,627.20 | 80,454.40 | 84,468.80 |
| Police Officer Intermediate POST (FBPA) | | | | | | | | |
| Hourly | | | | 35.09 | 36.85 | 38.69 | 40.62 | 42.65 |
| Bi-Weekly | | | | 2,807.37 | 2,948.00 | 3,095.20 | 3,249.60 | 3,412.00 |
| Monthly | | | | 6,082.63 | 6,387.33 | 6,706.27 | 7,040.80 | 7,392.67 |
| Annual | | | | 72,991.57 | 76,648.00 | 80,475.20 | 84,489.60 | 88,712.00 |
| Police Officer Advance POST (FBPA) | | | | | | | | |
| Hourly | | | | 36.81 | 38.65 | 40.58 | 42.61 | 44.74 |
| Bi-Weekly | | | | 2,944.98 | 3,092.00 | 3,246.40 | 3,408.80 | 3,579.20 |
| Monthly | | | | 6,380.78 | 6,699.33 | 7,033.87 | 7,385.73 | 7,754.93 |
| Annual | | | | 76,569.38 | 80,392.00 | 84,406.40 | 88,628.80 | 93,059.20 |
| Police Recruit (1040 hours; FBPA) | | | | | | | | |
| Hourly | | | | 28.72 | | | | |
| Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 18.00 | | | | |
| Public Works Administrative Analyst (FBEO) | | | | | | | | |
| Hourly | | | | 27.24 | 28.61 | 30.04 | 31.54 | 33.12 |
| Bi-Weekly | | | | 2,179.54 | 2,288.80 | 2,403.20 | 2,523.20 | 2,649.60 |
| Monthly | | | | 4,722.33 | 4,959.07 | 5,206.93 | 5,466.93 | 5,740.80 |
| Annual | | | | 56,667.94 | 59,508.80 | 62,483.20 | 65,603.20 | 68,889.60 |

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 7.2.2023 Cost of Living Adjustments
Exec. Mgmt, MidMgmt, Conf/Nbarg, and FBEO 2% COLA. FBPA 3% COLA. Designating Grant Funded Classifications.

| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|--|--|--|-----------|-----------|-----------|-----------|-----------|
| Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 18.00 | | | | |
| Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 18.00 | | | | |
| Social Services Liaison-Crisis Worker (Non-Bargaining, Grant-Funded Position) | | | | | | | | |
| Hourly | | | | 31.95 | 33.55 | 35.23 | 36.99 | 38.84 |
| Bi-Weekly | | | | 2,556.00 | 2,684.00 | 2,818.40 | 2,959.20 | 3,107.20 |
| Monthly | | | | 5,538.00 | 5,815.33 | 6,106.53 | 6,411.60 | 6,732.27 |
| Annual | | | | 66,456.00 | 69,784.00 | 73,278.40 | 76,939.20 | 80,787.20 |
| Special Investigator Basic POST (FBPA) | | | | | | | | |
| Hourly | | | | 35.09 | 36.85 | 38.69 | 40.62 | 42.65 |
| Bi-Weekly | | | | 2,807.37 | 2,948.00 | 3,095.20 | 3,249.60 | 3,412.00 |
| Monthly | | | | 6,082.63 | 6,387.33 | 6,706.27 | 7,040.80 | 7,392.67 |
| Annual | | | | 72,991.57 | 76,648.00 | 80,475.20 | 84,489.60 | 88,712.00 |
| Special Investigator Intermediate POST (FBPA) | | | | | | | | |
| Hourly | | | | 36.84 | 38.69 | 40.62 | 42.65 | 44.78 |
| Bi-Weekly | | | | 2,947.45 | 3,095.20 | 3,249.60 | 3,412.00 | 3,582.40 |
| Monthly | | | | 6,386.14 | 6,706.27 | 7,040.80 | 7,392.67 | 7,761.87 |
| Annual | | | | 76,633.65 | 80,475.20 | 84,489.60 | 88,712.00 | 93,142.40 |
| Special Investigator Advanced POST (FBPA) | | | | | | | | |
| Hourly | | | | 38.66 | 40.59 | 42.62 | 44.75 | 46.99 |
| Bi-Weekly | | | | 3,092.47 | 3,247.20 | 3,409.60 | 3,580.00 | 3,759.20 |
| Monthly | | | | 6,700.36 | 7,035.60 | 7,387.47 | 7,756.67 | 8,144.93 |
| Annual | | | | 80,404.27 | 84,427.20 | 88,649.60 | 93,080.00 | 97,739.20 |
| Systems Analyst - Lead (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 37.17 | 39.03 | 40.98 | 43.03 | 45.18 |
| Bi-Weekly | | | | 2,973.50 | 3,122.40 | 3,278.40 | 3,442.40 | 3,614.40 |
| Monthly | | | | 6,442.59 | 6,765.20 | 7,103.20 | 7,458.53 | 7,831.20 |
| Annual | | | | 77,311.10 | 81,182.40 | 85,238.40 | 89,502.40 | 93,974.40 |
| Systems Analyst (Confidential; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 30.32 | 31.84 | 33.43 | 35.10 | 36.86 |
| Bi-Weekly | | | | 2,425.97 | 2,547.20 | 2,674.40 | 2,808.00 | 2,948.80 |
| Monthly | | | | 5,256.26 | 5,518.93 | 5,794.53 | 6,084.00 | 6,389.07 |
| Annual | | | | 63,075.17 | 66,227.20 | 69,534.40 | 73,008.00 | 76,668.80 |
| Systems Technician (FBEO) | | | | | | | | |
| Hourly | | | | 23.27 | 24.43 | 25.65 | 26.93 | 28.28 |
| Bi-Weekly | | | | 1,861.30 | 1,954.40 | 2,052.00 | 2,154.40 | 2,262.40 |
| Monthly | | | | 4,032.81 | 4,234.53 | 4,446.00 | 4,667.87 | 4,901.87 |
| Annual | | | | 48,393.70 | 50,814.40 | 53,352.00 | 56,014.40 | 58,822.40 |

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 7.2.2023 Cost of Living Adjustments

Exec. Mgmt, MidMgmt, Conf/Nbarg, and FBEO 2% COLA. FBPA 3% COLA. Designating Grant Funded Classifications.

| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|--|--|--|-----------|-----------|-----------|-----------|-----------|
| Treatment Plant Operator-in-Training (FBEO) | | | | | | | | |
| Hourly | | | | 20.68 | 21.71 | 22.80 | 23.94 | 25.14 |
| Bi-Weekly | | | | 1,654.03 | 1,736.80 | 1,824.00 | 1,915.20 | 2,011.20 |
| Monthly | | | | 3,583.74 | 3,763.07 | 3,952.00 | 4,149.60 | 4,357.60 |
| Annual | | | | 43,004.83 | 45,156.80 | 47,424.00 | 49,795.20 | 52,291.20 |
| Treatment Plant Operator I (FBEO) | | | | | | | | |
| Hourly | | | | 25.66 | 26.95 | 28.30 | 29.72 | 31.21 |
| Bi-Weekly | | | | 2,053.06 | 2,156.00 | 2,264.00 | 2,377.60 | 2,496.80 |
| Monthly | | | | 4,448.29 | 4,671.33 | 4,905.33 | 5,151.47 | 5,409.73 |
| Annual | | | | 53,379.46 | 56,056.00 | 58,864.00 | 61,817.60 | 64,916.80 |
| Treatment Plant Operator II (FBEO) | | | | | | | | |
| Hourly | | | | 26.96 | 28.31 | 29.73 | 31.22 | 32.78 |
| Biweekly | | | | 2,156.69 | 2,264.80 | 2,378.40 | 2,497.60 | 2,622.40 |
| Monthly | | | | 4,672.82 | 4,907.07 | 5,153.20 | 5,411.47 | 5,681.87 |
| Annual | | | | 56,073.89 | 58,884.80 | 61,838.40 | 64,937.60 | 68,182.40 |
| Treatment Plant Operator - Wastewater, Lead (FBEO) | | | | | | | | |
| Hourly | | | | 31.00 | 32.55 | 34.18 | 35.89 | 37.68 |
| Biweekly | | | | 2,479.82 | 2,604.00 | 2,734.40 | 2,871.20 | 3,014.40 |
| Monthly | | | | 5,372.95 | 5,642.00 | 5,924.53 | 6,220.93 | 6,531.20 |
| Annual | | | | 64,475.42 | 67,704.00 | 71,094.40 | 74,651.20 | 78,374.40 |
| Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO) | | | | | | | | |
| Hourly | | | | 32.55 | 34.18 | 35.89 | 37.68 | 39.56 |
| Biweekly | | | | 2,603.86 | 2,734.40 | 2,871.20 | 3,014.40 | 3,164.80 |
| Monthly | | | | 5,641.69 | 5,924.53 | 6,220.93 | 6,531.20 | 6,857.07 |
| Annual | | | | 67,700.26 | 71,094.40 | 74,651.20 | 78,374.40 | 82,284.80 |