

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective July 14, 2024

Confirms Salary Rate/Ranges for All City of Fort Bragg classifications
 Reflecting FBPA MOU 4% COLA and FBPA Ordinance 672 pay adjustments
 Amended to include Exec Mgmt 2% COLA effective 7/1/2024

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Analyst (Confidential; Non-Bargaining)								
Hourly				27.78	29.17	30.63	32.16	33.77
Bi-Weekly				2,222.78	2,333.60	2,450.40	2,572.80	2,701.60
Monthly				4,816.03	5,056.13	5,309.20	5,574.40	5,853.47
Annual				57,792.38	60,673.60	63,710.40	66,892.80	70,241.60
Administrative Analyst - Police (Confidential; Non-Bargaining)								
Hourly				27.78	29.17	30.63	32.16	33.77
Bi-Weekly				2,222.78	2,333.60	2,450.40	2,572.80	2,701.60
Monthly				4,816.03	5,056.13	5,309.20	5,574.40	5,853.47
Annual				57,792.38	60,673.60	63,710.40	66,892.80	70,241.60
Administrative Assistant - Administration (Confidential; Non-Bargaining)								
Hourly				25.61	26.89	28.23	29.64	31.12
Bi-Weekly				2,048.98	2,151.20	2,258.40	2,371.20	2,489.60
Monthly				4,439.45	4,660.93	4,893.20	5,137.60	5,394.13
Annual				53,273.38	55,931.20	58,718.40	61,651.20	64,729.60
Administrative Assistant - Non-Confidential (FBEO)								
Hourly				25.61	26.89	28.23	29.64	31.12
Bi-Weekly				2,048.98	2,151.20	2,258.40	2,371.20	2,489.60
Monthly				4,439.45	4,660.93	4,893.20	5,137.60	5,394.13
Annual				53,273.38	55,931.20	58,718.40	61,651.20	64,729.60
Administrative Assistant (CV Starr; Non-Bargaining)								
Hourly				18.19	19.10	20.05	21.06	22.11
Bi-Weekly				1,455.20	1,527.96	1,604.36	1,684.58	1,768.80
Monthly				3,153.08	3,310.58	3,476.11	3,649.91	3,832.41
Annual				37,837.00	39,726.96	41,713.31	43,798.97	45,988.92
Administrative Assistant I -Part time (CV Starr; 1000 Max Annual Hours, Non-Bargaining)								
Hourly				18.00				
Administrative Assistant II -Part time (CV Starr; 1000 Max Annual Hours, Non-Bargaining)								
Hourly				20.00				
Administrative Assistant III -Part time (CV Starr; 1000 Max Annual Hours, Non-Bargaining)								
Hourly				22.00				
Administrative Coordinator (CV Starr; Non-Bargaining)								
Hourly				21.53	22.61	23.74	24.92	26.17
Bi-Weekly				1,722.40	1,808.52	1,898.95	1,993.89	2,093.59
Monthly				3,731.87	3,918.46	4,113.43	4,320.10	4,536.11
Annual				44,782.40	47,021.52	49,361.13	51,841.23	54,433.29

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					Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)									
Hourly					37.91	39.81	41.80	43.89	46.08
Bi-Weekly					3,033.07	3,184.80	3,344.00	3,511.20	3,686.40
Monthly					6,571.66	6,900.40	7,245.33	7,607.60	7,987.20
Annual					78,859.87	82,804.80	86,944.00	91,291.20	95,846.40
Assistant City Engineer (FBEO)									
Hourly					34.58	36.31	38.13	40.04	42.04
Bi-Weekly					2,766.24	2,904.80	3,050.40	3,203.20	3,363.20
Monthly					5,993.52	6,293.73	6,609.20	6,940.27	7,286.93
Annual					71,922.24	75,524.80	79,310.40	83,283.20	87,443.20
Assistant City Manager (Executive; At-Will)									
Hourly					51.28	53.85	56.54	59.37	62.34
Bi-Weekly					4,102.51	4,308.00	4,523.20	4,749.60	4,987.20
Monthly					8,888.76	9,334.00	9,800.27	10,290.80	10,805.60
Annual					106,665.14	112,008.00	117,603.20	123,489.60	129,667.20
Assistant Finance Director (Mid-Management; Non-Bargaining)									
Hourly					41.01	43.06	45.21	47.47	49.84
Bi-Weekly					3,281.14	3,444.80	3,616.80	3,797.60	3,987.20
Monthly					7,109.13	7,463.73	7,836.40	8,228.13	8,638.93
Annual					85,309.54	89,564.80	94,036.80	98,737.60	103,667.20
Assistant Planner (FBEO)									
Hourly					32.95	34.59	36.32	38.14	40.05
Bi-Weekly					2,635.68	2,767.20	2,905.60	3,051.20	3,204.00
Monthly					5,710.64	5,995.60	6,295.47	6,610.93	6,942.00
Annual					68,527.68	71,947.20	75,545.60	79,331.20	83,304.00
Assistant Planner/Code Enforcement, Part-Time (Less than 1,000 hours; Non-Bargaining)									
					36.32				
Associate Planner (FBEO)									
Hourly					34.12	35.82	37.61	39.49	41.46
Bi-Weekly					2,729.52	2,865.60	3,008.80	3,159.20	3,316.80
Monthly					5,913.96	6,208.80	6,519.07	6,844.93	7,186.40
Annual					70,967.52	74,505.60	78,228.80	82,139.20	86,236.80
Audiovisual Technician, Part-Time (Less than 1,000 hours; Non-Bargaining)									
					27.54				
City Clerk (Mid-Management; Non-Bargaining)									
Hourly					37.91	39.81	41.80	43.89	46.08
Bi-Weekly					3,033.07	3,184.80	3,344.00	3,511.20	3,686.40
Monthly					6,571.66	6,900.40	7,245.33	7,607.60	7,987.20
Annual					78,859.87	82,804.80	86,944.00	91,291.20	95,846.40

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				Step 1	Step 2	Step 3	Step 4	Step 5
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				32.95	34.59	36.32	38.14	40.05
Bi-Weekly				2,635.68	2,767.20	2,905.60	3,051.20	3,204.00
Monthly				5,710.64	5,995.60	6,295.47	6,610.93	6,942.00
Annual				68,527.68	71,947.20	75,545.60	79,331.20	83,304.00
Community Services Officer (FBPA)								
Hourly				25.40	26.67	28.00	29.40	30.87
Bi-Weekly				2,031.90	2,133.60	2,240.00	2,352.00	2,469.60
Monthly				4,402.44	4,622.80	4,853.33	5,096.00	5,350.80
Annual				52,829.27	55,473.60	58,240.00	61,152.00	64,209.60
Construction Project Manager (Mid-Management; Non-Bargaining)								
Hourly				44.10	46.31	48.63	51.06	53.61
Bi-Weekly				3,528.38	3,704.80	3,890.40	4,084.80	4,288.80
Monthly				7,644.83	8,027.07	8,429.20	8,850.40	9,292.40
Annual				91,737.98	96,324.80	101,150.40	106,204.80	111,508.80
Construction Project Manager (Temporary, Part-time, At-Will)								
Hourly				44.10	46.31	48.63	51.06	53.61
Custodian I - CV Starr (CV Starr; Part-time, 1000 Max Annual Hours, Non-Bargaining)								
Hourly				20.00				
Custodian II - CV Starr (CV Starr; Part-time, 1000 Max Annual Hours, Non-Bargaining)								
				22.00				
Custodian III - CV Starr (CV Starr; Part-time, 1000 Max Annual Hours, Non-Bargaining)								
				24.00				
CV Starr Manager (Mid-Management, Non-Bargaining)								
Hourly				37.91	39.81	41.80	43.89	46.08
Bi-Weekly				3,033.07	3,184.80	3,344.00	3,511.20	3,686.40
Monthly				6,571.66	6,900.40	7,245.33	7,607.60	7,987.20
Annual				78,859.87	82,804.80	86,944.00	91,291.20	95,846.40

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				Step 1	Step 2	Step 3	Step 4	Step 5
Director - Community Development Department (Executive; At Will)								
Hourly				51.28	53.85	56.54	59.37	62.34
Bi-Weekly				4,102.51	4,308.00	4,523.20	4,749.60	4,987.20
Monthly				8,888.76	9,334.00	9,800.27	10,290.80	10,805.60
Annual				106,665.14	112,008.00	117,603.20	123,489.60	129,667.20
Director - Finance/City Treasurer (Executive; At-Will)								
Hourly				51.28	53.85	56.54	59.37	62.34
Bi-Weekly				4,102.51	4,308.00	4,523.20	4,749.60	4,987.20
Monthly				8,888.76	9,334.00	9,800.27	10,290.80	10,805.60
Annual				106,665.14	112,008.00	117,603.20	123,489.60	129,667.20
Director of Public Works (Executive; At Will)								
Hourly				51.28	53.85	56.54	59.37	62.34
Bi-Weekly				4,102.51	4,308.00	4,523.20	4,749.60	4,987.20
Monthly				8,888.76	9,334.00	9,800.27	10,290.80	10,805.60
Annual				106,665.14	112,008.00	117,603.20	123,489.60	129,667.20
Economic Development Manager								
Hourly				37.91	39.81	41.80	43.89	46.08
Bi-Weekly				3,033.07	3,184.80	3,344.00	3,511.20	3,686.40
Monthly				6,571.66	6,900.40	7,245.33	7,607.60	7,987.20
Annual				78,859.87	82,804.80	86,944.00	91,291.20	95,846.40
Engineering Technician (FBEO)								
Hourly				31.37	32.93	34.58	36.31	38.13
Bi-Weekly				2,509.20	2,634.40	2,766.40	2,904.80	3,050.40
Monthly				5,436.60	5,707.87	5,993.87	6,293.73	6,609.20
Annual				65,239.20	68,494.40	71,926.40	75,524.80	79,310.40
Environmental Compliance Coordinator (FBEO)								
Hourly				36.28	38.10	40.01	42.01	44.11
Bi-Weekly				2,902.51	3,048.00	3,200.80	3,360.80	3,528.80
Monthly				6,288.78	6,604.00	6,935.07	7,281.73	7,645.73
Annual				75,465.31	79,248.00	83,220.80	87,380.80	91,748.80
Finance Technician I (FBEO)								
Hourly				23.08	24.24	25.45	26.72	28.06
Bi-Weekly				1,846.61	1,939.20	2,036.00	2,137.60	2,244.80
Monthly				4,000.98	4,201.60	4,411.33	4,631.47	4,863.73
Annual				48,011.81	50,419.20	52,936.00	55,577.60	58,364.80
Finance Technician II (FBEO)								
Hourly				25.46	26.73	28.07	29.47	30.94
Bi-Weekly				2,036.74	2,138.40	2,245.60	2,357.60	2,475.20
Monthly				4,412.93	4,633.20	4,865.47	5,108.13	5,362.93
Annual				52,955.14	55,598.40	58,385.60	61,297.60	64,355.20

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Finance Technician III (FBE0)								
Hourly				28.06	29.46	30.93	32.48	34.10
Bi-Weekly				2,244.82	2,356.80	2,474.40	2,598.40	2,728.00
Monthly				4,863.77	5,106.40	5,361.20	5,629.87	5,910.67
Annual				58,365.22	61,276.80	64,334.40	67,558.40	70,928.00
Fitness Equipment Technician (CV Starr; Part-time,1000 Max Annual Hours, Non-Bargaining)								
Hourly				25.00				
Fitness Instructor I - CV Starr (CV Starr; Part-Time, 1000 Max Annual Hours, Non-Bargaining)								
				30.00				
Fitness Instructor II - CV Starr (CV Starr; Part-time,1000 Max Annual Hours, Non-Bargaining)								
Hourly				32.00				
Government Accountant I (FBE0)								
Hourly				30.93	32.47	34.09	35.79	37.58
Bi-Weekly				2,474.11	2,597.60	2,727.20	2,863.20	3,006.40
Monthly				5,360.58	5,628.13	5,908.93	6,203.60	6,513.87
Annual				64,326.91	67,537.60	70,907.20	74,443.20	78,166.40
Grants Coordinator (FBE0, Grant Funded)								
Hourly				30.93	32.47	34.09	35.79	37.58
Bi-Weekly				2,474.11	2,597.60	2,727.20	2,863.20	3,006.40
Monthly				5,360.58	5,628.13	5,908.93	6,203.60	6,513.87
Annual				64,326.91	67,537.60	70,907.20	74,443.20	78,166.40
Head Lifeguard (CV Starr; Non-Bargaining)								
Hourly				20.40	21.42	22.49	23.62	24.80
Bi-Weekly				1,632.00	1,713.60	1,799.28	1,889.24	1,983.71
Monthly				3,536.00	3,712.80	3,898.44	4,093.36	4,298.03
Annual				42,432.00	44,553.60	46,781.28	49,120.34	51,576.36
Housing and Economic Development Coordinator (Confidential; Non-Bargaining)								
Hourly				34.60	36.33	38.15	40.06	42.06
Bi-Weekly				2,767.87	2,906.40	3,052.00	3,204.80	3,364.80
Monthly				5,997.06	6,297.20	6,612.67	6,943.73	7,290.40
Annual				71,964.67	75,566.40	79,352.00	83,324.80	87,484.80
Human Resources Manager (Mid-Management; Non-Bargaining)								
Hourly				37.91	39.81	41.80	43.89	46.08
Bi-Weekly				3,033.07	3,184.80	3,344.00	3,511.20	3,686.40
Monthly				6,571.66	6,900.40	7,245.33	7,607.60	7,987.20
Annual				78,859.87	82,804.80	86,944.00	91,291.20	95,846.40
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				21.42				

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Laborer-Water/Wastewater (Part-time, Less than 20 hours week; Non-Bargaining)								
Hourly				21.42				
Lifeguard - CV Starr (CV Starr; Non-Bargaining)								
Hourly				19.85	20.84	21.88	22.98	24.13
Bi-Weekly				1,588.00	1,667.40	1,750.77	1,838.31	1,930.22
Monthly				3,440.67	3,612.70	3,793.34	3,983.00	4,182.15
Annual				41,288.00	43,352.40	45,520.02	47,796.02	50,185.82
Lifeguard I - Part-time (CV Starr; 1000 Max Annual Hours, Non-Bargaining)								
Hourly				19.00				
Lifeguard II - Part-time (CV Starr; 1000 Max Annual Hours, Non-Bargaining)								
Hourly				21.00				
Lifeguard III - Part-time (CV Starr; 1000 Max Annual Hours, Non-Bargaining)								
Hourly				23.00				
Maintenance Supervisor (CV Starr, Non-Bargaining,)								
Hourly				30.00	31.50	33.08	34.73	36.47
Bi-Weekly				2,400.00	2,520.00	2,646.00	2,778.30	2,917.22
Monthly				5,200.00	5,460.00	5,733.00	6,019.65	6,320.63
Annual				62,400.00	65,520.00	68,796.00	72,235.80	75,847.59
Maintenance Worker I - CV Starr (CV Starr; Non-Bargaining)								
Hourly				19.43	20.40	21.42	22.49	23.61
Bi-Weekly				1,554.40	1,632.00	1,713.60	1,799.20	1,888.80
Monthly				3,367.87	3,536.00	3,712.80	3,898.27	4,092.40
Annual				40,414.40	42,432.00	44,553.60	46,779.20	49,108.80
Maintenance Worker II - CV Starr (CV Starr; Non-Bargaining)								
Hourly				22.60	23.73	24.92	26.17	27.48
Bi-Weekly				1,808.00	1,898.40	1,993.60	2,093.60	2,198.40
Monthly				3,917.33	4,113.20	4,319.47	4,536.13	4,763.20
Annual				47,008.00	49,358.40	51,833.60	54,433.60	57,158.40
Maintenance Worker III - CV Starr (CV Starr; Non-Bargaining)								
Hourly				25.83	27.12	28.48	29.90	31.40
Bi-Weekly				2,066.40	2,169.60	2,278.40	2,392.00	2,512.00
Monthly				4,477.20	4,700.80	4,936.53	5,182.67	5,442.67
Annual				53,726.40	56,409.60	59,238.40	62,192.00	65,312.00
Maintenance Worker I (FBEO)								
Hourly				21.64	22.73	23.87	25.06	26.31
Bi-Weekly				1,731.55	1,818.40	1,909.60	2,004.80	2,104.80
Monthly				3,751.70	3,939.87	4,137.47	4,343.73	4,560.40
Annual				45,020.35	47,278.40	49,649.60	52,124.80	54,724.80

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Maintenance Worker II (FBEO)								
Hourly				24.59	25.82	27.11	28.47	29.89
Bi-Weekly				1,967.38	2,065.60	2,168.80	2,277.60	2,391.20
Monthly				4,262.65	4,475.47	4,699.07	4,934.80	5,180.93
Annual				51,151.78	53,705.60	56,388.80	59,217.60	62,171.20
Maintenance Worker III (FBEO)								
Hourly				25.83	27.12	28.48	29.90	31.40
Bi-Weekly				2,066.11	2,169.60	2,278.40	2,392.00	2,512.00
Monthly				4,476.58	4,700.80	4,936.53	5,182.67	5,442.67
Annual				53,718.91	56,409.60	59,238.40	62,192.00	65,312.00
Maintenance Worker IV (FBEO)								
Hourly				27.10	28.46	29.88	31.37	32.94
Bi-Weekly				2,168.11	2,276.80	2,390.40	2,509.60	2,635.20
Monthly				4,697.58	4,933.07	5,179.20	5,437.47	5,709.60
Annual				56,370.91	59,196.80	62,150.40	65,249.60	68,515.20
Maintenance Worker Lead (FBEO)								
Hourly				29.80	31.29	32.85	34.49	36.21
Bi-Weekly				2,384.35	2,503.20	2,628.00	2,759.20	2,896.80
Monthly				5,166.10	5,423.60	5,694.00	5,978.27	6,276.40
Annual				61,993.15	65,083.20	68,328.00	71,739.20	75,316.80
Mechanic (FBEO)								
Hourly				27.78	29.17	30.63	32.16	33.77
Bi-Weekly				2,222.78	2,333.60	2,450.40	2,572.80	2,701.60
Monthly				4,816.03	5,056.13	5,309.20	5,574.40	5,853.47
Annual				57,792.38	60,673.60	63,710.40	66,892.80	70,241.60
Office Assistant (Temporary Position)								
Hourly				20.00	21.00	22.05	23.15	24.31
Operations Manager (Mid-Management; Non-Bargaining)								
Hourly				41.79	43.88	46.07	48.37	50.79
Bi-Weekly				3,343.15	3,510.40	3,685.60	3,869.60	4,063.20
Monthly				7,243.50	7,605.87	7,985.47	8,384.13	8,803.60
Annual				86,921.95	91,270.40	95,825.60	100,609.60	105,643.20
Operations Supervisor (FBEO)								
Hourly				36.28	38.10	40.01	42.01	44.11
Bi-Weekly				2,902.51	3,048.00	3,200.80	3,360.80	3,528.80
Monthly				6,288.78	6,604.00	6,935.07	7,281.73	7,645.73
Annual				75,465.31	79,248.00	83,220.80	87,380.80	91,748.80
Planning Technician (FBEO)								
Hourly				25.61	26.89	28.23	29.64	31.12
Bi-Weekly				2,048.98	2,151.20	2,258.40	2,371.20	2,489.60
Monthly				4,439.45	4,660.93	4,893.20	5,137.60	5,394.13
Annual				53,273.38	55,931.20	58,718.40	61,651.20	64,729.60

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective July 14, 2024

Confirms Salary Rate/Ranges for All City of Fort Bragg classifications
 Reflecting FBPA MOU 4% COLA and FBPA Ordinance 672 pay adjustments
 Amended to include Exec Mgmt 2% COLA effective 7/1/2024

				Step 1	Step 2	Step 3	Step 4	Step 5
Police Captain (Mid-Management; Non-Bargaining)								
Hourly				63.46	66.63	69.96	73.46	77.13
Bi-Weekly				5,076.83	5,330.40	5,596.80	5,876.80	6,170.40
Monthly				10,999.60	11,549.20	12,126.40	12,733.07	13,369.20
Annual				131,997.47	138,590.40	145,516.80	152,796.80	160,430.40
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
Police Chief/Assistant City Manager (Executive; At Will)								
Hourly				78.41	82.33	86.45	90.77	95.31
Bi-Weekly				6,272.80	6,586.40	6,916.00	7,261.60	7,624.80
Monthly				13,591.07	14,270.53	14,984.67	15,733.47	16,520.40
Annual				163,092.80	171,246.40	179,816.00	188,801.60	198,244.80
Police Sergeant Intermediate POST (FBPA)								
Hourly				48.13	50.54	53.07	55.72	58.51
Bi-Weekly				3,850.65	4,043.20	4,245.60	4,457.60	4,680.80
Monthly				8,343.07	8,760.27	9,198.80	9,658.13	10,141.73
Annual				100,116.88	105,123.20	110,385.60	115,897.60	121,700.80
Police Sergeant Intermediate POST - Acting (FBPA, Temporary)								
Hourly				48.13	50.54	53.07	55.72	58.51
Bi-Weekly				3,850.65	4,043.20	4,245.60	4,457.60	4,680.80
Monthly				8,343.07	8,760.27	9,198.80	9,658.13	10,141.73
Annual				100,116.88	105,123.20	110,385.60	115,897.60	121,700.80
Police Sergeant Advance POST (FBPA)								
Hourly				50.89	53.44	56.11	58.92	61.87
Bi-Weekly				4,071.30	4,275.20	4,488.80	4,713.60	4,949.60
Monthly				8,821.15	9,262.93	9,725.73	10,212.80	10,724.13
Annual				105,853.84	111,155.20	116,708.80	122,553.60	128,689.60
Police Officer Basic POST (FBPA)								
Hourly				37.60	39.48	41.45	43.52	45.70
Bi-Weekly				3,008.33	3,158.40	3,316.00	3,481.60	3,656.00
Monthly				6,518.06	6,843.20	7,184.67	7,543.47	7,921.33
Annual				78,216.70	82,118.40	86,216.00	90,521.60	95,056.00
Police Officer Intermediate POST (FBPA)								
Hourly				39.48	41.46	43.53	45.71	48.00
Bi-Weekly				3,158.66	3,316.80	3,482.40	3,656.80	3,840.00
Monthly				6,843.77	7,186.40	7,545.20	7,923.07	8,320.00
Annual				82,125.20	86,236.80	90,542.40	95,076.80	99,840.00

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective July 14, 2024

Confirms Salary Rate/Ranges for All City of Fort Bragg classifications
 Reflecting FBPA MOU 4% COLA and FBPA Ordinance 672 pay adjustments
 Amended to include Exec Mgmt 2% COLA effective 7/1/2024

				Step 1	Step 2	Step 3	Step 4	Step 5
Police Officer Advance POST (FBPA)								
Hourly				41.42	43.49	45.66	47.94	50.34
Bi-Weekly				3,313.49	3,479.20	3,652.80	3,835.20	4,027.20
Monthly				7,179.23	7,538.27	7,914.40	8,309.60	8,725.60
Annual				86,150.71	90,459.20	94,972.80	99,715.20	104,707.20
Police Recruit (1040 hours; FBPA)								
Hourly				29.87				
Police Transport Officer (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				28.56				
Public Information Coordinator (Confidential; Non-Bargaining)								
Hourly				28.79	30.23	31.74	33.33	35.00
Bi-Weekly				2,303.57	2,418.40	2,539.20	2,666.40	2,800.00
Monthly				4,991.06	5,239.87	5,501.60	5,777.20	6,066.67
Annual				59,892.77	62,878.40	66,019.20	69,326.40	72,800.00
Recreation Coordinator (CV Starr; Non-Bargaining)								
Hourly				24.26	25.47	26.75	28.08	29.49
Bi-Weekly				1,940.80	2,037.84	2,139.73	2,246.72	2,359.05
Monthly				4,205.07	4,415.32	4,636.09	4,867.89	5,111.29
Annual				50,460.80	52,983.84	55,633.03	58,414.68	61,335.42
Recreation Instructor I (CV Starr; Part-time,1000 Max Annual Hours, Non-Bargaining)								
Hourly				21.00				
Recreation Instructor II (CV Starr; Part-time,1000 Max Annual Hours, Non-Bargaining)								
Hourly				23.00				
Recreation Instructor III (CV Starr;Part-time,1000 Max Annual Hours, Non-Bargaining)								
Hourly				25.00				
Recreation Supervisor (CV Starr; Non-Bargaining)								
Hourly				30.00	31.50	33.08	34.73	36.47
Bi-Weekly				2,400.00	2,520.00	2,646.00	2,778.30	2,917.22
Monthly				5,200.00	5,460.00	5,733.00	6,019.65	6,320.63
Annual				62,400.00	65,520.00	68,796.00	72,235.80	75,847.59
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				
Senior Administrative Assistant (CV Starr; Non-Bargaining)								
Hourly				18.38	19.30	20.26	21.28	22.34
Bi-Weekly				1,470.40	1,543.92	1,621.12	1,702.17	1,787.28
Monthly				3,185.87	3,345.16	3,512.42	3,688.04	3,872.44
Annual				38,230.40	40,141.92	42,149.02	44,256.47	46,469.29

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective July 14, 2024

Confirms Salary Rate/Ranges for All City of Fort Bragg classifications
 Reflecting FBPA MOU 4% COLA and FBPA Ordinance 672 pay adjustments
 Amended to include Exec Mgmt 2% COLA effective 7/1/2024

				Step 1	Step 2	Step 3	Step 4	Step 5
Senior Government Accountant (Mid-Management; Non-Bargaining)								
Hourly				37.91	39.81	41.80	43.89	46.08
Bi-Weekly				3,033.07	3,184.80	3,344.00	3,511.20	3,686.40
Monthly				6,571.66	6,900.40	7,245.33	7,607.60	7,987.20
Annual				78,859.87	82,804.80	86,944.00	91,291.20	95,846.40
Senior Lifeguard (CV Starr; Non-Bargaining)								
Hourly				22.58	23.71	24.89	26.14	27.45
Bi-Weekly				1,806.40	1,896.72	1,991.56	2,091.13	2,195.69
Monthly				3,913.87	4,109.56	4,315.04	4,530.79	4,757.33
Annual				46,966.40	49,314.72	51,780.46	54,369.48	57,087.95
Social Services Liaison-Crisis Worker (Non-Bargaining, Grant-Funded Position)								
Hourly				32.59	34.22	35.93	37.73	39.62
Bi-Weekly				2,607.12	2,737.60	2,874.40	3,018.40	3,169.60
Monthly				5,648.76	5,931.47	6,227.87	6,539.87	6,867.47
Annual				67,785.12	71,177.60	74,734.40	78,478.40	82,409.60
Special Investigator Basic POST (FBPA)								
Hourly				39.48	41.46	43.53	45.71	48.00
Bi-Weekly				3,158.66	3,316.80	3,482.40	3,656.80	3,840.00
Monthly				6,843.77	7,186.40	7,545.20	7,923.07	8,320.00
Annual				82,125.20	86,236.80	90,542.40	95,076.80	99,840.00
Special Investigator Intermediate POST (FBPA)								
Hourly				41.45	43.52	45.70	47.99	50.39
Bi-Weekly				3,316.19	3,481.60	3,656.00	3,839.20	4,031.20
Monthly				7,185.08	7,543.47	7,921.33	8,318.27	8,734.27
Annual				86,220.93	90,521.60	95,056.00	99,819.20	104,811.20
Special Investigator Advanced POST (FBPA)								
Hourly				43.50	45.68	47.96	50.36	52.88
Bi-Weekly				3,480.02	3,654.40	3,836.80	4,028.80	4,230.40
Monthly				7,540.04	7,917.87	8,313.07	8,729.07	9,165.87
Annual				90,480.48	95,014.40	99,756.80	104,748.80	109,990.40
Systems Analyst - Lead (Mid-Management; Non-Bargaining)								
Hourly				37.91	39.81	41.80	43.89	46.08
Bi-Weekly				3,033.07	3,184.80	3,344.00	3,511.20	3,686.40
Monthly				6,571.66	6,900.40	7,245.33	7,607.60	7,987.20
Annual				78,859.87	82,804.80	86,944.00	91,291.20	95,846.40
Systems Analyst (Confidential; Non-Bargaining)								
Hourly				30.93	32.47	34.09	35.79	37.58
Bi-Weekly				2,474.11	2,597.60	2,727.20	2,863.20	3,006.40
Monthly				5,360.58	5,628.13	5,908.93	6,203.60	6,513.87
Annual				64,326.91	67,537.60	70,907.20	74,443.20	78,166.40

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective July 14, 2024

Confirms Salary Rate/Ranges for All City of Fort Bragg classifications
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			Step 1	Step 2	Step 3	Step 4	Step 5	
Systems Technician (FBEO)								
Hourly			23.74	24.92	26.17	27.48	28.85	
Bi-Weekly			1,898.83	1,993.60	2,093.60	2,198.40	2,308.00	
Monthly			4,114.14	4,319.47	4,536.13	4,763.20	5,000.67	
Annual			49,369.63	51,833.60	54,433.60	57,158.40	60,008.00	
Treatment Plant Operator-in-Training (FBEO)								
Hourly			21.09	22.15	23.26	24.42	25.64	
Bi-Weekly			1,687.49	1,772.00	1,860.80	1,953.60	2,051.20	
Monthly			3,656.22	3,839.33	4,031.73	4,232.80	4,444.27	
Annual			43,874.69	46,072.00	48,380.80	50,793.60	53,331.20	
Treatment Plant Operator I (FBEO)								
Hourly			26.17	27.48	28.85	30.29	31.80	
Bi-Weekly			2,093.86	2,198.40	2,308.00	2,423.20	2,544.00	
Monthly			4,536.69	4,763.20	5,000.67	5,250.27	5,512.00	
Annual			54,440.26	57,158.40	60,008.00	63,003.20	66,144.00	
Treatment Plant Operator II (FBEO)								
Hourly			27.50	28.87	30.31	31.83	33.42	
Biweekly			2,199.94	2,309.60	2,424.80	2,546.40	2,673.60	
Monthly			4,766.53	5,004.13	5,253.73	5,517.20	5,792.80	
Annual			57,198.34	60,049.60	63,044.80	66,206.40	69,513.60	
Treatment Plant Operator - Wastewater, Lead (FBEO)								
Hourly			31.62	33.20	34.86	36.60	38.43	
Biweekly			2,529.60	2,656.00	2,788.80	2,928.00	3,074.40	
Monthly			5,480.80	5,754.67	6,042.40	6,344.00	6,661.20	
Annual			65,769.60	69,056.00	72,508.80	76,128.00	79,934.40	
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly			33.20	34.86	36.60	38.43	40.35	
Biweekly			2,656.08	2,788.80	2,928.00	3,074.40	3,228.00	
Monthly			5,754.84	6,042.40	6,344.00	6,661.20	6,994.00	
Annual			69,058.08	72,508.80	76,128.00	79,934.40	83,928.00	

City Clerk	Step 1	Step 2	Step 3	Step 4	Step 5
CURRENT SALARY SCHEDULE					
Monthly	\$6,316.27	\$6,631.73	\$6,962.80	\$7,311.20	\$7,676.93
Annual	\$75,795.20	\$79,580.80	\$83,553.60	\$87,734.40	\$92,123.20
PROPOSED SALARY SCHEDULE					
Monthly	\$6,962.80	\$7,311.20	\$7,676.93	\$8,060.78	\$8,463.82
Annual	\$83,553.60	\$87,734.40	\$92,123.20	\$96,729.36	\$101,565.83
Annual w/ 2% COLA effective July 2, 202	\$85,224.67	\$89,481.60	\$93,953.60	\$98,654.40	\$103,584.00
Public Works Operations Manager					
CURRENT SALARY SCHEDULE					
Monthly	\$6,962.80	\$7,311.20	\$7,676.93	\$7,311.20	\$7,676.93
Annual	\$75,795.20	\$79,580.80	\$83,553.60	\$87,734.40	\$92,123.20
PROPOSED SALARY SCHEDULE					
Monthly	\$7,310.94	\$7,676.76	\$8,060.78	\$8,463.82	\$8,887.01
Annual	\$83,553.60	\$87,734.40	\$92,123.20	\$96,729.36	\$101,565.83
Annual w/ 2% COLA effective July 2, 202	\$85,224.67	\$89,481.60	\$93,953.60	\$98,654.40	\$103,584.00

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 2/11/2024 CV STARR classifications salary range

				Step 1	Step 2	Step 3	Step 4	Step 5
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 - Non-Confidential (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 (Non-Bargaining)								
Hourly				16.50	17.33	18.19	19.10	20.06
Bi-Weekly				1,320.00	1,386.00	1,455.30	1,528.07	1,604.47
Monthly				2,860.00	3,003.00	3,153.15	3,310.81	3,476.35
Annual				34,320.00	36,036.00	37,837.80	39,729.69	41,716.17
Administrative Assistant-Part time (1000 Max Annual Hours, Non-Bargaining)								
Hourly				18.00				
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
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

Administrative Coordinator (Non-Bargaining)									
Hourly				20.50	21.53	22.60	23.73	24.92	
Bi-Weekly				1,640.00	1,722.00	1,808.10	1,898.51	1,993.43	
Monthly				3,553.33	3,731.00	3,917.55	4,113.43	4,319.10	
Annual				42,640.00	44,772.00	47,010.60	49,361.13	51,829.19	
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	
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
Custodian - CV Starr (Part-time,1000 Max Annual Hours, Non-Bargaining)								
Hourly				24.00				
CV Starr 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
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
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
Fitness Equipment Technician (Part-time,1000 Max Annual Hours, Non-Bargaining)								
Hourly				23.00				
Fitness Instructors (Part-time,1000 Max Annual Hours, Non-Bargaining)								
Hourly				32.00				
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
Head Lifeguard (Non-Bargaining)								
Hourly				18.50	19.43	20.40	21.42	22.49
Bi-Weekly				1,480.00	1,554.00	1,631.70	1,713.29	1,798.95
Monthly				3,206.67	3,367.00	3,535.35	3,712.12	3,897.72
Annual				38,480.00	40,404.00	42,424.20	44,545.41	46,772.68
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

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				
Lifeguard - CV Starr (Non-Bargaining)								
Hourly				18.00	18.90	19.85	20.84	21.88
Bi-Weekly				1,440.00	1,512.00	1,587.60	1,666.98	1,750.33
Monthly				3,033.33	3,276.00	3,439.80	3,611.79	3,792.38
Annual				36,400.00	39,312.00	41,277.60	43,341.48	45,508.55
Lifeguard - Part-time (1000 Max Annual Hours, Non-Bargaining)								
Hourly				18.00				
Maintenance Supervisor (Non-Bargaining, Confidential)								
Hourly				30.00	31.50	33.08	34.73	36.47
Bi-Weekly				2,400.00	2,520.00	2,646.00	2,778.30	2,917.22
Monthly				5,200.00	5,460.00	5,733.00	6,019.65	6,320.63
Annual				62,400.00	65,520.00	68,796.00	72,235.80	75,847.59
Maintenance Worker I - Janitor (FBEO)								
Hourly				21.22	22.28	23.39	24.56	25.79
Bi-Weekly				1,697.28	1,782.40	1,871.20	1,964.80	2,063.20
Monthly				3,677.44	3,861.87	4,054.27	4,257.07	4,470.27
Annual				44,129.28	46,342.40	48,651.20	51,084.80	53,643.20
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	
Maintenance Worker I - CV Starr (Non-Bargaining)									
Hourly				18.50	19.43	20.40	21.42	22.49	
Bi-Weekly				1,480.00	1,554.00	1,631.70	1,713.29	1,798.95	
Monthly				3,206.67	3,367.00	3,535.35	3,712.12	3,897.72	
Annual				38,480.00	40,404.00	42,424.20	44,545.41	46,772.68	
Maintenance Worker II - CV Starr (Non-Bargaining)									
Hourly				20.50	21.53	22.60	23.73	24.92	
Bi-Weekly				1,640.00	1,722.00	1,808.10	1,898.51	1,993.43	
Monthly				3,553.33	3,731.00	3,917.55	4,113.43	4,319.10	
Annual				42,640.00	44,772.00	47,010.60	49,361.13	51,829.19	
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	21.00	22.05	23.15	24.31	
Operations Manager (Mid-Management; Non-Bargaining)									
Hourly				40.97	43.02	45.17	47.43	49.80	
Bi-Weekly				3,277.87	3,441.60	3,613.60	3,794.40	3,984.00	
Monthly				7,102.06	7,456.80	7,829.47	8,221.20	8,632.00	
Annual				85,224.67	89,481.60	93,953.60	98,654.40	103,584.00	
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
Police Chief/Assistant City Manager (Executive; At Will)								
Hourly				78.41	82.33	86.45	90.77	95.31
Bi-Weekly				6,272.80	6,586.40	6,916.00	7,261.60	7,624.80
Monthly				13,591.07	14,270.53	14,984.67	15,733.47	16,520.40
Annual				163,092.80	171,246.40	179,816.00	188,801.60	198,244.80
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					
Recreation Coordinator (Non-Bargaining)									
Hourly				22.00	23.10	24.26	25.47	26.74	
Bi-Weekly				1,760.00	1,848.00	1,940.40	2,037.42	2,139.29	
Monthly				3,813.33	4,004.00	4,204.20	4,414.41	4,635.13	
Annual				45,760.00	48,048.00	50,450.40	52,972.92	55,621.57	
Recreation Instructor I (Part-time,1000 Max Annual Hours, Non-Bargaining)									
Hourly				22.00					
Recreation Instructor II (Part-time,1000 Max Annual Hours, Non-Bargaining)									
Hourly				25.00					
Recreation Leader (Part-time,1000 Max Annual Hours, Non-Bargaining)									
Hourly				20.00					
Recreation Supervisor (Non-Bargaining, Confidential)									
Hourly				30.00	31.50	33.08	34.73	36.47	
Bi-Weekly				2,400.00	2,520.00	2,646.00	2,778.30	2,917.22	
Monthly				5,200.00	5,460.00	5,733.00	6,019.65	6,320.63	
Annual				62,400.00	65,520.00	68,796.00	72,235.80	75,847.59	
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					
Senior Administrative Assistant (Non-Bargaining)									
Hourly				17.50	18.38	19.29	20.26	21.27	
Bi-Weekly				1,400.00	1,470.00	1,543.50	1,620.68	1,701.71	
Monthly				3,033.33	3,185.00	3,344.25	3,511.46	3,687.04	
Annual				36,400.00	38,220.00	40,131.00	42,137.55	44,244.43	
Senior Government Accountant (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	
Senior Lifeguard (Non-Bargaining)									
Hourly				19.50	20.48	21.50	22.57	23.70	
Bi-Weekly				1,560.00	1,638.00	1,719.90	1,805.90	1,896.19	
Monthly				3,380.00	3,549.00	3,726.45	3,912.77	4,108.41	
Annual				40,560.00	42,588.00	44,717.40	46,953.27	49,300.93	

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