

EXHIBIT A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Resolution XXXX-2017 - All Classifications - Adopted November 27, 2017

Effective August 10, 2017

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBEO)								
Hourly				21.44637	22.51869	23.64462	24.82685	26.06819
Bi-Weekly				1,715.71	1,801.49	1,891.57	1,986.15	2,085.46
Monthly				3,717.37	3,903.24	4,098.40	4,303.32	4,518.49
Annual				44,608.45	46,838.87	49,180.81	51,639.85	54,221.84
Administrative Coordinator - Police (Confidential/Restricted; Non-Bargaining)								
Hourly				22.51869	23.64462	24.82685	26.06820	27.37160
Bi-Weekly				1,801.49	1,891.57	1,986.15	2,085.46	2,189.73
Monthly				3,903.24	4,098.40	4,303.32	4,518.49	4,744.41
Annual				46,838.87	49,180.81	51,639.85	54,221.85	56,932.94
Assistant Director of Public Works (Mid-Management; Non-Bargaining)								
Hourly				37.64673	39.52906	41.50552	43.58079	45.75983
Bi-Weekly				3,011.74	3,162.33	3,320.44	3,486.46	3,660.79
Monthly				6,525.43	6,851.70	7,194.29	7,554.00	7,931.70
Annual				78,305.19	82,220.45	86,331.48	90,648.05	95,180.45
Associate City Engineer (Mid-Management; Non-Bargaining)								
Hourly				32.36547	33.98374	35.68293	37.46707	39.34043
Bi-Weekly				2,589.24	2,718.70	2,854.63	2,997.37	3,147.23
Monthly				5,610.01	5,890.52	6,185.04	6,494.29	6,819.01
Annual				67,320.17	70,686.18	74,220.49	77,931.51	81,828.09
City Clerk (Mid-Management; Non-Bargaining)								
Hourly				32.36547	33.98374	35.68293	37.46707	39.34043
Bi-Weekly				2,589.24	2,718.70	2,854.63	2,997.37	3,147.23
Monthly				5,610.01	5,890.52	6,185.04	6,494.29	6,819.01
Annual				67,320.17	70,686.18	74,220.49	77,931.51	81,828.09
City Councilmember (Elected)								
Hourly								
Bi-Weekly				138.46				
Monthly				300.00				
Annual				3,600.00	Plus \$100/mo for Special District Meeting			
City Manager (Executive; At Will; Contract)								
Hourly				72.20441				
Bi-Weekly				5,776.35				
Monthly				12,515.43				
Annual				150,185.17				
Community Services Officer (FBPA)								
Hourly				18.76252	19.70065	20.68568	21.71996	22.80596
Bi-Weekly				1,501.00	1,576.05	1,654.85	1,737.60	1,824.48
Monthly				3,252.17	3,414.78	3,585.52	3,764.79	3,953.03
Annual				39,026.04	40,977.34	43,026.21	45,177.52	47,436.40
Director- Administrative Services (Executive; At Will)								
Hourly				44.20714	46.41750	48.73837	51.17529	53.73405
Bi Weekly				3,536.57	3,713.40	3,899.07	4,094.02	4,298.72
Monthly				7,662.57	8,045.70	8,447.98	8,870.38	9,313.90
Annual				91,950.85	96,548.39	101,375.81	106,444.60	111,766.83

City of Fort Bragg Salary Rate Compensation Plan
Effective August 10, 2017

Director - Community Development Department (Executive; At Will)								
Hourly				44.20714	46.41750	48.73837	51.17529	53.73405
Bi-Weekly				3,536.57	3,713.40	3,899.07	4,094.02	4,298.72
Monthly				7,662.57	8,045.70	8,447.98	8,870.38	9,313.90
Annual				91,950.85	96,548.39	101,375.81	106,444.60	111,766.83
Director - Finance Department/City Treasurer (Executive; At Will)								
Hourly				44.20714	46.41750	48.73837	51.17529	53.73405
Bi-Weekly				3,536.57	3,713.40	3,899.07	4,094.02	4,298.72
Monthly				7,662.57	8,045.70	8,447.98	8,870.38	9,313.90
Annual				91,950.85	96,548.39	101,375.81	106,444.60	111,766.83
Director of Public Works (Executive; At Will)								
Hourly				44.20714	46.41750	48.73837	51.17529	53.73405
Bi-Weekly				3,536.57	3,713.40	3,899.07	4,094.02	4,298.72
Monthly				7,662.57	8,045.70	8,447.98	8,870.38	9,313.90
Annual				91,950.85	96,548.39	101,375.81	106,444.60	111,766.83
Engineering Technician (FBEO)								
Hourly				26.26925	27.58271	28.96185	30.40994	31.93044
Bi-Weekly				2,101.54	2,206.62	2,316.95	2,432.80	2,554.43
Monthly				4,553.34	4,781.00	5,020.05	5,271.06	5,534.61
Annual				54,640.04	57,372.04	60,240.64	63,252.67	66,415.31
Environmental Compliance Coordinator (FBEO)								
Hourly				30.37740	31.89627	33.49109	35.16564	36.92392
Bi-Weekly				2,430.19	2,551.70	2,679.29	2,813.25	2,953.91
Monthly				5,265.42	5,528.69	5,805.12	6,095.38	6,400.15
Annual				63,185.00	66,344.25	69,661.46	73,144.54	76,801.76
Finance Technician I (FBEO)								
Hourly				19.32852	20.29495	21.30970	22.37518	23.49394
Bi-Weekly				1,546.28	1,623.60	1,704.78	1,790.01	1,879.52
Monthly				3,350.28	3,517.79	3,693.68	3,878.37	4,072.28
Annual				40,203.33	42,213.50	44,324.17	46,540.38	48,867.40
Finance Technician II (FBEO)								
Hourly				21.30965	22.37513	23.49389	24.66858	25.90201
Bi-Weekly				1,704.77	1,790.01	1,879.51	1,973.49	2,072.16
Monthly				3,693.67	3,878.36	4,072.27	4,275.89	4,489.68
Annual				44,324.07	46,540.28	48,867.29	51,310.65	53,876.19
Finance Technician III (FBEO)								
Hourly				23.49390	24.66859	25.90202	27.19712	28.55698
Bi-Weekly				1,879.51	1,973.49	2,072.16	2,175.77	2,284.56
Monthly				4,072.28	4,275.89	4,489.68	4,714.17	4,949.88
Annual				48,867.31	51,310.68	53,876.21	56,570.02	59,398.52
Government Accountant I (FBEO)								
Hourly				25.90217	27.19728	28.55715	29.98500	31.48425
Bi-Weekly				2,072.17	2,175.78	2,284.57	2,398.80	2,518.74
Monthly				4,489.71	4,714.20	4,949.91	5,197.40	5,457.27
Annual				53,876.52	56,570.34	59,398.86	62,368.81	65,487.25
Government Accountant II (FBEO)								
Hourly				28.55713	29.98499	31.48424	33.05845	34.71137
Bi-Weekly				2,284.57	2,398.80	2,518.74	2,644.68	2,776.91
Monthly				4,949.90	5,197.40	5,457.27	5,730.13	6,016.64
Annual				59,398.83	62,368.77	65,487.21	68,761.57	72,199.65

City of Fort Bragg Salary Rate Compensation Plan
Effective August 10, 2017

Human Resources Technician (Confidential; Non-Bargaining)								
Hourly				21.44637	22.51869	23.64462	24.82685	26.06819
Bi-Weekly				1,715.71	1,801.49	1,891.57	1,986.15	2,085.46
Monthly				3,717.37	3,903.24	4,098.40	4,303.32	4,518.49
Annual				44,608.45	46,838.87	49,180.81	51,639.85	54,221.84
Maintenance Worker I (FBEO)								
Hourly				15.57398	16.35268	17.17031	18.02883	18.93027
Bi-Weekly				1,245.92	1,308.21	1,373.63	1,442.31	1,514.42
Monthly				2,699.49	2,834.46	2,976.19	3,125.00	3,281.25
Annual				32,393.88	34,013.58	35,714.25	37,499.97	39,374.96
Maintenance Worker II (FBEO)								
Hourly				20.59298	21.62263	22.70376	23.83895	25.03089
Bi-Weekly				1,647.44	1,729.81	1,816.30	1,907.12	2,002.47
Monthly				3,569.45	3,747.92	3,935.32	4,132.08	4,338.69
Annual				42,833.39	44,975.06	47,223.82	49,585.01	52,064.26
Maintenance Worker III (FBEO)								
Hourly				21.62053	22.70155	23.83663	25.02846	26.27989
Bi-Weekly				1,729.64	1,816.12	1,906.93	2,002.28	2,102.39
Monthly				3,747.56	3,934.94	4,131.68	4,338.27	4,555.18
Annual				44,970.70	47,219.23	49,580.19	52,059.20	54,662.16
Maintenance Worker IV (FBEO)								
Hourly				22.69543	23.83020	25.02171	26.27280	27.58644
Bi-Weekly				1,815.63	1,906.42	2,001.74	2,101.82	2,206.92
Monthly				3,933.87	4,130.57	4,337.10	4,553.95	4,781.65
Annual				47,206.50	49,566.82	52,045.16	54,647.42	57,379.79
Maintenance Worker Lead (FBEO)								
Hourly				24.96497	26.21322	27.52388	28.90008	30.34508
Bi-Weekly				1,997.20	2,097.06	2,201.91	2,312.01	2,427.61
Monthly				4,327.26	4,543.62	4,770.81	5,009.35	5,259.81
Annual				51,927.14	54,523.50	57,249.67	60,112.16	63,117.76
Mechanic (FBEO)								
Hourly				23.26282	24.42596	25.64726	26.92962	28.27610
Bi-Weekly				1,861.03	1,954.08	2,051.78	2,154.37	2,262.09
Monthly				4,032.22	4,233.83	4,445.52	4,667.80	4,901.19
Annual				48,386.66	50,805.99	53,346.29	56,013.61	58,814.29
Planner, Associate (FBEO)								
Hourly				28.96187	30.40997	31.93046	33.52699	35.20334
Bi-Weekly				2,316.95	2,432.80	2,554.44	2,682.16	2,816.27
Monthly				5,020.06	5,271.06	5,534.61	5,811.34	6,101.91
Annual				60,240.69	63,252.73	66,415.36	69,736.13	73,222.94
Planning Technician (FBEO)								
Hourly				21.44637	22.51869	23.64462	24.82685	26.06819
Bi-Weekly				1,715.71	1,801.49	1,891.57	1,986.15	2,085.46
Monthly				3,717.37	3,903.24	4,098.40	4,303.32	4,518.49
Annual				44,608.45	46,838.87	49,180.81	51,639.85	54,221.84
Police Chief (Executive; At Will)								
Hourly				56.16200	58.97010	61.91861	65.01454	68.26527
Bi-Weekly				4,492.96	4,717.61	4,953.49	5,201.16	5,461.22
Monthly				9,734.75	10,221.48	10,732.56	11,269.19	11,832.65
Annual				116,816.97	122,657.81	128,790.70	135,230.24	141,991.75

**City of Fort Bragg Salary Rate Compensation Plan
Effective August 10, 2017**

Police Lieutenant (Mid-Management; Non-Bargaining)								
Hourly				42.98294	45.13209	47.38869	49.75813	52.24603
Bi-Weekly				3,438.64	3,610.57	3,791.10	3,980.65	4,179.68
Monthly				7,450.38	7,822.90	8,214.04	8,624.74	9,055.98
Annual				89,404.52	93,874.74	98,568.48	103,496.90	108,671.75
Police Sergeant Basic POST (FBPA)								
Hourly				31.60533	33.18559	34.84487	36.58712	38.41647
Bi-Weekly				2,528.43	2,654.85	2,787.59	2,926.97	3,073.32
Monthly				5,478.26	5,752.17	6,039.78	6,341.77	6,658.86
Annual				65,739.08	69,026.03	72,477.34	76,101.20	79,906.26
Police Sergeant Intermediate POST (FBPA)								
Hourly				33.33821	35.00512	36.75537	38.59314	40.52280
Bi-Weekly				2,667.06	2,800.41	2,940.43	3,087.45	3,241.82
Monthly				5,778.62	6,067.55	6,370.93	6,689.48	7,023.95
Annual				69,343.47	72,810.65	76,451.18	80,273.74	84,287.42
Police Sergeant Advance POST (FBPA)								
Hourly				34.98506	36.73432	38.57103	40.49958	42.52456
Bi-Weekly				2,798.81	2,938.75	3,085.68	3,239.97	3,401.97
Monthly				6,064.08	6,367.28	6,685.65	7,019.93	7,370.92
Annual				72,768.93	76,407.38	80,227.75	84,239.14	88,451.09
Police Officer Basic POST (FBPA)								
Hourly				25.83895	27.13089	28.48744	29.91181	31.40740
Bi-Weekly				2,067.12	2,170.47	2,279.00	2,392.94	2,512.59
Monthly				4,478.75	4,702.69	4,937.82	5,184.71	5,443.95
Annual				53,745.01	56,432.26	59,253.87	62,216.57	65,327.39
Police Officer Intermediate POST (FBPA)								
Hourly				27.13699	28.49384	29.91854	31.41446	32.98519
Bi-Weekly				2,170.96	2,279.51	2,393.48	2,513.16	2,638.81
Monthly				4,703.75	4,938.93	5,185.88	5,445.17	5,717.43
Annual				56,444.95	59,267.19	62,230.55	65,342.08	68,609.19
Police Officer Advance POST (FBPA)								
Hourly				28.46722	29.89058	31.38511	32.95436	34.60208
Bi-Weekly				2,277.38	2,391.25	2,510.81	2,636.35	2,768.17
Monthly				4,934.32	5,181.03	5,440.09	5,712.09	5,997.69
Annual				59,211.82	62,172.41	65,281.03	68,545.08	71,972.33
Police Recruit (1040 hours; FBPA)								
Hourly				21.21363				
Bi-Weekly				848.55				
Monthly				1,838.51				
Annual				22,062.18				
Police Services Technician (FBPA)								
Hourly				19.22958	20.19106	21.20061	22.26064	23.37367
Bi-Weekly				1,538.37	1,615.28	1,696.05	1,780.85	1,869.89
Monthly				3,333.13	3,499.78	3,674.77	3,858.51	4,051.44
Annual				39,997.53	41,997.40	44,097.27	46,302.14	48,617.24
Public Works Project Analyst (FBEO)								
Hourly				25.95549	27.25326	28.61593	30.04672	31.54906
Bi -Weekly				2,076.44	2,180.26	2,289.27	2,403.74	2,523.92
Monthly				4,498.95	4,723.90	4,960.09	5,208.10	5,468.50
Annual				53,987.42	56,686.79	59,521.13	62,497.19	65,622.05
Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)								
Hourly				14.00000				

City of Fort Bragg Salary Rate Compensation Plan
Effective August 10, 2017

Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				15.00000				
Senior Government Accountant (Mid-Management; Non-Bargaining)								
Hourly				32.36547	33.98374	35.68293	37.46707	39.34043
Bi-Weekly				2,589.24	2,718.70	2,854.63	2,997.37	3,147.23
Monthly				5,610.01	5,890.52	6,185.04	6,494.29	6,819.01
Annual				67,320.17	70,686.18	74,220.49	77,931.51	81,828.09
Special Projects Assistant (80%, Part-Time; Non-Bargaining)								
Hourly				19.34083	20.30787	21.32326	22.38942	23.50889
Bi-Weekly				1,237.81	1,299.70	1,364.69	1,432.92	1,504.57
Monthly				2,681.93	2,816.02	2,956.83	3,104.67	3,259.90
Annual				32,183.13	33,792.29	35,481.90	37,256.00	39,118.80
Special Projects Manager (Mid-Management; Non-Bargaining)								
Hourly				32.36547	33.98374	35.68293	37.46707	39.34043
Bi-Weekly				2,589.24	2,718.70	2,854.63	2,997.37	3,147.23
Monthly				5,610.01	5,890.52	6,185.04	6,494.29	6,819.01
Annual				67,320.17	70,686.18	74,220.49	77,931.51	81,828.09
Systems Analyst - Lead (Confidential; Non-Bargaining)								
Hourly				28.96187	30.40997	31.93046	33.52699	35.20334
Bi-Weekly				2,316.95	2,432.80	2,554.44	2,682.16	2,816.27
Monthly				5,020.06	5,271.06	5,534.61	5,811.34	6,101.91
Annual				60,240.69	63,252.73	66,415.36	69,736.13	73,222.94
Systems Technician (FBEO)								
Hourly				19.86355	20.85673	21.89956	22.99454	24.14427
Bi-Weekly				1,589.08	1,668.54	1,751.97	1,839.56	1,931.54
Monthly				3,443.02	3,615.17	3,795.92	3,985.72	4,185.01
Annual				41,316.18	43,381.99	45,551.09	47,828.65	50,220.08
Treatment Plant Operator-in-Training (FBEO)								
Hourly				17.65794	18.54084	19.46788	20.44128	21.46334
Bi-Weekly				1,412.64	1,483.27	1,557.43	1,635.30	1,717.07
Monthly				3,060.71	3,213.75	3,374.43	3,543.15	3,720.31
Annual				36,728.52	38,564.95	40,493.20	42,517.86	44,643.75
Treatment Plant Operator I (FBEO)								
Hourly				21.92234	23.01846	24.16938	25.37785	26.64674
Bi-Weekly				1,753.79	1,841.48	1,933.55	2,030.23	2,131.74
Monthly				3,799.87	3,989.87	4,189.36	4,398.83	4,618.77
Annual				45,598.47	47,878.39	50,272.31	52,785.93	55,425.23
Treatment Plant Operator II (FBEO)								
Hourly				23.01942	24.17039	25.37891	26.64785	27.98024
Biweekly				1,841.55	1,933.63	2,030.31	2,131.83	2,238.42
Monthly				3,990.03	4,189.53	4,399.01	4,618.96	4,849.91
Annual				47,880.38	50,274.40	52,788.12	55,427.53	58,198.91
Treatment Plant Operator - Wastewater, Lead (FBEO)								
Hourly				26.47291	27.79655	29.18638	30.64570	32.17798
Biweekly				2,117.83	2,223.72	2,334.91	2,451.66	2,574.24
Monthly				4,588.64	4,818.07	5,058.97	5,311.92	5,577.52
Annual				55,063.65	57,816.83	60,707.67	63,743.05	66,930.21
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly				27.79652	29.18635	30.64566	32.17795	33.78684
Biweekly				2,223.72	2,334.91	2,451.65	2,574.24	2,702.95
Monthly				4,818.06	5,058.97	5,311.92	5,577.51	5,856.39
Annual				57,816.76	60,707.60	63,742.98	66,930.13	70,276.64