

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective September 2, 2018; Resolution # ____-2018; Eliminate Police Lieutenant Position, Reclassify Administrative Coordinator-Police to Administrative Supervisor-Police, and Retitle Human Resources Technician to Human Resources Analyst

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBEO)								
Hourly				21.87530	22.96906	24.11752	25.32339	26.58956
Bi-Weekly				1,750.02	1,837.52	1,929.40	2,025.87	2,127.16
Monthly				3,791.72	3,981.30	4,180.37	4,389.39	4,608.86
Annual				45,500.62	47,775.65	50,164.43	52,672.65	55,306.29
Administrative Assistant - Community Development (FBEO)								
Hourly				21.87530	22.96906	24.11752	25.32339	26.58956
Bi-Weekly				1,750.02	1,837.52	1,929.40	2,025.87	2,127.16
Monthly				3,791.72	3,981.30	4,180.37	4,389.39	4,608.86
Annual				45,500.62	47,775.65	50,164.43	52,672.65	55,306.29
Administrative Supervisor - Police (Confidential/Restricted; Non-Bargaining)								
Hourly				25.46427	26.73748	28.07436	29.47808	30.95198
Bi-Weekly				2,037.14	2,139.00	2,245.95	2,358.25	2,476.16
Monthly				4,413.81	4,634.50	4,866.22	5,109.53	5,365.01
Annual				52,965.68	55,613.97	58,394.67	61,314.40	64,380.12
Assistant Director of Public Works (Mid-Management; Non-Bargaining)								
Hourly				38.39966	40.31964	42.33563	44.45241	46.67503
Bi-Weekly				3,071.97	3,225.57	3,386.85	3,556.19	3,734.00
Monthly				6,655.94	6,988.74	7,338.18	7,705.08	8,090.34
Annual				79,871.29	83,864.86	88,058.10	92,461.01	97,084.06
Assistant Planner (FBEO)								
Hourly				28.13439	29.54110	31.01816	32.56907	34.19752
Bi-Weekly				2,250.75	2,363.29	2,481.45	2,605.53	2,735.80
Monthly				4,876.63	5,120.46	5,376.48	5,645.31	5,927.57
Annual				58,519.52	61,445.50	64,517.77	67,743.66	71,130.84
Associate City Engineer (Mid-Management; Non-Bargaining)								
Hourly				33.01278	34.66341	36.39659	38.21641	40.12724
Bi-Weekly				2,641.02	2,773.07	2,911.73	3,057.31	3,210.18
Monthly				5,722.21	6,008.33	6,308.74	6,624.18	6,955.39
Annual				68,666.57	72,099.90	75,704.90	79,490.14	83,464.65
City Clerk (Mid-Management; Non-Bargaining)								
Hourly				33.01278	34.66341	36.39659	38.21641	40.12724
Bi-Weekly				2,641.02	2,773.07	2,911.73	3,057.31	3,210.18
Monthly				5,722.21	6,008.33	6,308.74	6,624.18	6,955.39
Annual				68,666.57	72,099.90	75,704.90	79,490.14	83,464.65
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				71.92838				
Bi-Weekly				5,754.27				
Monthly				12,467.59				
Annual				149,611.02				

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Community Services Officer (FBPA)								
Hourly				19.13777	20.09466	21.09939	22.15436	23.26208
Bi-Weekly				1,531.02	1,607.57	1,687.95	1,772.35	1,860.97
Monthly				3,317.21	3,483.07	3,657.23	3,840.09	4,032.09
Annual				39,806.56	41,796.89	43,886.73	46,081.07	48,385.12
Director- Administrative Services (Executive; At Will)								
Hourly				45.09128	47.34585	49.71314	52.19880	54.80874
Bi Weekly				3,607.30	3,787.67	3,977.05	4,175.90	4,384.70
Monthly				7,815.82	8,206.61	8,616.94	9,047.79	9,500.18
Annual				93,789.87	98,479.36	103,403.33	108,573.49	114,002.17
Director - Community Development Department (Executive; At Will)								
Hourly				45.09128	47.34585	49.71314	52.19880	54.80874
Bi-Weekly				3,607.30	3,787.67	3,977.05	4,175.90	4,384.70
Monthly				7,815.82	8,206.61	8,616.94	9,047.79	9,500.18
Annual				93,789.87	98,479.36	103,403.33	108,573.49	114,002.17
Director - Finance Department/City Treasurer (Executive; At Will)								
Hourly				45.09128	47.34585	49.71314	52.19880	54.80874
Bi-Weekly				3,607.30	3,787.67	3,977.05	4,175.90	4,384.70
Monthly				7,815.82	8,206.61	8,616.94	9,047.79	9,500.18
Annual				93,789.87	98,479.36	103,403.33	108,573.49	114,002.17
Director of Public Works (Executive; At Will)								
Hourly				45.09128	47.34585	49.71314	52.19880	54.80874
Bi-Weekly				3,607.30	3,787.67	3,977.05	4,175.90	4,384.70
Monthly				7,815.82	8,206.61	8,616.94	9,047.79	9,500.18
Annual				93,789.87	98,479.36	103,403.33	108,573.49	114,002.17
Engineering Technician (FBEO)								
Hourly				26.79464	28.13437	29.54109	31.01814	32.56905
Bi-Weekly				2,143.57	2,250.75	2,363.29	2,481.45	2,605.52
Monthly				4,644.40	4,876.62	5,120.45	5,376.48	5,645.30
Annual				55,732.84	58,519.48	61,445.46	64,517.73	67,743.62
Environmental Compliance Coordinator (FBEO)								
Hourly				30.98495	32.53420	34.16091	35.86895	37.66240
Bi-Weekly				2,478.80	2,602.74	2,732.87	2,869.52	3,012.99
Monthly				5,370.73	5,639.26	5,921.22	6,217.29	6,528.15
Annual				64,448.70	67,671.14	71,054.69	74,607.43	78,337.80
Finance Technician I (FBEO)								
Hourly				19.71509	20.70085	21.73589	22.82269	23.96382
Bi-Weekly				1,577.21	1,656.07	1,738.87	1,825.81	1,917.11
Monthly				3,417.28	3,588.15	3,767.55	3,955.93	4,153.73
Annual				41,007.40	43,057.77	45,210.65	47,471.19	49,844.75
Finance Technician II (FBEO)								
Hourly				21.73584	22.82263	23.96377	25.16195	26.42005
Bi-Weekly				1,738.87	1,825.81	1,917.10	2,012.96	2,113.60
Monthly				3,767.55	3,955.92	4,153.72	4,361.41	4,579.48
Annual				45,210.55	47,471.08	49,844.63	52,336.86	54,953.71
Finance Technician III (FBEO)								
Hourly				23.96378	25.16197	26.42006	27.74107	29.12812
Bi-Weekly				1,917.10	2,012.96	2,113.61	2,219.29	2,330.25
Monthly				4,153.72	4,361.41	4,579.48	4,808.45	5,048.87
Annual				49,844.66	52,336.89	54,953.73	57,701.42	60,586.49

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Government Accountant I (FBEO)								
Hourly				26.42022	27.74123	29.12829	30.58470	32.11394
Bi-Weekly				2,113.62	2,219.30	2,330.26	2,446.78	2,569.12
Monthly				4,579.50	4,808.48	5,048.90	5,301.35	5,566.42
Annual				54,954.05	57,701.75	60,586.84	63,616.18	66,796.99
Government Accountant II (FBEO)								
Hourly				29.12827	30.58469	32.11392	33.71962	35.40560
Bi-Weekly				2,330.26	2,446.77	2,569.11	2,697.57	2,832.45
Monthly				5,048.90	5,301.35	5,566.41	5,844.73	6,136.97
Annual				60,586.81	63,616.15	66,796.95	70,136.80	73,643.64
Human Resources Analyst (Confidential; Non-Bargaining)								
Hourly				23.72807	24.91448	26.16020	27.46821	28.84162
Bi-Weekly				1,898.25	1,993.16	2,092.82	2,197.46	2,307.33
Monthly				4,112.87	4,318.51	4,534.43	4,761.16	4,999.21
Annual				49,354.39	51,822.11	54,413.22	57,133.88	59,990.57
Maintenance Worker I (FBEO)								
Hourly				15.88546	16.67973	17.51372	18.38941	19.30888
Bi-Weekly				1,270.84	1,334.38	1,401.10	1,471.15	1,544.71
Monthly				2,753.48	2,891.15	3,035.71	3,187.50	3,346.87
Annual				33,041.76	34,693.85	36,428.54	38,249.96	40,162.46
Maintenance Worker II (FBEO)								
Hourly				21.00484	22.05508	23.15783	24.31572	25.53151
Bi-Weekly				1,680.39	1,764.41	1,852.63	1,945.26	2,042.52
Monthly				3,640.84	3,822.88	4,014.02	4,214.73	4,425.46
Annual				43,690.06	45,874.56	48,168.29	50,576.70	53,105.54
Maintenance Worker III (FBEO)								
Hourly				22.05294	23.15559	24.31337	25.52903	26.80549
Bi-Weekly				1,764.24	1,852.45	1,945.07	2,042.32	2,144.44
Monthly				3,822.51	4,013.63	4,214.32	4,425.03	4,646.28
Annual				45,870.11	48,163.62	50,571.80	53,100.39	55,755.41
Maintenance Worker IV (FBEO)								
Hourly				23.14934	24.30681	25.52215	26.79826	28.13817
Bi-Weekly				1,851.95	1,944.54	2,041.77	2,143.86	2,251.05
Monthly				4,012.55	4,213.18	4,423.84	4,645.03	4,877.28
Annual				48,150.63	50,558.16	53,086.07	55,740.37	58,527.39
Maintenance Worker Lead (FBEO)								
Hourly				25.46427	26.73748	28.07436	29.47808	30.95198
Bi-Weekly				2,037.14	2,139.00	2,245.95	2,358.25	2,476.16
Monthly				4,413.81	4,634.50	4,866.22	5,109.53	5,365.01
Annual				52,965.68	55,613.97	58,394.67	61,314.40	64,380.12
Mechanic (FBEO)								
Hourly				23.72807	24.91448	26.16020	27.46821	28.84162
Bi-Weekly				1,898.25	1,993.16	2,092.82	2,197.46	2,307.33
Monthly				4,112.87	4,318.51	4,534.43	4,761.16	4,999.21
Annual				49,354.39	51,822.11	54,413.22	57,133.88	59,990.57
Office Assistant (Temporary Position)								
Hourly				15.00000				
Bi-Weekly								
Monthly								
Annual								

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Police Chief (Executive; At Will)								
Hourly				57.28524	60.14951	63.15698	66.31483	69.63057
Bi-Weekly				4,582.82	4,811.96	5,052.56	5,305.19	5,570.45
Monthly				9,929.44	10,425.91	10,947.21	11,494.57	12,069.30
Annual				119,153.31	125,110.97	131,366.52	137,934.85	144,831.59
Police Sergeant Basic POST (FBPA)								
Hourly				32.23743	33.84931	35.54177	37.31886	39.18480
Bi-Weekly				2,578.99	2,707.94	2,843.34	2,985.51	3,134.78
Monthly				5,587.82	5,867.21	6,160.57	6,468.60	6,792.03
Annual				67,053.86	70,406.55	73,926.88	77,623.23	81,504.39
Police Sergeant Intermediate POST (FBPA)								
Hourly				34.00497	35.70522	37.49048	39.36500	41.33325
Bi-Weekly				2,720.40	2,856.42	2,999.24	3,149.20	3,306.66
Monthly				5,894.19	6,188.90	6,498.35	6,823.27	7,164.43
Annual				70,730.34	74,266.86	77,980.20	81,879.21	85,973.17
Police Sergeant Advance POST (FBPA)								
Hourly				35.68476	37.46900	39.34245	41.30957	43.37505
Bi-Weekly				2,854.78	2,997.52	3,147.40	3,304.77	3,470.00
Monthly				6,185.36	6,494.63	6,819.36	7,160.33	7,518.34
Annual				74,224.31	77,935.52	81,832.30	85,923.92	90,220.11
Police Officer Basic POST (FBPA)								
Hourly				26.35573	27.67351	29.05719	30.51005	32.03555
Bi-Weekly				2,108.46	2,213.88	2,324.58	2,440.80	2,562.84
Monthly				4,568.33	4,796.74	5,036.58	5,288.41	5,552.83
Annual				54,819.91	57,560.91	60,438.95	63,460.90	66,633.94
Police Officer Intermediate POST (FBPA)								
Hourly				27.67974	29.06372	30.51691	32.04275	33.64489
Bi-Weekly				2,214.38	2,325.10	2,441.35	2,563.42	2,691.59
Monthly				4,797.82	5,037.71	5,289.60	5,554.08	5,831.78
Annual				57,573.85	60,452.54	63,475.17	66,648.93	69,981.37
Police Officer Advance POST (FBPA)								
Hourly				29.03657	30.48839	32.01281	33.61345	35.29413
Bi-Weekly				2,322.93	2,439.07	2,561.03	2,689.08	2,823.53
Monthly				5,033.00	5,284.65	5,548.89	5,826.33	6,117.65
Annual				60,396.06	63,415.86	66,586.65	69,915.98	73,411.78
Police Recruit (1040 hours; FBPA)								
Hourly				21.63791				
Bi-Weekly				865.52				
Monthly				1,875.29				
Annual				22,503.42				

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Police Services Technician (FBPA)								
Hourly				19.61417	20.59488	21.62463	22.70586	23.84115
Bi-Weekly				1,569.13	1,647.59	1,729.97	1,816.47	1,907.29
Monthly				3,399.79	3,569.78	3,748.27	3,935.68	4,132.47
Annual				40,797.48	42,837.35	44,979.22	47,228.18	49,589.59
Public Works Project Analyst (FBEO)								
Hourly				26.47460	27.79833	29.18825	30.64766	32.18004
Bi -Weekly				2,117.97	2,223.87	2,335.06	2,451.81	2,574.40
Monthly				4,588.93	4,818.38	5,059.30	5,312.26	5,577.87
Annual				55,067.17	57,820.53	60,711.55	63,747.13	66,934.49
Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)								
Hourly				14.00000				
Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				15.00000				
Senior Government Accountant (Mid-Management; Non-Bargaining)								
Hourly				33.01278	34.66341	36.39659	38.21641	40.12724
Bi-Weekly				2,641.02	2,773.07	2,911.73	3,057.31	3,210.18
Monthly				5,722.21	6,008.33	6,308.74	6,624.18	6,955.39
Annual				68,666.57	72,099.90	75,704.90	79,490.14	83,464.65
Special Projects Manager (Mid-Management; Non-Bargaining)								
Hourly				33.01278	34.66341	36.39659	38.21641	40.12724
Bi -Weekly				2,641.02	2,773.07	2,911.73	3,057.31	3,210.18
Monthly				5,722.21	6,008.33	6,308.74	6,624.18	6,955.39
Annual				68,666.57	72,099.90	75,704.90	79,490.14	83,464.65
Special Projects Assistant (80%, Part-Time; Non-Bargaining)								
Hourly				22.68679	23.82113	25.01218	26.26279	27.57593
Bi-Weekly				1,451.95	1,524.55	1,600.78	1,680.82	1,764.86
Monthly				3,145.90	3,303.20	3,468.36	3,641.77	3,823.86
Annual				37,750.81	39,638.35	41,620.27	43,701.28	45,886.35
Systems Analyst - Lead (Confidential; Non-Bargaining)								
Hourly				29.54111	31.01816	32.56907	34.19752	35.90740
Bi-Weekly				2,363.29	2,481.45	2,605.53	2,735.80	2,872.59
Monthly				5,120.46	5,376.48	5,645.31	5,927.57	6,223.95
Annual				61,445.50	64,517.78	67,743.67	71,130.85	74,687.39
Systems Techncian (FBEO)								
Hourly				20.26082	21.27386	22.33755	23.45443	24.62715
Bi-Weekly				1,620.87	1,701.91	1,787.00	1,876.35	1,970.17
Monthly				3,511.88	3,687.47	3,871.84	4,065.43	4,268.71
Annual				42,142.50	44,249.63	46,462.11	48,785.22	51,224.48
Treatment Plant Operator-in-Training (FBEO)								
Hourly				18.01110	18.91166	19.85724	20.85010	21.89261
Bi-Weekly				1,440.89	1,512.93	1,588.58	1,668.01	1,751.41
Monthly				3,121.92	3,278.02	3,441.92	3,614.02	3,794.72
Annual				37,463.09	39,336.24	41,303.06	43,368.21	45,536.62
Treatment Plant Operator I (FBEO)								
Hourly				22.36079	23.47883	24.65277	25.88541	27.17968
Bi-Weekly				1,788.86	1,878.31	1,972.22	2,070.83	2,174.37
Monthly				3,875.87	4,069.66	4,273.15	4,486.80	4,711.14
Annual				46,510.44	48,835.96	51,277.76	53,841.65	56,533.73

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Treatment Plant Operator II (FBEO)								
Hourly				23.47980	24.65379	25.88648	27.18081	28.53985
Biweekly				1,878.38	1,972.30	2,070.92	2,174.46	2,283.19
Monthly				4,069.83	4,273.32	4,486.99	4,711.34	4,946.91
Annual				48,837.99	51,279.89	53,843.88	56,536.08	59,362.88
Treatment Plant Operator - Wastewater, Lead (FBEO)								
Hourly				27.00237	28.35249	29.77011	31.25861	32.82155
Biweekly				2,160.19	2,268.20	2,381.61	2,500.69	2,625.72
Monthly				4,680.41	4,914.43	5,160.15	5,418.16	5,689.07
Annual				56,164.92	58,973.17	61,921.83	65,017.92	68,268.81
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly				28.35245	29.77007	31.25858	32.82150	34.46258
Biweekly				2,268.20	2,381.61	2,500.69	2,625.72	2,757.01
Monthly				4,914.42	5,160.15	5,418.15	5,689.06	5,973.51
Annual				58,973.10	61,921.75	65,017.84	68,268.73	71,682.17