CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

July 1, 2009

	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Secretary to the City Manager - Confidential (Non-bargaining)					
Hourly	$18.94721	$19.89457	$20.88930	$21.93376	$23.03045
Bi-Weekly	$1,515.78	$1,591.57	$1,671.14	$1,754.70	$1,842.44
Monthly	$3,284.18	$3,448.39	$3,620.81	$3,801.85	$3,991.95
Annual	$39,410.20	$41,380.71	$43,449.74	$45,622.23	$47,903.34
Administrative Secretary (FBEO)					
Hourly	$18.94721	$19.89457	$20.88930	$21.93376	$23.03045
Bi-Weekly	$1,515.78	$1,591.57	$1,671.14	$1,754.70	$1,842.44
Monthly	$3,284.18	$3,448.39	$3,620.81	$3,801.85	$3,991.95
Annual	$39,410.20	$41,380.71	$43,449.74	$45,622.23	$47,903.34
Administrative Secretary - RES (Police Non-Bargaining)					
Hourly	$18.94721	$19.89457	$20.88930	$21.93376	$23.03045
Bi-Weekly	$1,515.78	$1,591.57	$1,671.14	$1,754.70	$1,842.44
Monthly	$3,284.18	$3,448.39	$3,620.81	$3,801.85	$3,991.95
Annual	$39,410.20	$41,380.71	$43,449.74	$45,622.23	$47,903.34
Assistant Chief Plant Operator (FBEO)					
Hourly	$22.37060	$23.48913	$24.66359	$25.89677	$27.19160
Bi-Weekly	$1,789.65	$1,879.13	$1,973.09	$2,071.74	$2,175.33
Monthly	$3,877.57	$4,071.45	$4,275.02	$4,488.77	$4,713.21
Annual	$46,530.85	$48,857.39	$51,300.26	$53,865.27	$56,558.54
Assistant to the City Manager (Executive AT WILL)					
Hourly	$31.43871	$33.01065	$34.66118	$36.39424	$38.21395
Bi Weekly	$2,515.10	$2,640.85	$2,772.89	$2,911.54	$3,057.12
Monthly	$5,449.38	$5,721.85	$6,007.94	$6,308.33	$6,623.75
Annual	$65,392.52	$68,662.14	$72,095.25	$75,700.01	$79,485.01
Associate City Engineer (Mid-Management)					
Hourly	$29.35289	$30.82053	$32.36156	$33.97964	$35.67862
Bi-Weekly	$2,348.23	$2,465.64	$2,588.92	$2,718.37	$2,854.29
Monthly	$5,087.83	$5,342.23	$5,609.34	$5,889.80	$6,184.29
Annual	$61,054.01	$64,106.71	$67,312.05	$70,677.65	$74,211.53

				Step 1	Step 2	Step 3	Step 4	Step 5		
Chief Treatment Plant Operator (Mid-Management)										
Hourly				$28.30987	$29.72536	$31.21163	$32.77221	$34.41082		
Bi -Weekly				$2,264.79	$2,378.03	$2,496.93	$2,621.78	$2,752.87		
Monthly				$4,907.04	$5,152.40	$5,410.02	$5,680.52	$5,964.54		
Annual				$58,884.53	$61,828.76	$64,920.19	$68,166.20	$71,574.51		
City Clerk (Executive AT WILL)										
Hourly				$31.43871	$33.01065	$34.66118	$36.39424	$38.21395		
Bi Weekly				$2,515.10	$2,640.85	$2,772.89	$2,911.54	$3,057.12		
Monthly				$5,449.38	$5,721.85	$6,007.94	$6,308.33	$6,623.75		
Annual				$65,392.52	$68,662.14	$72,095.25	$75,700.01	$79,485.01		
City Councilmember (Elected)										
Hourly										
Bi-Weekly				$138.46						
Monthly				$300.00	Plus $100/mo for Special District Meeting, Plus $60/per meeting for Redevelp. Agency					
Annual				$3,600.00						
City Manager (Executive AT Will) - Contract)										
Hourly				$62.54592						
Bi-Weekly				$5,003.67						
Monthly				$10,841.29						
Annual				$130,095.51						
Community Services Officer (FBPA)										
Hourly				$15.79260	$16.58223	$17.41134	$18.28191	$19.19600		
Bi-Weekly				$1,263.41	$1,326.58	$1,392.91	$1,462.55	$1,535.68		
Monthly				$2,737.38	$2,874.25	$3,017.97	$3,168.86	$3,327.31		
Annual				$32,848.61	$34,491.04	$36,215.59	$38,026.37	$39,927.69		
Director - Community Development Department (Executive AT-Will)										
Hourly				$38.29362	$40.20830	$42.21872	$44.32965	$46.54613		
Bi-Weekly				$3,063.49	$3,216.66	$3,377.50	$3,546.37	$3,723.69		
Monthly				$6,637.56	$6,969.44	$7,317.91	$7,683.81	$8,068.00		
Annual				$79,650.73	$83,633.27	$87,814.93	$92,205.68	$96,815.96		
Director - Finance Department/City Treasurer (Executive- AT Will)										
Hourly				$38.29362	$40.20830	$42.21872	$44.32965	$46.54613		
Bi-Weekly				$3,063.49	$3,216.66	$3,377.50	$3,546.37	$3,723.69		
Monthly				$6,637.56	$6,969.44	$7,317.91	$7,683.81	$8,068.00		
Annual				$79,650.73	$83,633.27	$87,814.93	$92,205.68	$96,815.96		
Director of Public Works (Executive AT Will)										
Hourly				$38.29362	$40.20830	$42.21872	$44.32965	$46.54613		
Bi-Weekly				$3,063.49	$3,216.66	$3,377.50	$3,546.37	$3,723.69		
Monthly				$6,637.56	$6,969.44	$7,317.91	$7,683.81	$8,068.00		
Annual				$79,650.73	$83,633.27	$87,814.93	$92,205.68	$96,815.96		

				Step 1	Step 2	Step 3	Step 4	Step 5		
Engineering Technician (FBEO)										
Hourly				$23.20808	$24.36848	$25.58691	$26.86625	$28.20957		
Bi-Weekly				$1,856.65	$1,949.48	$2,046.95	$2,149.30	$2,256.77		
Monthly				$4,022.73	$4,223.87	$4,435.06	$4,656.82	$4,889.66		
Annual				$48,272.81	$50,686.45	$53,220.77	$55,881.81	$58,675.90		
Facilities Maintenance Worker (FBEO)										
Hourly				$13.75914	$14.44710	$15.16945	$15.92792	$16.72432		
Bi-Weekly				$1,100.73	$1,155.77	$1,213.56	$1,274.23	$1,337.95		
Monthly				$2,384.92	$2,504.16	$2,629.37	$2,760.84	$2,898.88		
Annual				$28,619.01	$30,049.96	$31,552.46	$33,130.08	$34,786.59		
Finance Manager (Executive At Will)										
Hourly				$31.43871	$33.01065	$34.66118	$36.39424	$38.21395		
Bi Weekly				$2,515.10	$2,640.85	$2,772.89	$2,911.54	$3,057.12		
Monthly				$5,449.38	$5,721.85	$6,007.94	$6,308.33	$6,623.75		
Annual				$65,392.52	$68,662.14	$72,095.25	$75,700.01	$79,485.01		
Finance Technician I (FBEO)										
Hourly				$17.07616	$17.92997	$18.82647	$19.76779	$20.75618		
Bi-Weekly				$1,366.09	$1,434.40	$1,506.12	$1,581.42	$1,660.49		
Monthly				$2,959.87	$3,107.86	$3,263.25	$3,426.42	$3,597.74		
Annual				$35,518.41	$37,294.33	$39,159.05	$41,117.00	$43,172.85		
Finance Technician II (FBEO)										
Hourly				$18.82642	$19.76774	$20.75613	$21.79393	$22.88363		
Bi-Weekly				$1,506.11	$1,581.42	$1,660.49	$1,743.51	$1,830.69		
Monthly				$3,263.25	$3,426.41	$3,597.73	$3,777.62	$3,966.50		
Annual				$39,158.95	$41,116.90	$43,172.75	$45,331.38	$47,597.95		
Finance Technician III (FBEO)										
Hourly				$20.75614	$21.79395	$22.88364	$24.02783	$25.22922		
Bi-Weekly				$1,660.49	$1,743.52	$1,830.69	$1,922.23	$2,018.34		
Monthly				$3,597.73	$3,777.62	$3,966.50	$4,164.82	$4,373.06		
Annual				$43,172.77	$45,331.41	$47,597.98	$49,977.88	$52,476.77		
Government Accountant I (FBEO)										
Hourly				$22.88378	$24.02797	$25.22937	$26.49084	$27.81538		
Bi-Weekly				$1,830.70	$1,922.24	$2,018.35	$2,119.27	$2,225.23		
Monthly				$3,966.52	$4,164.85	$4,373.09	$4,591.74	$4,821.33		
Annual				$47,598.26	$49,978.18	$52,477.08	$55,100.94	$57,855.99		
Government Accountant II (FBEO)										
Hourly				$25.22935	$26.49082	$27.81536	$29.20613	$30.66643		
Bi-Weekly				$2,018.35	$2,119.27	$2,225.23	$2,336.49	$2,453.31		
Monthly				$4,373.09	$4,591.74	$4,821.33	$5,062.40	$5,315.51		
Annual				$52,477.05	$55,100.90	$57,855.95	$60,748.74	$63,786.18		

				Step 1	Step 2	Step 3	Step 4	Step 5		
Senior Government Accountant (MidMgmt)										
Hourly				$28.17478	$29.58352	$31.06269	$32.61583	$34.24662		
Bi-Weekly				$2,253.98	$2,366.68	$2,485.02	$2,609.27	$2,739.73		
Monthly				$4,883.63	$5,127.81	$5,384.20	$5,653.41	$5,936.08		
Annual				$58,603.54	$61,533.72	$64,610.41	$67,840.93	$71,232.97		
Housing and Economic Development Coordinator (Part-Time/Non-Bargaining)										
Hourly				$25.22935	$26.49082	$27.81536	$29.20613	$30.66643		
BiWeekly				$1,513.76	$1,589.45	$1,668.92	$1,752.37	$1,839.99		
Monthly				$3,279.82	$3,443.81	$3,616.00	$3,796.80	$3,986.64		
Annual				$39,357.79	$41,325.68	$43,391.96	$45,561.56	$47,839.63		
Laborer - Seasonal (640/ Maximum Annual Hours) (Non-Bargaining)										
Hourly				$10.00000	$10.50000	$11.02500	$11.57625	$12.15506		
BiWeekly				$800.00	$840.00	$882.00	$926.10	$972.41		
Monthly				$1,733.33	$1,820.00	$1,911.00	$2,006.55	$2,106.88		
Annual				$20,800.00	$21,840.00	$22,932.00	$24,078.60	$25,282.53		
Maintenance Worker I (FBEO)										
Hourly				$13.75914	$14.44710	$15.16945	$15.92792	$16.72432		
Bi-Weekly				$1,100.73	$1,155.77	$1,213.56	$1,274.23	$1,337.95		
Monthly				$2,384.92	$2,504.16	$2,629.37	$2,760.84	$2,898.88		
Annual				$28,619.01	$30,049.96	$31,552.46	$33,130.08	$34,786.59		
Maintenance Worker II (FBEO) "B" License & Temp. D2 Certificate)										
Hourly				$18.19327	$19.10293	$20.05808	$21.06098	$22.11403		
Bi-Weekly				$1,455.46	$1,528.23	$1,604.65	$1,684.88	$1,769.12		
Monthly				$3,153.50	$3,311.18	$3,476.73	$3,650.57	$3,833.10		
Annual				$37,842.00	$39,734.10	$41,720.81	$43,806.85	$45,997.19		
Maintenance Worker III (FBEO) ("B" License and D2 License)										
Hourly				$19.10108	$20.05613	$21.05894	$22.11189	$23.21748		
Bi-Weekly				$1,528.09	$1,604.49	$1,684.72	$1,768.95	$1,857.40		
Monthly				$3,310.85	$3,476.40	$3,650.22	$3,832.73	$4,024.36		
Annual				$39,730.25	$41,716.76	$43,802.60	$45,992.73	$48,292.36		
Maintenance Worker IV (FBEO) ("B License/D2 License)										
Hourly				$20.05072	$21.05326	$22.10592	$23.21121	$24.37178		
Bi-Weekly				$1,604.06	$1,684.26	$1,768.47	$1,856.90	$1,949.74		
Monthly				$3,475.46	$3,649.23	$3,831.69	$4,023.28	$4,224.44		
Annual				$41,705.50	$43,790.77	$45,980.31	$48,279.33	$50,693.29		
Mechanic (FBEO)										
Hourly				$19.75434	$20.74206	$21.77916	$22.86812	$24.01152		
Bi-Weekly				$1,580.35	$1,659.36	$1,742.33	$1,829.45	$1,920.92		
Monthly				$3,424.09	$3,595.29	$3,775.05	$3,963.81	$4,162.00		
Annual				$41,089.03	$43,143.48	$45,300.65	$47,565.69	$49,943.97		

				Step 1	Step 2	Step 3	Step 4	Step 5		
Office Assistant (Temporary Position)										
Hourly				$13.82760	$14.17329	$14.52762	$14.89081	$15.26308		
Bi-Weekly				$1,106.21	$1,133.86	$1,162.21	$1,191.27	$1,221.05		
Monthly				$2,396.78	$2,456.70	$2,518.12	$2,581.07	$2,645.60		
Annual				$28,761.41	$29,480.44	$30,217.45	$30,972.89	$31,747.21		
Office Clerk (FBEO)										
Hourly				$16.26304	$17.07619	$17.93000	$18.82650	$19.76783		
Bi-Weekly				$1,301.04	$1,366.10	$1,434.40	$1,506.12	$1,581.43		
Monthly				$2,818.93	$2,959.87	$3,107.87	$3,263.26	$3,426.42		
Annual				$33,827.12	$35,518.48	$37,294.40	$39,159.12	$41,117.08		
Planner I (FBEO)										
Hourly				$24.36853	$25.58696	$26.86630	$28.20962	$29.62010		
Bi-Weekly				$1,949.48	$2,046.96	$2,149.30	$2,256.77	$2,369.61		
Monthly				$4,223.88	$4,435.07	$4,656.83	$4,889.67	$5,134.15		
Annual				$50,686.54	$53,220.87	$55,881.91	$58,676.01	$61,609.81		
Planner II (FBEO)										
Hourly				$25.58693	$26.86628	$28.20959	$29.62007	$31.10107		
Bi-Weekly				$2,046.95	$2,149.30	$2,256.77	$2,369.61	$2,488.09		
Monthly				$4,435.07	$4,656.82	$4,889.66	$5,134.15	$5,390.85		
Annual				$53,220.81	$55,881.86	$58,675.95	$61,609.75	$64,690.23		
Senior Planner (MidMgmt)										
Hourly				$27.52396	$28.90016	$30.34517	$31.86242	$33.45555		
Bi-Weekly				$2,201.92	$2,312.01	$2,427.61	$2,548.99	$2,676.44		
Monthly				$4,770.82	$5,009.36	$5,259.83	$5,522.82	$5,798.96		
Annual				$57,249.84	$60,112.33	$63,117.95	$66,273.84	$69,587.53		
Police Chief (Management - AT Will)										
Hourly				$44.63310	$46.86476	$49.20799	$51.66839	$54.25181		
Bi-Weekly				$3,570.65	$3,749.18	$3,936.64	$4,133.47	$4,340.14		
Monthly				$7,736.40	$8,123.22	$8,529.39	$8,955.85	$9,403.65		
Annual				$92,836.85	$97,478.69	$102,352.62	$107,470.26	$112,843.77		
Police Captain (Mid-Management- Non-Bargaining)										
Hourly				$39.81703	$41.80788	$43.89828	$46.09319	$48.39785		
Bi-Weekly				$3,185.36	$3,344.63	$3,511.86	$3,687.46	$3,871.83		
Monthly				$6,901.62	$7,246.70	$7,609.03	$7,989.49	$8,388.96		
Annual				$82,819.42	$86,960.39	$91,308.41	$95,873.83	$100,667.53		
Police Lieutenant (Mid-Management- Non-Bargaining)										
Hourly				$34.59120	$36.32076	$38.13680	$40.04364	$42.04582		
Bi-Weekly				$2,767.30	$2,905.66	$3,050.94	$3,203.49	$3,363.67		
Monthly				$5,995.81	$6,295.60	$6,610.38	$6,940.90	$7,287.94		
Annual				$71,949.70	$75,547.18	$79,324.54	$83,290.77	$87,455.31		

				Step 1	Step 2	Step 3	Step 4	Step 5		
Police Sergeant Basic POST (FBPA)										
Hourly				$27.25000	$28.61250	$30.04313	$31.54528	$33.12255		
Bi-Weekly				$2,180.00	$2,289.00	$2,403.45	$2,523.62	$2,649.80		
Monthly				$4,723.33	$4,959.50	$5,207.48	$5,467.85	$5,741.24		
Annual				$56,680.00	$59,514.00	$62,489.70	$65,614.19	$68,894.89		
Police Sergeant Intermediate POST (FBPA)										
Hourly				$29.18610	$30.64541	$32.17768	$33.78656	$35.47589		
Bi-Weekly				$2,334.89	$2,451.63	$2,574.21	$2,702.92	$2,838.07		
Monthly				$5,058.92	$5,311.87	$5,577.46	$5,856.34	$6,149.15		
Annual				$60,707.09	$63,742.44	$66,929.56	$70,276.04	$73,789.84		
Police Sergeant Advance POST (FBPA)										
Hourly				$30.62700	$32.15835	$33.76627	$35.45458	$37.22731		
Bi-Weekly				$2,450.16	$2,572.67	$2,701.30	$2,836.37	$2,978.18		
Monthly				$5,308.68	$5,574.11	$5,852.82	$6,145.46	$6,452.73		
Annual				$63,704.16	$66,889.37	$70,233.84	$73,745.53	$77,432.80		
Police Officer Basic POST (FBPA)										
Hourly				$22.60530	$23.73557	$24.92234	$26.16846	$27.47688		
Bi-Weekly				$1,808.42	$1,898.85	$1,993.79	$2,093.48	$2,198.15		
Monthly				$3,918.25	$4,114.16	$4,319.87	$4,535.87	$4,762.66		
Annual				$47,019.02	$49,369.98	$51,838.47	$54,430.40	$57,151.92		
Police Officer Intermediate POST (FBPA)										
Hourly				$23.92750	$25.12388	$26.38007	$27.69907	$29.08403		
Bi-Weekly				$1,914.20	$2,009.91	$2,110.41	$2,215.93	$2,326.72		
Monthly				$4,147.43	$4,354.81	$4,572.55	$4,801.17	$5,041.23		
Annual				$49,769.20	$52,257.66	$54,870.54	$57,614.07	$60,494.77		
Police Officer Advance POST (FBPA)										
Hourly				$24.90180	$26.14689	$27.45423	$28.82695	$30.26829		
Bi-Weekly				$1,992.14	$2,091.75	$2,196.34	$2,306.16	$2,421.46		
Monthly				$4,316.31	$4,532.13	$4,758.73	$4,996.67	$5,246.50		
Annual				$51,795.74	$54,385.53	$57,104.81	$59,960.05	$62,958.05		
Police Recruit 1040/hours (Non-Bargaining)										
Hourly				$17.72740						
Bi-Weekly				$1,418.19						
Monthly				$3,072.75						
Annual				$36,872.99						
Police Service Technician (FBPA)									**Step 6**	**Step 7**
Hourly				$15.49080	$16.26534	$17.07861	$17.93254	$18.82916	$19.77062	$20.75915
Bi-Weekly				$1,239.26	$1,301.23	$1,366.29	$1,434.60	$1,506.33	$1,581.65	$1,660.73
Monthly				$2,685.07	$2,819.33	$2,960.29	$3,108.31	$3,263.72	$3,426.91	$3,598.25
Annual				$32,220.86	$33,831.91	$35,523.50	$37,299.68	$39,164.66	$41,122.89	$43,179.04

				Step 1	Step 2	Step 3	Step 4	Step 5		
Public Works Project Analyst (FBEO)										
Hourly				$22.93088	$24.07742	$25.28130	$26.54536	$27.87263		
Bi -Weekly				$1,834.47	$1,926.19	$2,022.50	$2,123.63	$2,229.81		
Monthly				$3,974.69	$4,173.42	$4,382.09	$4,601.20	$4,831.26		
Annual				$47,696.23	$50,081.04	$52,585.09	$55,214.35	$57,975.07		
Public Works Superintendent (Mid-Management)										
Hourly				$28.30987	$29.72536	$31.21163	$32.77221	$34.41082		
Bi -Weekly				$2,264.79	$2,378.03	$2,496.93	$2,621.78	$2,752.87		
Monthly				$4,907.04	$5,152.40	$5,410.02	$5,680.52	$5,964.54		
Annual				$58,884.53	$61,828.76	$64,920.19	$68,166.20	$71,574.51		
Treatment Plant Operator in Training (FBEO)										
Hourly				$15.60025	$16.38026	$17.19928	$18.05924	$18.96220		
Bi-Weekly				$1,248.02	$1,310.42	$1,375.94	$1,444.74	$1,516.98		
Monthly				$2,704.04	$2,839.25	$2,981.21	$3,130.27	$3,286.78		
Annual				$32,448.52	$34,070.95	$35,774.49	$37,563.22	$39,441.38		
Treatment Plnt Operator I (FBEO) (Req. Water I and Wasterwater I -OR- Water 2 -OR- Wastewater 2)										
Hourly				$19.36772	$20.33611	$21.35291	$22.42056	$23.54158		
Bi-Weekly				$1,549.42	$1,626.89	$1,708.23	$1,793.64	$1,883.33		
Monthly				$3,357.07	$3,524.93	$3,701.17	$3,886.23	$4,080.54		
Annual				$40,284.86	$42,299.10	$44,414.06	$46,634.76	$48,966.50		
Treatment Plant Operator Wastewater II (FBEO) (Req. Water II and Wastewaster I (5-STEP)										
Hourly				$20.33695	$21.35380	$22.42149	$23.54256	$24.71969		
Biweekly				$1,626.96	$1,708.30	$1,793.72	$1,883.40	$1,977.58		
Monthly				$3,525.07	$3,701.32	$3,886.39	$4,080.71	$4,284.75		
Annual				$42,300.86	$44,415.90	$46,636.69	$48,968.53	$51,416.95		
Treatment Plant Laboratory Director (FBEO)										
Hourly				$26.83751	$28.17939	$29.58835	$31.06777	$32.62116		
Bi-Weekly				$2,147.00	$2,254.35	$2,367.07	$2,485.42	$2,609.69		
Monthly				$4,651.84	$4,884.43	$5,128.65	$5,385.08	$5,654.33		
Annual				$55,822.02	$58,613.12	$61,543.78	$64,620.97	$67,852.02		
Water Project Manager (Part-Time/Non-Bargaining)										
Hourly				$26.83751	$28.17939	$29.58835	$31.06777	$32.62116		
Bi-Weekly				$2,147.00	$2,254.35	$2,367.07	$2,485.42	$2,609.69		
Monthly				$4,651.84	$4,884.43	$5,128.65	$5,385.08	$5,654.33		
Annual				$55,822.02	$58,613.12	$61,543.78	$64,620.97	$67,852.02		