MEMORANDUM OF UNDERSTANDING

BETWEEN THE CITY OF FORT BRAGG AND

THE FORT BRAGG EMPLOYEE ORGANIZATION/

SERVICE EMPLOYEES INTERNATIONAL UNION

EFFECTIVE JULY 13, 2014

THROUGH

JUNE 30, 2017

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EXHIBIT A

ARTICLE 1 - PREAMBLE

Pursuant to the provisions of the Meyers-Millias-Brown Act (California Government Code Section 3500 et seq.) and the Fort Bragg Municipal Code, agreement has been reached between the City of Fort Bragg (hereinafter referred to as "CITY") and the Fort Bragg Employee Organization (FBEO) affiliated with the Service Employees International Union Local 1021 (hereinafter referred to as "ORGANIZATION").

It is the general purpose of this Memorandum of Understanding (MOU) to promote the mutual interest of the City and its employees and to establish rates of pay, and certain other terms and conditions of employment.

1. The City and the Organization agree that the term of this Agreement shall be from July 13, 2014 through June 30, 2017.

2. Pursuant to the provisions of the City's Employee-Employer Organization Relations Resolution (1868-91) and applicable law, the City hereby acknowledges and recognizes the Organization as the certified representative of the employees in the following classifications:

   Administrative Assistant (Non-Confidential)
   Engineering Technician
   Environmental Compliance Coordinator
   Finance Technician I, II, III
   Government Accountant I and II
   Housing and Economic Development Coordinator
   Maintenance Worker I, II, III, IV
   Maintenance Worker – Lead
   Mechanic
   Office Assistant
   Planner Assistant and Associate
   Public Works Analyst
   Treatment Plant Operator I, II
   Treatment Plant Operator-in-Training
   Treatment Plant Operator Lead – Wastewater
   Treatment Plant Operator Lead – Water, Collection and Distribution

   The term "employee" or "employees" as used herein shall refer to employees employed by the City (excluding Temporary, Part Time, and/or Seasonal) as well as such classes of employees as may be added hereafter through the provisions of the City Employee-Employer Relations Resolution or applicable state law.

3. If any article or section of this Agreement should be found invalid, unlawful or unenforceable by reason of any existing or subsequent enacted legislation or by judicial authority, all other articles and sections of this Agreement shall remain in full force and effect for the duration of this Agreement. In the event of invalidation of any article or section, the City and the Organization agree to meet within thirty days for the purpose of renegotiating said article or section.

4. Any conflict between any article or section of this Agreement and any City or Departmental rule, regulation, ordinance, code, resolution, procedure or practice, existing as of the date of this Agreement or adopted thereafter, shall be resolved in favor of the provisions contained in this Agreement.

5. This Agreement sets forth the full and entire understanding of the parties regarding the matters set forth herein.

6. Except as specifically otherwise provided herein, it is agreed and understood that each party hereto voluntarily and unqualifiedly waives its rights to and agrees that the other shall not be required to meet and confer with respect to any subject or matter covered herein or with respect to any other matters within the scope of meeting and conferring during the period of the term of this Agreement, except regarding the interpretation of this Agreement.

7. The foregoing shall not preclude the parties hereto form meeting and conferring at any time with respect to any subject matter within the scope of meeting and conferring.

8. It is recognized that the Employer-Employee Organization Relations Procedure adopted by Resolution No. 1868-91 on November 12, 1991, is the governing document as to the procedures for meeting and conferring in good faith with recognized employee organizations regarding matters that involve the wages, hours and other terms and conditions of employment.

9. Any and all Departmental rules and regulations and employee rights, benefits, privileges and other terms and conditions of employment in effect through the duration of the previous Agreement and not expressly contradicted by this Agreement are hereby incorporated in this Agreement.

ARTICLE 2 - DEFINITIONS

1. "Agreement" – the document referenced in Section 3505.1 of the Government Code. It shall be synonymous with the term "Memorandum of Understanding".

2. "Benefit" – is a service or compensation, other than salary, as provided for in this Agreement.

3. "City" – is the City of Fort Bragg and its City Council.

4. Domestic Partner – A domestic partner as defined under California Family Code section 297.

5. "Department" – consists of the following City Departments: Administration, Community Development, Finance and/or Public Works.

6. "Organization" – is the Fort Bragg Employee Organization affiliated with SEIU Local 1021.

7. "Personnel Rules and Regulations" – means the City of Fort Bragg Personnel Rules and Regulations

8. "Salary" – is the regular hourly or monthly monetary compensation as shown in the Salary Schedule attached hereto as Appendix A.

ARTICLE 3 – ORGANIZATION RIGHTS

Organization employees shall be free to participate in Organization activities without interference, intimidation or discrimination in accordance with State law and City policies, rules and regulations. These rights shall include the following:

1. The right to represent its members before the City Council, Council advisory boards, commissions or committees with regard to wages, hours and working conditions or other matters within the scope of representation, subject to the provisions of applicable Federal, State or City laws and regulations.

2. The right to be given reasonable written notice of any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation.

3. The right to a reasonable amount of time during working hours to represent its members before the City Council or their representatives when formally meeting and conferring on matters within the scope of representation, or on any other activities that the parties agree are in the shared interest of more harmonious relations. Such time shall be scheduled in advance with the Department Manager or Human Resource Office.

4. The right to the use of a designated bulletin board and/or internal computer mail system.

5. The use of City facilities for Organization activities, providing that appropriate advance arrangements are made.

6. The City Council or its designated representative will make copies of their meeting agendas available to the Organization.

7. Reasonable access to employee work location for officers of the Organization and their officially designated representatives, for the purpose of processing grievances or contacting members of the Organization concerning business within the scope of representation. Access shall be restricted so as not to interfere with the normal operations of the Departments or with established safety or security requirements.

8. It is acknowledged that nothing contained in this Agreement is a waiver by the Organization of its rights under Section 3504 of the Government Code.

9. Public agencies and employee organizations shall not interfere with, intimidate, restrain, coerce or discriminate against public employees because of their exercise of their rights to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.

10. Employees covered by this Agreement are exempt from the provisions of Article V, Section 1 paragraph C of Resolution 1868-91 The City of Fort Bragg Employer-Employee Organization Relations Resolution.

11. Represented employees may request up to a total of 40 hours off per fiscal year to attend SEIU sponsored training. The 40 hours referenced above are the total hours available to all employees requesting such time-off. An employee may use their available vacation or CTO time or request leave without pay at the employee's discretion. The City will not unreasonably deny an employee's request for time off and shall attempt to accommodate requests whenever possible.

12. The City agrees to provide the Organization, within sixty days after the signing of this Agreement, one copy of the Agreement and of any other adopted City or Departmental rule, order, resolution or ordinance pertaining to employees represented by this Organization.

ARTICLE 4 – MANAGEMENT RIGHTS

Except as otherwise provided in this agreement, the City retains all rights, powers, and authority exercised or held by it, including, but not limited to:

1. The right to determine and modify the organization and the structure of the City.

2. To determine and change the purpose, extent and mission of each of its constituent departments, commissions and boards and to make changes therein.

3. To set standards for service to be offered to the public.

4. To direct the employees of the City in order to carry out its mission.

5. To determine the procedures and standards of selection and testing for employment.

6. To hire, examine, classify and promote consistent with the City's Personnel Rules.

    a. Assignment of work – During the term of this agreement, the City reserves the right to assign work, schedule employees, and transfer employees in the City's best interests subject to the Personnel Rules.

    b. Training – During the term of this agreement, the City reserves the right to train employees according to the City's best interests.

7. To take disciplinary action against employees, consistent with the City's Personnel Rules and applicable law.

8. To increase, reduce or change, modify or alter the composition and size of the work force, including the right to relieve employees from duties because of lack of work or funds.

9. Determine the location, methods, means and personnel by which operations are to be conducted.

10. To create, modify or delete City and/or Departmental rules and regulations, subject to meet and confer.

11. To direct management groups to perform tasks or assignments as directed by the City Manager.

12. To take all necessary actions to carry out its mission during health and safety emergencies.

13. To determine the tools, resources and technology for performing City functions.

14. The City shall not meet and confer on any subject preempted by Federal or State law. Where required by law, the City will provide the Organization with notification prior to implementing the exercise of a management right impacting wages, hour, and terms and conditions of employment on FBEO represented employees unless the impact consequences of the exercise of a management right upon unit members is provided for in this Agreement, City Personnel Rules, or Department Rules and Regulations. Should said impact not otherwise be provided as described above, upon the request of the Organization to meet and confer over the impact of implementing a management right, the City agrees to do so promptly.

ARTICLE 5 – CONTRACTING OUT

The City retains the right to contract out municipal services as allowed by law. Whenever the City decides to contract out services and the decision would result in the displacement or reduction in hours for an employee represented by this unit, the City shall provide the Organization with prior notice and shall meet and confer upon request.

ARTICLE 6 – PAST PRACTICE

If the City varies from the explicit terms of this MOU or any City rule, regulation, resolution, ordinance or policy through mistake, misapplication or misinterpretation, it shall not be deemed a past practice, and the City may make correction(s) as necessary. Adequate notification of the corrections(s) shall be made to the Organization and to affected represented employee(s).

ARTICLE 7 – GRIEVANCE PROCEDURES

A grievance may be filed by the Organization on its own behalf, on behalf of any member of the Bargaining Unit, and/or by any member of the Bargaining Unit on their own behalf, for any violation of any section of this Agreement or the City's Personnel Rules.

The grievance procedure shall be pursuant to Sections 20 and 21 of the Personnel Rules.

1. For disciplinary appeals as defined in Section 20 of the Personnel Rules, upon mutual agreement of the City and the Organization, a disciplinary appeal may be submitted to advisory mediation prior to the issuance of a final decision by the City Manager.

2. For non-disciplinary grievances as defined in Section 21 of the Personnel Rules, upon mutual agreement of the City and the Organization, a non-disciplinary appeal may be submitted to advisory mediation prior to the issuance of a final decision by the City Manager.

ARTICLE 8 – COMPENSATION PLAN RANGES AND SCHEDULE

1. Salary ranges shall be per attached Exhibit A for all employee classifications covered by this agreement.

2. City agrees to pay for any certifications required by State regulating agencies in the performance of job duties.

3. It is agreed that a five-step compensation plan shall be established for all current and future established classifications represented by the Organization. The attached spreadsheet (Exhibit A) reflects the five-step compensation plan established for the classifications represented by the Organization, as updated from time to time in accordance with this Agreement.

ARTICLE 9 – SALARY INEQUITY ADJUSTMENTS

1. Once each year, in December, the Organization shall have the right to request the City to review the salary placement of up to two classifications that meet one or more of the following criteria:

   A. Significant turnover;
   B. Difficulty recruiting;

C. Internal misalignment with classification(s) with similar responsibilities or duties;
D. Range or salary compaction; and/or
E. External misalignment with classification(s) with similar responsibilities or duties within the City's benchmark communities; and, one or more relevant local public and/or private agencies including, but not limited to, Mendocino County, Fort Bragg Unified School District, Mendocino Unified School District, Mendocino Coast Hospital District, College of the Redwoods (Mendocino Campus) and the Ukiah Medical Center. In the event that either party believes there are not sufficient comparisons from among the agreed upon jurisdictions for a particular City job classification, the Organization and/or the City may introduce salary data from other suitable jurisdictions in order to commence the meet and confer process on salary inequity.

2. Requests for review shall include the following information:

A. Classification(s) to be studied;
B. Which criteria set forth above are applicable;
C. Supporting data that justifies the request;
D. Any known or anticipated compaction or "ripple effects" created by an adjustment;
E. Percentage increase proposed; and
F. Estimated cost of salary inequity adjustment requested (including any known benefit cost adjustment).

3. The City will conduct the review and provide copies of the results to the Organization and the affected department(s). Following completion of the review or sixty-days (60) after the Organization's submittal of the information set forth in paragraph 2, whichever is sooner, and upon request of the Organization, the parties shall meet and confer regarding the results. Costs of agreed upon salary adjustments shall be in addition to any salary increases arising out of Article XI (Cost of Living Adjustments) and subject to the approval of the City Council.

ARTICLE 10 – COST OF LIVING ADJUSTMENTS AND ONE-TIME PAYMENTS

1. Cost of Living Adjustments: During the term of the Agreement , the City's Compensation Plan, attached as Exhibit A, will be modified as follows:

A. Effective the pay period beginning July 13, 2014, each employee covered by this Agreement shall receive a cost of living adjustment (COLA) equal to1.0% of their base salary.

B. Effective the first full pay period in July 2015, each employee covered by this Agreement shall receive a COLA equal to 1.5% of their base salary.

C. Effective the first full pay period in July 2016, each employee covered by this Agreement shall receive a COLA equal to 1.5% of their base salary.

2. One-Time Payments: The following payments will be made on the date and in the manner described below. These payments are not included in the City's Compensation Plan and are not considered "special compensation" under section 571 of the California Code of Regulations.

   A. Effective the pay period beginning July 13, 2014, each employee covered by this Agreement and whose hire date falls prior to July 13, 2014, shall receive on their regular paycheck a one-time payment of $1,000, paid to the employee as taxable income to the extent required by law.

   B. Effective the first full pay period in July 2015, each employee covered by this Agreement and whose hire date falls prior to the beginning of the first full pay period in July 2015, shall receive on their regular paycheck a one-time payment of $500, paid to the employee as taxable income to the extent required by law.

   C. Effective the first full pay period in July 2016, each employee covered by this Agreement and whose hire date falls prior to the beginning of the first full pay period in July 2016, shall receive on their regular paycheck a one-time payment of $1,000, paid to the employee as taxable income to the extent required by law.

ARTICLE 11– OVERTIME

The City has the right to assign and schedule overtime for represented employees. Departmental practices in effect as of July 1, 2007 shall be maintained as follows:

1. Water/Wastewater Treatment

   a. Holidays

      i. Assigned on voluntary basis;

      ii. Employee working the Sunday through Thursday shift works Monday holidays;

      iii. Employee working Tuesday through Saturday shift works Thursday or Friday holidays;

      iv. Assigned to lowest seniority employee in any other cases.

   b. Overtime required to complete tasks in progress is assigned to the involved employees as required for continuation of effort.

   c. Call outs are prioritized by seniority within the classification.

   d. Any situation not covered by items a through c is offered by seniority within classification starting with the most senior employee. If no employee desires the overtime, overtime is assigned by seniority within the classification starting with the least senior employee.

2. Streets and Maintenance

   a. Overtime required to complete tasks in progress is assigned to the involved employees as required for continuation of effort.

b. Call outs and any other situation requiring overtime are offered by seniority within classification starting with the most senior employee. If no employee desires the overtime, overtime is assigned by seniority within the classification starting with the least senior employee.

3. Other Employees

a. For employees not within the Public Works Department (Water/Wastewater Treatment and Streets and Maintenance) required overtime happens infrequently and will be assigned in advance when practical with no established policies in place. The Department Manager assigns and approves overtime on an as-needed basis.

4. For employees covered by this Agreement, hours worked beyond eight hours per day and/or forty hours per week shall be calculated to the nearest quarter hour worked and shall be compensated at one and one half times the employee's hourly rate of pay.

5. In lieu of cash payment for overtime worked, employees may choose to "bank" any overtime hours (credited at one and one half times the actual overtime hours worked) for later use as compensatory time off (CTO). CTO may be accumulated to a maximum of one hundred and four (104) hours. CTO use must be pre-approved by immediate supervisor.

   Employees may request, at time of submission of any time sheet during the year, payout of any or all of accumulated CTO. Each December 31 the City may, at its option, pay off all accumulated CTO to each employee at the employee's current salary rate.

6. For the purpose of defining "hours worked", the following shall apply:

a. Hours worked shall include all actual hours worked.

b. Hours worked shall also include all paid leave hours, except compensatory time off. This means that hours worked includes medical leave, family leave, bereavement leave, vacation time, holiday leave, or any other form of paid leave, except compensatory time off.

ARTICLE 12 – CALLBACK TIME

An employee who is eligible to receive overtime pay shall receive a minimum credit of three-hours (or the actual time worked if over three hours) of overtime as provided by this Memorandum of Understanding (MOU) if the employee reports to a job site in response to a call from a supervisor, Department Manager or designee of the City of Fort Bragg, or in response to a call out by the Police Department or City facility alarm-initiated call. Such employee shall not be considered to be in a stand-by status or eligible for stand-by pay. If an employee is called back a subsequent time during a given three-hour period, such employee is not entitled to an additional minimum three hours of overtime. Employees may not initiate their own callbacks. An employee responding to an authorized call out may call in a second employee if the situation requires a second person to safely and/or effectively deal with the call incident

ARTICLE 13– TEMPORARY ASSIGNMENTS TO HIGHER PAID POSITION

1. When an employee is temporarily assigned by their supervisor, the Department Manager or the City Manager to perform the duties of a higher paid position for five consecutive days or more, said employee shall receive additional compensation equal to 5% of their current salary provided that the resultant pay shall not exceed that of the employee being replaced.

2. A regular employee so temporarily assigned need not be qualified by examination or have standing on an eligibility list for the higher class. A temporary assignment of the duties of a higher class under this section is distinguished from a temporary appointment as provided in the Personnel Rules and Regulations, in that the employee is not appointed to the higher class but is assigned all of the duties of the higher class and is not paid the salary as provided for that higher class. The temporary assignment, unlike a temporary appointment, may be made without reference to an eligibility list.

3. A temporary assignment by a Department Manager of a regular employee to work in a higher class requires review by the Administrative Services Office and prior authorization by the City Manager. Assignment pay will not be granted retroactively.

4. Temporary assignments may be made by the City Manager subject to the provisions above when a position is vacant or when an incumbent employee is absent from a position. Such assignments shall be temporary and shall terminate when the position is filled, when incumbent employee returns to work, or when the temporary assignment is discontinued.

5. For extended assignments that will last beyond 30 days, the assigned employee shall receive compensation equal to Step 1 of the higher classification or an additional 5% of the assigned employee's current salary, whichever is greater, beginning on the 31st day of assignment. If an employee is at a step in a temporary assignment in excess of 365 days he/she shall be moved to the next step in the salary range for the temporarily assigned classification.

6. A Personnel Action Form shall be completed by the Administrative Services Office, approved by the Department Manager and City Manager, and placed in the employee's personnel file for each such assignment.

7. Should the assigned employee take any form of paid leave during the first 30 days of the temporary assignment, assignment pay will not be paid for any such leave hours taken.

8. Whenever reasonable, at the discretion of the City Manager or his/her designee, an employee's temporary assignment time may be applied to their promotional probationary period.

ARTICLE 14 – BILINGUAL INCENTIVE PAY

1. An employee, whose duty assignments require regular and frequent use of bilingual language skills, shall be recommended by the Department Manager and approved by the City Manager to receive a bilingual allowance pay. The Department Manager shall designate an employee as eligible for bilingual incentive pay, and shall notify the Human Resources Office in writing of the designation prior to the designation becoming effective. The employee shall retain such bilingual designation only until a change in assignment is reported in writing by the Department Manager to the Human Resources Office. Additional compensation for bilingual duties is payable as an allowance and not as part of base salary, but shall be payable at the same time

as regular compensation. When a regular employee is assigned to duties requiring regular and frequent use of bilingual language skills, s/he shall receive $40.00 per pay period. When a regular Part-time employee is assigned to bilingual duties, the bilingual allowance shall be *prorated and paid on the same basis that the part-time position is filled and compensated. The* scheduled increases, during the life of the Agreement as identified above, shall be prorated as well.

2. As used in this section, the phrase "regular and frequent" means that the employee's duty assignments normally require the employee to use bilingual skills at least once each working day, or at least five (5) times each work week. An employee's ability to read, write, or speak a foreign language, and/or occasional incidental use of foreign language skills on the job shall not warrant a bilingual allowance.

3. Employees must pass a fluency test as required by the City in order to be eligible for bilingual incentive pay.

ARTICLE 15– REST AND MEAL PERIODS

1. The City agrees to provide, except in cases of emergency, all full-time employees with two rest periods of fifteen minutes each during each day. One such rest period shall be prior to the meal period and the second rest period shall be following the meal period.

2. The meal period shall not be less than thirty minutes. The meal period shall be between the end of the third hour and the beginning of the sixth hour after work starts, unless otherwise agreed upon by the employee and their immediate supervisor, in accord with the applicable City policies as may be established.

ARTICLE 16– SICK LEAVE

1. Accrual: All full-time probationary and permanent employees shall accrue sick leave at a rate of eight hours per month beginning at the end of the first thirty one days of employment and sick leave may be accrued with no maximum limit.

2. Personal Use: Sick Leave may be used as accrued. It is to be used for illness or injury and may not be used to supplement days off except as may be provided in the Personnel Rules Section 15.2.

3. Family Care Use: Accrued sick leave may be used for care of children, siblings and parents, (be they natural, adoptive, step or foster of the employee or their current spouse, if employee is married), domestic partner or spouse, to a maximum of eighty hours in the calendar year of January 1 through December 31. It is further provided that an additional forty hours of accrued sick leave per calendar year may be used for such care in unusual or emergency cases with the approval of the City Manager.

4. Documentation: Employees will follow departmental policies in documenting sick leave used. A physician's certification form may be required at the discretion of the Department Manager or City Manager for absences of three consecutive work days or more, unless the Department Manager, Administrative Services Office and/or City Manager has questions and/or concerns about the frequency of absences, then the physician's certification form may be required for any amount of absences.

5. Conversion:

   A. Sick leave accrued in excess of eight hundred hours may be converted to vacation on the basis of three hours of vacation time for each ten hours of sick leave accrued and converted.

   B. Up to 25% of sick leave accrued in excess of one thousand hours may be converted without loss of balance of sick leave, to vacation on the basis of one hour of vacation time for each hour of sick leave accrued and converted.

   C. Conversions may be made once each year in the month of December.

   D. Conversion is not applicable if an employee is discharged for cause.

6. Transfer: An employee may transfer accrued sick leave to another employee in cases of emergency, subject to review and approval by the City Manager, on a case by case basis subject to the provisions of Personnel Rules Section 18.

7. Compensation on Separation: Upon separation after two or more years of service, an employee shall be paid for 30% of unused, accrued sick leave. This provision is not applicable where sick leave is otherwise converted or transferred for other credit. Such compensation is not applicable if an employee is discharged for cause.

8. Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA): As provided for in the Federal Family and Medical Leave Act of 1993 and the California Rights Act as per Section 16 of the Personnel Rules.

9. Fitness for Duty Examinations related to non-work-related condition(s) which caused absence from work as defined in Section 15 of the City's Personnel Rules. City will pay mileage for car use to and from the location of the examination based on the same criteria as for other travel reimbursements.

ARTICLE 17– HOLIDAYS

1. All full-time probationary and permanent employees shall receive their regular pay for the following holidays:

   January 1
   3rd Monday in January (Martin Luther King Jr. Day)
   3rd Monday in February (Presidents' Day)
   Last Monday in May (Memorial Day)
   July 4
   1st Monday in September (Labor Day)
   2nd Monday in October (Columbus Day)
   November 11
   4th Thursday in November (Thanksgiving)
   Friday after Thanksgiving
   December 24
   December 25
   And every day proclaimed by the Governor and recognized by the City Council as a public holiday, day of mourning or day of thanksgiving.

2. Holiday leave shall be administered as provided for in Section 15 of the Personnel Rules.

ARTICLE 18 – VACATION

1. Accrual: All full-time probationary and permanent employees shall accrue vacation as follows:

   a. 3.39 hours per pay period for less than three (3) years of service (88 hours annually). (i.e.0-36 months)
   b. 4.62 hours per pay period for three (3) or more years of service and less than ten (10) years of service (120 hours annually).(i.e. 37-120 months)
   c. 6.16 hours per pay period for ten (10) or more years of service and less than fifteen (15) years of service (160 hours annually). (i.e.121-180 months)
   d. All full-time, permanent employees covered under this Agreement with fifteen (15) or more years of service shall accrue vacation at the rate of 7.69 hours per pay period (200 hours annually). (i.e. more than 180 months)

2. Accumulation: Vacation time can be accrued and accumulated to a maximum of two hundred forty (240) hours for employees with less than ten years of service and up to a maximum of three hundred forty (340) hours for employees with ten years or more of service.

3. Use: Accrued vacation time may be used in blocks of one-half-hour or more. All vacation use must be pre-approved by immediate supervisor.

ARTICLE 19 – BEREAVEMENT LEAVE

When a death occurs in an employee's immediate family (see Section 15.2.6 of the Personnel Rules for definition of "immediate family"), the employee shall be granted necessary time off, with compensation, for the purpose of attending the funeral and/or to personal affairs, of up to three consecutive work days. In the event of unusual travel time requirements, the City Manager may approve up to a total of five work days. Proof of relationship and/or death may be required.

ARTICLE 20– HEALTH INSURANCE, DENTAL INSURANCE, VISION CARE PLAN, LONG TERM DISABILITY INSURANCE AND LIFE INSURANCE

1. For purposes of this Article, the following definitions shall apply:

   a. Legally Separated - A court action separating an employee from his/her spouse. This definition shall be used for the sole purpose of City covered health insurance purposes. The insurance Provider shall determine if the separated spouse is eligible for coverage under the City Health Plan(s)

2. Health, Dental and Vision Insurance

   a. City shall provide health, dental and vision insurance plans for employees and shall make such plan available for any dependents. The Insurance Provider shall determine if a legally separated spouse is eligible for coverage under the City's group health and dental plans.

b. Effective July 1, 2012, the City shall pay 80% and the employee shall pay 20% of the premiums required for the health and dental plans. The City shall pay 100% of the premiums required for the vision plan.

c. Employees enrolled in the High Deductible Health Plan will receive a total benefit allowance equal to 80% of the premium for the "traditional" health plan for payment of the High Deductible Health Plan premium with the balance, if any, to be paid into a Health Savings Account. Employees may choose to contribute additional funds to a Health Savings Account on a pre-tax basis via payroll deductions in accordance with IRS guidelines.

d. Employees may elect to opt out of the medical plan completely, in which case the employee will receive a contribution of $250 paid to the employee as taxable income to the extent required by law.

3. Health and Dental Insurance on Retirement

For purposes of this section, the term "retiree" is defined as:

An employee who has a minimum of ten (10) years employment with the City, whose last day of employment preceding retirement through the California Public Employee Retirement System (CalPERS) was with the City, who immediately begins receiving CalPERS benefits upon retirement from the City, and who continuously maintains retiree status with CalPERS.

a. For employees hired on or before December 31, 1991:

i) The City agrees to pay, for an eligible employee/retiree only, the costs of health and dental insurance in the City-approved plan(s) after retirement.

ii) The City will make available health and dental insurance in the City-approved plan(s) for the spouse or domestic partner only of a retiree if retiree was married or in a domestic partnership at the time of retirement.

iii) The City will pay the cost of spousal/partner health coverage based on the following schedule. Retirees must be at least sixty (60) years of age at retirement in order to receive this benefit. If an employee retires earlier than age 60 as allowed under the CalPERS retirement plan, the employee/retiree is responsible for 100% of the cost of spousal/partner health insurance coverage until the retiree reaches the age of sixty (60).

Retiree Completed Years of Service	City-Paid Portion of Dependent Health Premiums
10 Years	10%
11 Years	20%
12 Years	30%
13 Years	40%
14 Years	50%
15 Years	60%
16 Years	70%
17 Years	80%

Retiree Completed Years of Service	City-Paid Portion of Dependent Health Premiums
18 Years	90%
19 Years	100%

iv) Part-time employees/retirees eligible for this benefit shall receive the prorated cost of health and dental insurance in accordance with the City's Personnel Rules.

v) The retiree is responsible for 100% of the cost of spousal/partner coverage in the City's dental plan.

b. For employees hired on or after January 1, 1992 but before July 1, 2003:

i) The City agrees to pay, for an eligible employee/retiree only, the costs of health and dental insurance in the City-approved plan(s) after retirement.

ii) Part-time employees/retirees eligible for this benefit shall receive the prorated cost of health and dental insurance in accordance with the City's Personnel Rules.

c. For employees hired on or after July 1, 2003 but before July 1, 2007:

i) The City agrees to pay, for an eligible employee/retiree only, the costs of health and dental insurance in the City-approved plan(s) after retirement until the retiree reaches the minimum required age for Medicare eligibility, at which time the City will only provide a supplemental prescription drug plan for the retiree.

ii) Part-time employees/retirees eligible for this benefit shall receive the prorated cost of health and dental insurance in accordance with the City's Personnel Rules.

d. For employees hired on or after July 1, 2007:

i) The City agrees that employees/retirees only may remain on the City's health and dental insurance plans until retiree reaches minimum Medicare eligibility age. The retiree is responsible for the full cost of insurance premiums for retiree only coverage which shall be paid to the City in a timely manner.

e. For employees hired on or after July 1, 2011:

i) Retirees are not eligible to participate in the City's post-employment health and dental insurance benefit plans.

f. The City shall not provide vision care for retirees and/or retiree dependents.

g. In all cases in which the retiree is responsible for all or part of any health and/or dental premium, failure to pay premiums within 30 days of payment due date will result in termination of participation in the plan(s).

h. Upon request by the Organization, the City agrees to meet and discuss pre-funding retiree health benefit cost options such as Voluntary Employee Beneficiary Associations (VEBA's). The City is under no obligation to contribute funds or in any other way incur costs in considering alternative post-retirement benefits funding options.

4. Safety Glasses

a. Where and when the wearing of safety glasses is mandatory, the City shall provide reimbursement of the actual cost of required prescription safety glasses up to a maximum of $225 per fiscal year per employee, or $450 every other fiscal year.

5. Long Term Disability Insurance

a. Employees covered under this Agreement may participate in the group long term disability insurance program. For an overview of the plan see the certificate of insurance on file in the City Finance Department.

b. The City shall pay half the cost of the program with the balance to be paid by employees, through payroll deduction.

6. Cafeteria Plan (Flexible Spending Account)

a. The City shall pay the plan administration fees for the Plan.

7. Life Insurance

a. City agrees to provide a life insurance policy for each employee in the amount of $50,000.00. City agrees to pay all costs of such policies.

ARTICLE 21– DEFERRED COMPENSATION PLAN

The City agrees to continue in effect the deferred compensation plans approved by resolution of the City Council.

ARTICLE 22– RETIREMENT

1. The City offers the 2% at 55 CalPERS Retirement Plan for CalPERS Classic members and 2% at 62 for non-CalPERS Classic members represented by this Organization.

2. For employees hired after March 13, 2006 and before January 1, 2013, the City agrees to pay the cost of the employer share and to pay EPMC pursuant to Government Code Section 20691 according to the following time-in-grade schedule (pursuant to Government Code Section 20626(e)(1)):

Years 1 through 5 at 0%

3. Once a newly-hired employee accrues five (5) years of total service (either on a continuous or cumulative basis), s/he shall be entitled to payment of EPMC on the same terms that apply to all other employees covered by this Agreement.

4. Effective the first full pay period in July 2014, for employees covered by this Agreement who are not subject to the time-in-grade exception, the City agrees to pay the full cost of the employer contribution and 2% of the employee contribution to CalPERS premiums as Employer Paid Member Contributions (EPMC) pursuant to Government Code Section 20691.

5. Effective the first full pay period in July 2015, for employees covered by this Agreement who are not subject to the time-in-grade exception, the City agrees to pay the full cost of the employer contribution and 1% of the employee contribution of CalPERS premiums as Employer Paid Member Contributions (EMPC) pursuant to Government Code Section 20691.

6. Effective the first full pay period in July 2016, for employees covered by this Agreement the City agrees to pay the full cost of the employer contribution. The employee will pay 100% of the employee contribution of CalPERS premiums.

ARTICLE 23– TUITION AND TEXTBOOK REIMBURSEMENT

1. To the extent funding is available, the City shall, for those employees represented by this Organization, provide for tuition and textbook reimbursement for regular full-time employees up to a maximum of $750 per fiscal year. Only costs for required course materials (not including computers) for approved courses shall be deemed reimbursable through this program. The City Manager may approve additional amounts on a case by case basis.

2. Regular full-time employees may be eligible for reimbursement of tuition fees and book costs for academic courses taken in pursuit of a college degree or education undertaken to maintain or improve skills related to work performance in the employee's current position, which are attended on employee's own time.

3. Reimbursement shall only be available to employees who have prior approval from the City Manager, prior to beginning of the class(es) and if funds are available within the employee's departmental budget.

4. Maintenance Worker II personnel who wish to obtain and maintain their Water Distribution (D2) certification will be reimbursed for the costs of the required coursework and payment of license fees from the educational reimbursement allowance provided for each employee. Employee must request and obtain Department Manager approval before any training is taken or fees or other expenses are incurred. Such approval shall be in writing and placed in the employee's personnel file.

ARTICLE 24– UNIFORMS AND BOOTS

1. **Safety Jackets:** All full-time probationary and permanent employees, listed below, shall be provided a safety-orange jacket.

2. **Uniforms:** The City requires, for all employees listed below, the wearing of uniforms while on duty. The City will provide five uniform changes per week, safety vest and rain gear. The City shall provide for regular laundering and maintenance of uniforms.

   Environmental Compliance Coordinator
   Maintenance Worker I, II, III, IV
   Maintenance Worker - Lead
   Mechanic
   Treatment Plant Operator I, II

Treatment Plant Operator Lead- Wastewater
Treatment Plant Operator-in-Training
Treatment Plant Operator Lead– Water, Collection and Distribution
Engineering Technician

3. **Footwear:** As part of the standard uniform, the City will reimburse the aforementioned classifications up to $200.00 per year for boots, which meet the OSHA/ASTM footwear standards, and which shall be required by the City for each classification listed above. The employee shall be required to provide a receipt and description of the boots purchased for approval by his/her Department Manager. Reimbursement shall be provided within ten (10) days following provision of this information to the Finance Department.

4. The Environmental Compliance Coordinator shall be provided a Lab coat.

ARTICLE 25– EQUIPMENT PURCHASE LOAN PLAN

All employees covered by this Agreement shall have the option of entering into an equipment purchasing loan plan with the City, which may be utilized to assist the employee to purchase equipment that may be used, either on or off duty, to improve the employee's job performance. This plan has the following limitations:

1. The loan total shall not exceed $3,000.00.

2. Employee cannot add to an existing loan without the recommendation and express permission of the City Manager.

3. Employee agrees to pay an interest rate equal to the Local Agency Investment Fund (LAIF) rate paid to the City, as of the date of the loan, plus .25 percent.

4. Loans shall be repaid via payroll deductions. Loans of less than $1,000.00 shall be repaid in twenty six equal installments. Loans of $1,000.00 or more but less than $2,000.00 shall be repaid in fifty two equal installments. Loans of $2,000.00 or more shall be repaid in seventy eight equal installments. In no case shall deductions be more than $50.00 per paycheck, except in the event of separation when the balance of the loan will be deducted from the final paycheck or the employee will reconcile to the City any remaining balance due.

5. The employee shall provide documentation, such as an invoice or receipt, prior to issuance of the loan, to serve as proof of purchase.

6. Employee shall sign a payroll deduction authorization form for the amount calculated by the Finance Department.

7. Employee shall receive approval prior to the purchase of any equipment for which this program is anticipated.

8. Once all necessary documentation has been supplied and the employee signs all equipment loan documents, issuance of the loan will be processed within fourteen (14) days of final approval of all approved paperwork.

ARTICLE 26– AUTOMOBILE USE AND TRAVEL REIMBURSEMENT

1. In those instances where a City vehicle is not available for use and the employee is required to use his/her private vehicle on City business, travel expense reimbursement shall be at the rate allowed by the Internal Revenue Service for mileage driven on City business. Use of a personal vehicle shall be approved in advance by the Department Manager.

2. Prior to the use of their private vehicle, employees must provide the City with a certificate of insurance, on the form provided by the City, which evidences that employee has comprehensive automobile liability insurance or business automobile liability insurance in an amount at least equal to the minimum requirements established by the City's liability insurance provider.

3. Employees shall be reimbursed for expenses incurred while on assignment outside the Fort Bragg area as follows:

   a. Lodging: Maximum of $89.00 per night, which shall include local taxes, but exclude tips, porter's fees, telephone (except for City business calls only), room service, movies, valet, etc.

      i) When traveling to a high cost area, the City Manager may approve a higher maximum than shown above.

      ii) When an employee lodges at a hotel/motel at which the training program/ meeting/seminar is being conducted, the employee shall be reimbursed for actual lodging costs if higher than the amount above. Approval of the Department Manager or City Manager is required.

      iii) Receipts are required for all lodging costs.

      iv) When shared by others, only a pro rata share of the cost will be reimbursed. When furnished by a government agency or other source, or otherwise obtained without cost, (i.e. lodging with friends or relatives) there shall be no reimbursement.

   b. Meals: Per diem allowances for meals shall be provided and employees shall be eligible to claim for breakfast per diem ($10.00) if they are in travel status as of 6:00 a.m.; employees shall be eligible to claim for lunch per diem ($15.00) if they are in travel status between the hours of 11:00 a.m. and 2:00 p.m.; employees shall be eligible to claim for dinner per diem ($25.00) if they are in travel status as of 6:00 p.m.

      If some meals are furnished when traveling on a per diem, they may not be claimed and/or they will be deducted at the basic rate as provided above.

   c. Rental Cars: Size of rental cars must be justified if larger than compact. When using a rental vehicle, employee must keep log of daily mileage and pay for any mileage charge when car is used for personal business.

   d. First Class Travel: First class travel cannot be used, unless the additional cost is paid by the employee.

   e. Tickets: Copy of tickets used for travel must always be furnished with claim.

ARTICLE 27– PERSONAL PROPERTY

1. The City provides all equipment and supplies, which are required for performance of employee job duties. In any situation where an employee requests to use personal property or equipment for the completion of job tasks, the Department Manager must provide written authorization in advance.

2. Rental and Repair/Replacement

    a. Where appropriate, the City will provide an hourly rental fee equivalent to that which would be obtained locally. In no situation will rental fees be paid unless specifically authorized in advance and in writing by the Department Manager.

    b. If items are damaged beyond repair, the actual value of such may be paid. The value of such items shall be determined as of the time of damage thereto. The City Manager shall establish the procedure to be followed by employees in submitting claims for damaged or destroyed items. No claims shall be authorized for repair or replacement of items of personal property used on City business unless they have more than minor value and are listed on an inventory of such items which has received Department Manager authorization for use.

3. Upon approval of the City Manager, and in accordance with the provisions of Section 53240 of the Government Code of California, employees may be paid the cost of replacing or repairing clothing or prostheses or other personal property of an employee, such as eyeglasses, hearing aids, dentures, watches, or articles of clothing, necessarily worn or carried by the employee or required by the nature of his duties, when such items are damaged or destroyed in the line of duty without fault of the employee or stolen from City facilities.

ARTICLE 28– PERFORMANCE EVALUATIONS

Both the City and the Organization encourage the timely evaluation of employee performance. Toward that end, the City places priority on the completion of performance evaluations by supervisory personnel in a timely manner.

During the term of this Agreement, the City agrees to discuss with the Organization concerns involving the timely conduct of performance evaluations.

ARTICLE 29– SIGNATURE CLAUSE

FOR THE CITY OF FORT BRAGG

DATE July 29, 2014

Linda Ruffing; City Manager

Approved as to Form
Jason Rosenberg City Attorney

Attest:

Cynthia M. VanWormer, City Clerk

FOR THE FORT BRAGG EMPLOYEE ORGANIZATION/SEIU LOCAL 1021

DATE July 31, 2014

Robert Oates, Organization President

Ian Sanderson, Organization Vice President

Jim Goekler, Organization Secretary

Aaron Burton, SEIU Local 1021; Field Representative

Jason Klumb, SEIU Local 1021; Area Field Director

Pete Castelli, SEIU Local 1021; Executive Director, Field and Programs

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

July 13, 2014

Fort Bragg Employee Organization - 1% COLA

	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration and Community Development (FBEO)					
Hourly	20.21084	21.22139	22.28245	23.39658	24.56641
Bi-Weekly	1,616.87	1,697.71	1,782.60	1,871.73	1,965.31
Monthly	3,503.21	3,678.37	3,862.29	4,055.41	4,258.18
Annual	42,038.55	44,140.48	46,347.51	48,664.88	51,098.12
Engineering Technician (FBEO)					
Hourly	24.75588	25.99368	27.29336	28.65803	30.09093
Bi-Weekly	1,980.47	2,079.49	2,183.47	2,292.64	2,407.27
Monthly	4,291.02	4,505.57	4,730.85	4,967.39	5,215.76
Annual	51,492.23	54,066.85	56,770.19	59,608.70	62,589.13
Environmental Compliance Coordinator (FBEO)					
Hourly	28.62737	30.05874	31.56167	33.13976	34.79674
Bi-Weekly	2,290.19	2,404.70	2,524.93	2,651.18	2,783.74
Monthly	4,962.08	5,210.18	5,470.69	5,744.22	6,031.44
Annual	59,544.92	62,522.17	65,648.28	68,930.69	72,377.23
Finance Technician I (FBEO)					
Hourly	18.21501	19.12576	20.08205	21.08615	22.14046
Bi-Weekly	1,457.20	1,530.06	1,606.56	1,686.89	1,771.24
Monthly	3,157.27	3,315.13	3,480.89	3,654.93	3,837.68
Annual	37,887.22	39,781.58	41,770.66	43,859.19	46,052.15
Finance Technician II (FBEO)					
Hourly	20.08200	21.08610	22.14040	23.24743	24.40980
Bi-Weekly	1,606.56	1,686.89	1,771.23	1,859.79	1,952.78
Monthly	3,480.88	3,654.92	3,837.67	4,029.55	4,231.03
Annual	41,770.56	43,859.09	46,052.04	48,354.64	50,772.38
Finance Technician III (FBEO)					
Hourly	22.14042	23.24744	24.40981	25.63030	26.91182
Bi-Weekly	1,771.23	1,859.80	1,952.78	2,050.42	2,152.95
Monthly	3,837.67	4,029.56	4,231.03	4,442.59	4,664.72
Annual	46,052.07	48,354.67	50,772.41	53,311.03	55,976.58
Government Accountant I (FBEO)					
Hourly	24.40995	25.63045	26.91197	28.25757	29.67045
Bi-Weekly	1,952.80	2,050.44	2,152.96	2,260.61	2,373.64
Monthly	4,231.06	4,442.61	4,664.74	4,897.98	5,142.88
Annual	50,772.70	53,311.34	55,976.90	58,775.75	61,714.53
Government Accountant II (FBEO)					
Hourly	26.91196	28.25755	29.67043	31.15395	32.71165
Bi-Weekly	2,152.96	2,260.60	2,373.63	2,492.32	2,616.93
Monthly	4,664.74	4,897.98	5,142.87	5,400.02	5,670.02
Annual	55,976.87	58,775.71	61,714.50	64,800.22	68,040.23

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

July 13, 2014

Fort Bragg Employee Organization - 1% COLA

	Step 1	Step 2	Step 3	Step 4	Step 5
Housing and Economic Development Coordinator (FBEO)					
Hourly	26.91196	28.25756	29.67044	31.15396	32.71166
BiWeekly	2,152.96	2,260.61	2,373.64	2,492.32	2,616.93
Monthly	4,664.74	4,897.98	5,142.88	5,400.02	5,670.02
Annual	55,976.89	58,775.73	61,714.52	64,800.24	68,040.26
Maintenance Worker I (FBEO)					
Hourly	14.67677	15.41060	16.18114	16.99019	17.83970
Bi-Weekly	1,174.14	1,232.85	1,294.49	1,359.22	1,427.18
Monthly	2,543.97	2,671.17	2,804.73	2,944.97	3,092.21
Annual	30,527.67	32,054.06	33,656.76	35,339.60	37,106.58
Maintenance Worker II (FBEO)					
Hourly	19.40662	20.37695	21.39579	22.46558	23.58886
Bi-Weekly	1,552.53	1,630.16	1,711.66	1,797.25	1,887.11
Monthly	3,363.81	3,532.00	3,708.60	3,894.03	4,088.74
Annual	40,365.76	42,384.05	44,503.25	46,728.41	49,064.83
Maintenance Worker III (FBEO)					
Hourly	20.37497	21.39372	22.46341	23.58658	24.76591
Bi-Weekly	1,630.00	1,711.50	1,797.07	1,886.93	1,981.27
Monthly	3,531.66	3,708.25	3,893.66	4,088.34	4,292.76
Annual	42,379.94	44,498.94	46,723.89	49,060.08	51,513.09
Maintenance Worker IV (FBEO)					
Hourly	21.38795	22.45735	23.58021	24.75922	25.99719
Bi-Weekly	1,711.04	1,796.59	1,886.42	1,980.74	2,079.77
Monthly	3,707.24	3,892.61	4,087.24	4,291.60	4,506.18
Annual	44,486.93	46,711.28	49,046.85	51,499.19	54,074.15
Maintenance Worker Lead (FBEO)					
Hourly	23.52675	24.70308	25.93824	27.23515	28.59691
Bi-Weekly	1,882.14	1,976.25	2,075.06	2,178.81	2,287.75
Monthly	4,077.97	4,281.87	4,495.96	4,720.76	4,956.80
Annual	48,935.63	51,382.41	53,951.53	56,649.11	59,481.57
Mechanic (FBEO)					
Hourly	21.07180	22.12540	23.23166	24.39325	25.61291
Bi-Weekly	1,685.74	1,770.03	1,858.53	1,951.46	2,049.03
Monthly	3,652.45	3,835.07	4,026.82	4,228.16	4,439.57
Annual	43,829.35	46,020.82	48,321.86	50,737.96	53,274.85
Office Assistant (FBEO)					
Hourly	17.34766	18.21504	19.12579	20.08208	21.08619
Bi-Weekly	1,387.81	1,457.20	1,530.06	1,606.57	1,686.89
Monthly	3,006.93	3,157.27	3,315.14	3,480.89	3,654.94
Annual	36,083.13	37,887.29	39,781.65	41,770.73	43,859.27
Planner, Assistant (FBEO)					
Hourly	25.99373	27.29342	28.65809	30.09099	31.59554
Bi-Weekly	2,079.50	2,183.47	2,292.65	2,407.28	2,527.64
Monthly	4,505.58	4,730.86	4,967.40	5,215.77	5,476.56
Annual	54,066.96	56,770.30	59,608.82	62,589.26	65,718.72

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

July 13, 2014

Fort Bragg Employee Organization - 1% COLA

	Step 1	Step 2	Step 3	Step 4	Step 5
Planner, Associate (FBEO)					
Hourly	27.29338	28.65805	30.09095	31.59550	33.17527
Bi-Weekly	2,183.47	2,292.64	2,407.28	2,527.64	2,654.02
Monthly	4,730.85	4,967.40	5,215.77	5,476.55	5,750.38
Annual	56,770.23	59,608.74	62,589.18	65,718.64	69,004.57
Public Works Project Analyst (FBEO)					
Hourly	24.46019	25.68320	26.96736	28.31573	29.73152
Bi -Weekly	1,956.82	2,054.66	2,157.39	2,265.26	2,378.52
Monthly	4,239.77	4,451.76	4,674.34	4,908.06	5,153.46
Annual	50,877.20	53,421.06	56,092.12	58,896.72	61,841.56
Treatment Plant Operator-in-Training (FBEO)					
Hourly	16.64067	17.47270	18.34634	19.26365	20.22684
Bi-Weekly	1,331.25	1,397.82	1,467.71	1,541.09	1,618.15
Monthly	2,884.38	3,028.60	3,180.03	3,339.03	3,505.98
Annual	34,612.59	36,343.22	38,160.38	40,068.40	42,071.82
Treatment Plant Operator I (FBEO)					
Hourly	20.65940	21.69237	22.77699	23.91584	25.11163
Bi-Weekly	1,652.75	1,735.39	1,822.16	1,913.27	2,008.93
Monthly	3,580.96	3,760.01	3,948.01	4,145.41	4,352.68
Annual	42,971.55	45,120.13	47,376.13	49,744.94	52,232.19
Treatment Plant Operator II (FBEO)					
Hourly	21.69327	22.77793	23.91683	25.11267	26.36831
Biweekly	1,735.46	1,822.23	1,913.35	2,009.01	2,109.46
Monthly	3,760.17	3,948.18	4,145.58	4,352.86	4,570.51
Annual	45,122.00	47,378.10	49,747.01	52,234.36	54,846.08
Treatment Plant Operator - Wastewater, Lead (FBEO)					
Hourly	24.94780	26.19519	27.50495	28.88020	30.32421
Biweekly	1,995.82	2,095.62	2,200.40	2,310.42	2,425.94
Monthly	4,324.29	4,540.50	4,767.52	5,005.90	5,256.20
Annual	51,891.43	54,486.00	57,210.30	60,070.81	63,074.35
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)					
Hourly	26.19517	27.50492	28.88017	30.32418	31.84039
Biweekly	2,095.61	2,200.39	2,310.41	2,425.93	2,547.23
Monthly	4,540.50	4,767.52	5,005.90	5,256.19	5,519.00
Annual	54,485.94	57,210.24	60,070.75	63,074.29	66,228.01

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

First Full Pay Period - July 2015

Fort Bragg Employee Organization - 1.5% COLA

	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration and Community Development (FBEO)					
Hourly	20.51400	21.53970	22.61669	23.74752	24.93490
Bi-Weekly	1,641.12	1,723.18	1,809.34	1,899.80	1,994.79
Monthly	3,555.76	3,733.55	3,920.23	4,116.24	4,322.05
Annual	42,669.13	44,802.58	47,042.71	49,394.85	51,864.59
Engineering Technician (FBEO)					
Hourly	25.12722	26.38358	27.70276	29.08790	30.54229
Bi-Weekly	2,010.18	2,110.69	2,216.22	2,327.03	2,443.38
Monthly	4,355.38	4,573.15	4,801.81	5,041.90	5,294.00
Annual	52,264.61	54,877.84	57,621.74	60,502.82	63,527.96
Environmental Compliance Coordinator (FBEO)					
Hourly	29.05678	30.50961	32.03510	33.63685	35.31869
Bi-Weekly	2,324.54	2,440.77	2,562.81	2,690.95	2,825.50
Monthly	5,036.51	5,288.33	5,552.75	5,830.39	6,121.91
Annual	60,438.09	63,460.00	66,633.00	69,964.65	73,462.88
Finance Technician I (FBEO)					
Hourly	18.48823	19.41265	20.38328	21.40244	22.47256
Bi-Weekly	1,479.06	1,553.01	1,630.66	1,712.20	1,797.81
Monthly	3,204.63	3,364.86	3,533.10	3,709.76	3,895.24
Annual	38,455.53	40,378.30	42,397.22	44,517.08	46,742.93
Finance Technician II (FBEO)					
Hourly	20.38323	21.40239	22.47251	23.59614	24.77594
Bi-Weekly	1,630.66	1,712.19	1,797.80	1,887.69	1,982.08
Monthly	3,533.09	3,709.75	3,895.24	4,090.00	4,294.50
Annual	42,397.12	44,516.97	46,742.82	49,079.96	51,533.96
Finance Technician III (FBEO)					
Hourly	22.47252	23.59615	24.77596	26.01476	27.31549
Bi-Weekly	1,797.80	1,887.69	1,982.08	2,081.18	2,185.24
Monthly	3,895.24	4,090.00	4,294.50	4,509.22	4,734.69
Annual	46,742.85	49,079.99	51,533.99	54,110.69	56,816.23
Government Accountant I (FBEO)					
Hourly	24.77610	26.01491	27.31565	28.68143	30.11551
Bi-Weekly	1,982.09	2,081.19	2,185.25	2,294.51	2,409.24
Monthly	4,294.52	4,509.25	4,734.71	4,971.45	5,220.02
Annual	51,534.29	54,111.01	56,816.56	59,657.38	62,640.25
Government Accountant II (FBEO)					
Hourly	27.31564	28.68142	30.11549	31.62126	33.20233
Bi-Weekly	2,185.25	2,294.51	2,409.24	2,529.70	2,656.19
Monthly	4,734.71	4,971.45	5,220.02	5,481.02	5,755.07
Annual	56,816.52	59,657.35	62,640.22	65,772.23	69,060.84

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

First Full Pay Period - July 2015

Fort Bragg Employee Organization - 1.5% COLA

	Step 1	Step 2	Step 3	Step 4	Step 5
Housing and Economic Development Coordinator (FBEO)					
Hourly	27.31565	28.68143	30.11550	31.62127	33.20234
BiWeekly	2,185.25	2,294.51	2,409.24	2,529.70	2,656.19
Monthly	4,734.71	4,971.45	5,220.02	5,481.02	5,755.07
Annual	56,816.54	59,657.37	62,640.24	65,772.25	69,060.86
Maintenance Worker I (FBEO)					
Hourly	14.89692	15.64176	16.42385	17.24504	18.10729
Bi-Weekly	1,191.75	1,251.34	1,313.91	1,379.60	1,448.58
Monthly	2,582.13	2,711.24	2,846.80	2,989.14	3,138.60
Annual	30,985.59	32,534.86	34,161.61	35,869.69	37,663.17
Maintenance Worker II (FBEO)					
Hourly	19.69771	20.68260	21.71673	22.80257	23.94270
Bi-Weekly	1,575.82	1,654.61	1,737.34	1,824.21	1,915.42
Monthly	3,414.27	3,584.98	3,764.23	3,952.44	4,150.07
Annual	40,971.25	43,019.81	45,170.80	47,429.34	49,800.81
Maintenance Worker III (FBEO)					
Hourly	20.68060	21.71463	22.80036	23.94037	25.13739
Bi-Weekly	1,654.45	1,737.17	1,824.03	1,915.23	2,010.99
Monthly	3,584.64	3,763.87	3,952.06	4,149.66	4,357.15
Annual	43,015.64	45,166.42	47,424.74	49,795.98	52,285.78
Maintenance Worker IV (FBEO)					
Hourly	21.70877	22.79420	23.93391	25.13061	26.38714
Bi-Weekly	1,736.70	1,823.54	1,914.71	2,010.45	2,110.97
Monthly	3,762.85	3,951.00	4,148.55	4,355.97	4,573.77
Annual	45,154.23	47,411.95	49,782.54	52,271.67	54,885.25
Maintenance Worker Lead (FBEO)					
Hourly	23.87965	25.07363	26.32731	27.64368	29.02586
Bi-Weekly	1,910.37	2,005.89	2,106.18	2,211.49	2,322.07
Monthly	4,139.14	4,346.10	4,563.40	4,791.57	5,031.15
Annual	49,669.66	52,153.15	54,760.81	57,498.85	60,373.79
Mechanic (FBEO)					
Hourly	21.38788	22.45727	23.58014	24.75914	25.99710
Bi-Weekly	1,711.03	1,796.58	1,886.41	1,980.73	2,079.77
Monthly	3,707.23	3,892.59	4,087.22	4,291.59	4,506.16
Annual	44,486.79	46,711.13	49,046.69	51,499.02	54,073.97
Office Assistant (FBEO)					
Hourly	17.60787	18.48827	19.41268	20.38331	21.40248
Bi-Weekly	1,408.63	1,479.06	1,553.01	1,630.67	1,712.20
Monthly	3,052.03	3,204.63	3,364.86	3,533.11	3,709.76
Annual	36,624.38	38,455.60	40,378.38	42,397.29	44,517.16

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

First Full Pay Period - July 2016

Fort Bragg Employee Organization - 1.5% COLA

	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration and Community Development (FBEO)					
Hourly	20.82171	21.86280	22.95594	24.10374	25.30892
Bi-Weekly	1,665.74	1,749.02	1,836.48	1,928.30	2,024.71
Monthly	3,609.10	3,789.55	3,979.03	4,177.98	4,386.88
Annual	43,309.17	45,474.62	47,748.35	50,135.77	52,642.56
Engineering Technician (FBEO)					
Hourly	25.50413	26.77933	28.11830	29.52421	31.00042
Bi-Weekly	2,040.33	2,142.35	2,249.46	2,361.94	2,480.03
Monthly	4,420.72	4,641.75	4,873.84	5,117.53	5,373.41
Annual	53,048.58	55,701.01	58,486.06	61,410.37	64,480.88
Environmental Compliance Coordinator (FBEO)					
Hourly	29.49263	30.96726	32.51562	34.14140	35.84847
Bi-Weekly	2,359.41	2,477.38	2,601.25	2,731.31	2,867.88
Monthly	5,112.06	5,367.66	5,636.04	5,917.84	6,213.74
Annual	61,344.67	64,411.90	67,632.49	71,014.12	74,564.82
Finance Technician I (FBEO)					
Hourly	18.76556	19.70384	20.68903	21.72348	22.80965
Bi-Weekly	1,501.24	1,576.31	1,655.12	1,737.88	1,824.77
Monthly	3,252.70	3,415.33	3,586.10	3,765.40	3,953.67
Annual	39,032.36	40,983.98	43,033.18	45,184.84	47,444.08
Finance Technician II (FBEO)					
Hourly	20.68898	21.72343	22.80960	23.95008	25.14758
Bi-Weekly	1,655.12	1,737.87	1,824.77	1,916.01	2,011.81
Monthly	3,586.09	3,765.39	3,953.66	4,151.35	4,358.91
Annual	43,033.08	45,184.73	47,443.97	49,816.16	52,306.97
Finance Technician III (FBEO)					
Hourly	22.80961	23.95009	25.14760	26.40498	27.72523
Bi-Weekly	1,824.77	1,916.01	2,011.81	2,112.40	2,218.02
Monthly	3,953.67	4,151.35	4,358.92	4,576.86	4,805.71
Annual	47,443.99	49,816.19	52,307.00	54,922.35	57,668.47
Government Accountant I (FBEO)					
Hourly	25.14774	26.40513	27.72539	29.11166	30.56724
Bi-Weekly	2,011.82	2,112.41	2,218.03	2,328.93	2,445.38
Monthly	4,358.94	4,576.89	4,805.73	5,046.02	5,298.32
Annual	52,307.30	54,922.67	57,668.80	60,552.24	63,579.86
Government Accountant II (FBEO)					
Hourly	27.72537	29.11164	30.56722	32.09558	33.70036
Bi-Weekly	2,218.03	2,328.93	2,445.38	2,567.65	2,696.03
Monthly	4,805.73	5,046.02	5,298.32	5,563.23	5,841.40
Annual	57,668.77	60,552.21	63,579.82	66,758.81	70,096.75

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

First Full Pay Period - July 2016

Fort Bragg Employee Organization - 1.5% COLA

	Step 1	Step 2	Step 3	Step 4	Step 5
Housing and Economic Development Coordinator (FBEO)					
Hourly	27.72538	29.11165	30.56723	32.09559	33.70037
BiWeekly	2,218.03	2,328.93	2,445.38	2,567.65	2,696.03
Monthly	4,805.73	5,046.02	5,298.32	5,563.24	5,841.40
Annual	57,668.79	60,552.23	63,579.84	66,758.83	70,096.78
Maintenance Worker I (FBEO)					
Hourly	15.12037	15.87639	16.67021	17.50372	18.37890
Bi-Weekly	1,209.63	1,270.11	1,333.62	1,400.30	1,470.31
Monthly	2,620.86	2,751.91	2,889.50	3,033.98	3,185.68
Annual	31,450.37	33,022.89	34,674.03	36,407.73	38,228.12
Maintenance Worker II (FBEO)					
Hourly	19.99318	20.99284	22.04248	23.14461	24.30184
Bi-Weekly	1,599.45	1,679.43	1,763.40	1,851.57	1,944.15
Monthly	3,465.48	3,638.76	3,820.70	4,011.73	4,212.32
Annual	41,585.82	43,665.11	45,848.36	48,140.78	50,547.82
Maintenance Worker III (FBEO)					
Hourly	20.99080	22.04034	23.14236	24.29948	25.51445
Bi-Weekly	1,679.26	1,763.23	1,851.39	1,943.96	2,041.16
Monthly	3,638.41	3,820.33	4,011.34	4,211.91	4,422.51
Annual	43,660.87	45,843.92	48,136.11	50,542.92	53,070.06
Maintenance Worker IV (FBEO)					
Hourly	22.03440	23.13612	24.29292	25.50757	26.78295
Bi-Weekly	1,762.75	1,850.89	1,943.43	2,040.61	2,142.64
Monthly	3,819.30	4,010.26	4,210.77	4,421.31	4,642.38
Annual	45,831.55	48,123.12	50,529.28	53,055.75	55,708.53
Maintenance Worker Lead (FBEO)					
Hourly	24.23784	25.44973	26.72222	28.05833	29.46125
Bi-Weekly	1,939.03	2,035.98	2,137.78	2,244.67	2,356.90
Monthly	4,201.23	4,411.29	4,631.85	4,863.44	5,106.62
Annual	50,414.71	52,935.44	55,582.22	58,361.33	61,279.39
Mechanic (FBEO)					
Hourly	21.70870	22.79413	23.93384	25.13053	26.38706
Bi-Weekly	1,736.70	1,823.53	1,914.71	2,010.44	2,110.96
Monthly	3,762.84	3,950.98	4,148.53	4,355.96	4,573.76
Annual	45,154.09	47,411.80	49,782.39	52,271.51	54,885.08
Office Assistant (FBEO)					
Hourly	17.87199	18.76559	19.70387	20.68906	21.72352
Bi-Weekly	1,429.76	1,501.25	1,576.31	1,655.13	1,737.88
Monthly	3,097.81	3,252.70	3,415.34	3,586.10	3,765.41
Annual	37,173.74	39,032.43	40,984.05	43,033.25	45,184.92

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

First Full Pay Period - July 2016

Fort Bragg Employee Organization - 1.5% COLA

	Step 1	Step 2	Step 3	Step 4	Step 5
Planner, Assistant (FBEO)					
Hourly	26.77939	28.11836	29.52428	31.00049	32.55052
Bi-Weekly	2,142.35	2,249.47	2,361.94	2,480.04	2,604.04
Monthly	4,641.76	4,873.85	5,117.54	5,373.42	5,642.09
Annual	55,701.13	58,486.19	61,410.50	64,481.03	67,705.08
Planner, Associate (FBEO)					
Hourly	28.11832	29.52424	31.00045	32.55047	34.17800
Bi-Weekly	2,249.47	2,361.94	2,480.04	2,604.04	2,734.24
Monthly	4,873.84	5,117.53	5,373.41	5,642.08	5,924.19
Annual	58,486.11	61,410.42	64,480.94	67,704.98	71,090.23
Public Works Project Analyst (FBEO)					
Hourly	25.19950	26.45948	27.78245	29.17157	30.63015
Bi -Weekly	2,015.96	2,116.76	2,222.60	2,333.73	2,450.41
Monthly	4,367.91	4,586.31	4,815.62	5,056.41	5,309.23
Annual	52,414.96	55,035.71	57,787.50	60,676.87	63,710.72
Treatment Plant Operator-in-Training (FBEO)					
Hourly	17.14363	18.00081	18.90085	19.84590	20.83819
Bi-Weekly	1,371.49	1,440.07	1,512.07	1,587.67	1,667.06
Monthly	2,971.56	3,120.14	3,276.15	3,439.96	3,611.95
Annual	35,658.76	37,441.69	39,313.78	41,279.47	43,343.44
Treatment Plant Operator I (FBEO)					
Hourly	21.28383	22.34802	23.46542	24.63869	25.87063
Bi-Weekly	1,702.71	1,787.84	1,877.23	1,971.10	2,069.65
Monthly	3,689.20	3,873.66	4,067.34	4,270.71	4,484.24
Annual	44,270.37	46,483.88	48,808.08	51,248.48	53,810.91
Treatment Plant Operator II (FBEO)					
Hourly	22.34895	23.46640	24.63972	25.87170	27.16529
Biweekly	1,787.92	1,877.31	1,971.18	2,069.74	2,173.22
Monthly	3,873.82	4,067.51	4,270.88	4,484.43	4,708.65
Annual	46,485.81	48,810.10	51,250.61	53,813.14	56,503.80
Treatment Plant Operator - Wastewater, Lead (FBEO)					
Hourly	25.70185	26.98694	28.33629	29.75310	31.24076
Biweekly	2,056.15	2,158.96	2,266.90	2,380.25	2,499.26
Monthly	4,454.99	4,677.74	4,911.62	5,157.20	5,415.06
Annual	53,459.85	56,132.84	58,939.48	61,886.46	64,980.78
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)					
Hourly	26.98691	28.33626	29.75307	31.24072	32.80276
Biweekly	2,158.95	2,266.90	2,380.25	2,499.26	2,624.22
Monthly	4,677.73	4,911.62	5,157.20	5,415.06	5,685.81
Annual	56,132.78	58,939.42	61,886.39	64,980.71	68,229.74