

RESOLUTION NO. 4274-2020

RESOLUTION OF THE FORT BRAGG CITY COUNCIL ESTABLISHING A CITY OF FORT BRAGG MASTER SALARY RATE COMPENSATION PLAN CONFIRMING THE PAY RATES/RANGES FOR ALL CITY OF FORT BRAGG ESTABLISHED CLASSIFICATIONS

WHEREAS, the Fort Bragg City Council approves all salary schedules which include classification titles and compensation rates; and

WHEREAS, the establishment of this Resolution meets the requirements of California Regulations Section 570.5 as confirmed by CalPERS; and

WHEREAS, the Fort Bragg City Council approved the latest salary schedules through the following:

1. Resolution 4257-2020 adopted on May 26, 2020, which establishes the terms and conditions of employment of City/District Manager; and
2. Resolution 4255-2020 adopted on May 26, 2020, which establishes the salary schedules for all employees; and
3. Resolution 4254-2020 adopted on May 26, 2020, which establishes the salary schedules for all employees; and

WHEREAS, the California Public Employees' Retirement System code requires the City to have a publicly adopted and posted salary schedule; and

WHEREAS, the full salary schedule is available on the City's website.

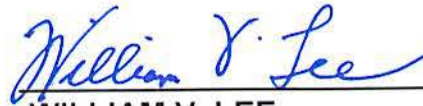
NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby does establish a compensation plan and terms and conditions of employment for all established classifications; and

BE IT FURTHER RESOLVED that the City Council of the City of Fort Bragg does hereby adopt the City of Fort Bragg Master Salary Rate Compensation Plan as presented in "Exhibit A" effective July 1, 2020.

The above and foregoing Resolution was introduced by Councilmember Norvell, seconded by Councilmember Albin-Smith, and passed and adopted at a special meeting of the City Council of the City of Fort Bragg held on the 29th day of June, 2020, by the following vote:

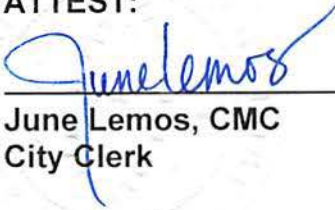
AYES: Councilmembers Albin-Smith, Morsell-Haye, Norvell, Peters and Mayor Lee.
NOES: None.
ABSENT: None.
ABSTAIN: None.

RECUSED: None.



WILLIAM V. LEE
Mayor

ATTEST:



June Lemos, CMC
City Clerk

Exhibit A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 7/1/2020 FBPA 2019-2021 MOU Article 5.2 Cost of Living Adjustment.
 Effective 7/5/2020 FBEO 2019-2022 MOU Article 11.1.B 2.5% Cost of Living Adjustment
 Effective 7/5/2020 Mid-Mgmt Resolution 4179-2019 1.5% Cost of Living Adjustment
 Effective 7/5/2020 Mgmt Resolution 4180-2019 1.5% Cost of Living Adjustment
 Effective 7/5/2020 NonBargaining/Confidential 2.5% Cost of Living Adjustment

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBEO)								
Hourly				22.98	24.13	25.34	26.61	27.94
Bi-Weekly				1,838.40	1,930.40	2,027.20	2,128.80	2,235.20
Monthly				3,983.20	4,182.53	4,392.27	4,612.40	4,842.93
Annual				47,798.40	50,190.40	52,707.20	55,348.80	58,115.20
Administrative Assistant - Administration (FBEO) - 75% Full-Time								
Hourly				22.98	24.13	25.34	26.61	27.94
Bi-Weekly				1,378.80	1,447.80	1,520.40	1,596.60	1,676.40
Monthly				2,987.40	3,136.90	3,294.20	3,459.30	3,632.20
Annual				35,848.80	37,642.80	39,530.40	41,511.60	43,586.40
Administrative Assistant - Community Development (FBEO)								
Hourly				22.98	24.13	25.34	26.61	27.94
Bi-Weekly				1,838.40	1,930.40	2,027.20	2,128.80	2,235.20
Monthly				3,983.20	4,182.53	4,392.27	4,612.40	4,842.93
Annual				47,798.40	50,190.40	52,707.20	55,348.80	58,115.20
Administrative Assistant - Community Development (FBEO) - 50% Full-Time								
Hourly				22.98	24.13	25.34	26.61	27.94
Bi-Weekly				919.20	965.20	1,013.60	1,064.40	0.00
Monthly				1,991.60	2,091.27	2,196.13	2,306.20	2,421.47
Annual				23,899.20	25,095.20	26,353.60	27,674.40	29,057.60
Assistant Director of Public Works (Mid-Management; Non-Bargaining)								
Hourly				39.56	41.54	43.62	45.80	48.09
Bi-Weekly				3,164.80	3,323.20	3,489.60	3,664.00	3,847.20
Monthly				6,857.07	7,200.27	7,560.80	7,938.67	8,335.60
Annual				82,284.80	86,403.20	90,729.60	95,264.00	100,027.20
Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)								
Hourly				34.01	35.71	37.50	39.38	41.35
Bi-Weekly				2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly				5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual				70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Assistant City Engineer (FBEO)								
Hourly				31.03	32.58	34.21	35.92	37.72
Bi-Weekly				2,482.40	2,606.40	2,736.80	2,873.60	3,017.60
Monthly				5,378.53	5,647.20	5,929.73	6,226.13	6,538.13
Annual				64,542.40	67,766.40	71,156.80	74,713.60	78,457.60
Assistant City Engineer (FBEO) - 75% Full-Time								
Hourly				31.03	32.58	34.21	35.92	37.72
Bi-Weekly				1,861.80	1,954.80	2,052.60	2,155.20	2,263.20
Monthly				4,033.90	4,235.40	4,447.30	4,669.60	4,903.60
Annual				48,406.80	50,824.80	53,367.60	56,035.20	58,843.20

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 7/1/2020 FBPA 2019-2021 MOU Article 5.2 Cost of Living Adjustment.
 Effective 7/5/2020 FBEO 2019-2022 MOU Article 11.1.B 2.5% Cost of Living Adjustment
 Effective 7/5/2020 Mid-Mgmt Resolution 4179-2019 1.5% Cost of Living Adjustment
 Effective 7/5/2020 Mgmt Resolution 4180-2019 1.5% Cost of Living Adjustment
 Effective 7/5/2020 NonBargaining/Confidential 2.5% Cost of Living Adjustment

		Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Planner (FBEO)						
Hourly		29.56	31.04	32.59	34.22	35.93
Bi-Weekly		2,364.80	2,483.20	2,607.20	2,737.60	2,874.40
Monthly		5,123.73	5,380.27	5,648.93	5,931.47	6,227.87
Annual		61,484.80	64,563.20	67,787.20	71,177.60	74,734.40
Assistant to the City Manager (Mid-Management; Non-Bargaining)						
Hourly		34.01	35.71	37.50	39.38	41.35
Bi-Weekly		2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly		5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual		70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Associate Planner (FBEO)						
Hourly		30.61	32.14	33.75	35.44	37.21
Bi-Weekly		2,448.80	2,571.20	2,700.00	2,835.20	2,976.80
Monthly		5,305.73	5,570.93	5,850.00	6,142.93	6,449.73
Annual		63,668.80	66,851.20	70,200.00	73,715.20	77,396.80
City Clerk (Mid-Management; Non-Bargaining)						
Hourly		34.01	35.71	37.50	39.38	41.35
Bi-Weekly		2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly		5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual		70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
City Clerk (Mid-Management; Non-Bargaining) - 75% Full-Time						
Hourly		34.01	35.71	37.50	39.38	41.35
Bi-Weekly		2,040.60	2,142.60	2,250.00	2,362.80	2,481.00
Monthly		4,421.30	4,642.30	4,875.00	5,119.40	5,375.50
Annual		53,055.60	55,707.60	58,500.00	61,432.80	64,506.00
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		68.56				
Bi-Weekly		5,484.73				
Monthly		11,883.59				
Annual		142,603.00				
Community Services Officer (FBPA)						
Hourly		20.59	21.62	22.70	23.84	25.03
Bi-Weekly		1,647.20	1,729.60	1,816.00	1,907.20	2,002.40
Monthly		3,568.93	3,747.47	3,934.67	4,132.27	4,338.53
Annual		42,827.20	44,969.60	47,216.00	49,587.20	52,062.40

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Construction Project Manager (Mid-Management; Non-Bargaining)								
Hourly				39.56	41.54	43.62	45.80	48.09
Bi-Weekly				3,164.80	3,323.20	3,489.60	3,664.00	3,847.20
Monthly				6,857.07	7,200.27	7,560.80	7,938.67	8,335.60
Annual				82,284.80	86,403.20	90,729.60	95,264.00	100,027.20
Director - Community Development Department (Executive; At Will)								
Hourly				46.46	48.78	51.22	53.78	56.47
Bi-Weekly				3,716.80	3,902.40	4,097.60	4,302.40	4,517.60
Monthly				8,053.07	8,455.20	8,878.13	9,321.87	9,788.13
Annual				96,636.80	101,462.40	106,537.60	111,862.40	117,457.60
Director - Finance Department/City Treasurer (Executive; At Will)								
Hourly				46.46	48.78	51.22	53.78	56.47
Bi-Weekly				3,716.80	3,902.40	4,097.60	4,302.40	4,517.60
Monthly				8,053.07	8,455.20	8,878.13	9,321.87	9,788.13
Annual				96,636.80	101,462.40	106,537.60	111,862.40	117,457.60
Director - Finance Department/City Treasurer (Executive; At Will) - 75% Full-Time								
Hourly				46.46	48.78	51.22	53.78	56.47
Bi-Weekly				2,787.60	2,926.80	3,073.20	3,226.80	3,388.20
Monthly				6,039.80	6,341.40	6,658.60	6,991.40	7,341.10
Annual				72,477.60	76,096.80	79,903.20	83,896.80	88,093.20
Director of Public Works (Executive; At Will)								
Hourly				46.46	48.78	51.22	53.78	56.47
Bi-Weekly				3,716.80	3,902.40	4,097.60	4,302.40	4,517.60
Monthly				8,053.07	8,455.20	8,878.13	9,321.87	9,788.13
Annual				96,636.80	101,462.40	106,537.60	111,862.40	117,457.60
Engineering Technician (FBEO)								
Hourly				28.15	29.56	31.04	32.59	34.22
Bi-Weekly				2,252.00	2,364.80	2,483.20	2,607.20	2,737.60
Monthly				4,879.33	5,123.73	5,380.27	5,648.93	5,931.47
Annual				58,552.00	61,484.80	64,563.20	67,787.20	71,177.60
Engineering Technician (FBEO) - 75% Full-Time								
Hourly				28.15	29.56	31.04	32.59	34.22
Bi-Weekly				1,689.00	1,773.60	1,862.40	1,955.40	2,053.20
Monthly				3,659.50	3,842.80	4,035.20	4,236.70	4,448.60
Annual				43,914.00	46,113.60	48,422.40	50,840.40	53,383.20
Environmental Compliance Coordinator (FBEO)								
Hourly				32.55	34.18	35.89	37.68	39.56
Bi-Weekly				2,604.00	2,734.40	2,871.20	3,014.40	3,164.80
Monthly				5,642.00	5,924.53	6,220.93	6,531.20	6,857.07
Annual				67,704.00	71,094.40	74,651.20	78,374.40	82,284.80

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		Step 1	Step 2	Step 3	Step 4	Step 5
Finance Technician I (FBEO)						
Hourly		20.72	21.76	22.85	23.99	25.19
Bi-Weekly		1,657.60	1,740.80	1,828.00	1,919.20	2,015.20
Monthly		3,591.47	3,771.73	3,960.67	4,158.27	4,366.27
Annual		43,097.60	45,260.80	47,528.00	49,899.20	52,395.20
Finance Technician II (FBEO)						
Hourly		22.84	23.98	25.18	26.44	27.76
Bi-Weekly		1,827.20	1,918.40	2,014.40	2,115.20	2,220.80
Monthly		3,958.93	4,156.53	4,364.53	4,582.93	4,811.73
Annual		47,507.20	49,878.40	52,374.40	54,995.20	57,740.80
Finance Technician II (FBEO) - 75% Full-Time						
Hourly		22.84	23.98	25.18	26.44	27.76
Bi-Weekly		1,370.40	1,438.80	1,510.80	1,586.40	1,665.60
Monthly		2,969.20	3,117.40	3,273.40	3,437.20	3,608.80
Annual		35,630.40	37,408.80	39,280.80	41,246.40	43,305.60
Finance Technician III (FBEO)						
Hourly		25.17	26.43	27.75	29.14	30.60
Bi-Weekly		2,013.60	2,114.40	2,220.00	2,331.20	2,448.00
Monthly		4,362.80	4,581.20	4,810.00	5,050.93	5,304.00
Annual		52,353.60	54,974.40	57,720.00	60,611.20	63,648.00
Government Accountant I (FBEO)						
Hourly		27.76	29.15	30.61	32.14	33.75
Bi-Weekly		2,220.80	2,332.00	2,448.80	2,571.20	2,700.00
Monthly		4,811.73	5,052.67	5,305.73	5,570.93	5,850.00
Annual		57,740.80	60,632.00	63,668.80	66,851.20	70,200.00
Government Accountant I (FBEO) - 75% Full-Time						
Hourly		27.76	29.15	30.61	32.14	33.75
Bi-Weekly		1,665.60	1,749.00	1,836.60	1,928.40	2,025.00
Monthly		3,608.80	3,789.50	3,979.30	4,178.20	4,387.50
Annual		43,305.60	45,474.00	47,751.60	50,138.40	52,650.00
Housing and Economic Development Coordinator (Confidential; Non-Bargaining)						
Hourly		31.04	32.59	34.22	35.93	37.73
Bi-Weekly		2,483.20	2,607.20	2,737.60	2,874.40	3,018.40
Monthly		5,380.27	5,648.93	5,931.47	6,227.87	6,539.87
Annual		64,563.20	67,787.20	71,177.60	74,734.40	78,478.40
Human Resources Analyst (Confidential; Non-Bargaining)						
Hourly		24.93	26.18	27.49	28.86	30.30
Bi-Weekly		1,994.40	2,094.40	2,199.20	2,308.80	2,424.00
Monthly		4,321.20	4,537.87	4,764.93	5,002.40	5,252.00
Annual		51,854.40	54,454.40	57,179.20	60,028.80	63,024.00

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		Step 1	Step 2	Step 3	Step 4	Step 5
Human Resources Analyst (Confidential; Non-Bargaining) - 75% Full-Time						
Hourly		24.93	26.18	27.49	28.86	30.30
Bi-Weekly		1,495.80	1,570.80	1,649.40	1,731.60	1,818.00
Monthly		3,240.90	3,403.40	3,573.70	3,751.80	3,939.00
Annual		38,890.80	40,840.80	42,884.40	45,021.60	47,268.00
Laborer (Part-time, Less than 20 hours week; Non-Bargaining)						
Hourly		18.00				
Maintenance Worker II (FBEO)						
Hourly		22.07	23.17	24.33	25.55	26.83
Bi-Weekly		1,765.60	1,853.60	1,946.40	2,044.00	2,146.40
Monthly		3,825.47	4,016.13	4,217.20	4,428.67	4,650.53
Annual		45,905.60	48,193.60	50,606.40	53,144.00	55,806.40
Maintenance Worker III (FBEO)						
Hourly		23.17	24.33	25.55	26.83	28.17
Bi-Weekly		1,853.60	1,946.40	2,044.00	2,146.40	2,253.60
Monthly		4,016.13	4,217.20	4,428.67	4,650.53	4,882.80
Annual		48,193.60	50,606.40	53,144.00	55,806.40	58,593.60
Maintenance Worker IV (FBEO)						
Hourly		24.32	25.54	26.82	28.16	29.57
Bi-Weekly		1,945.60	2,043.20	2,145.60	2,252.80	2,365.60
Monthly		4,215.47	4,426.93	4,648.80	4,881.07	5,125.47
Annual		50,585.60	53,123.20	55,785.60	58,572.80	61,505.60
Maintenance Worker Lead (FBEO)						
Hourly		26.75	28.09	29.49	30.96	32.51
Bi-Weekly		2,140.00	2,247.20	2,359.20	2,476.80	2,600.80
Monthly		4,636.67	4,868.93	5,111.60	5,366.40	5,635.07
Annual		55,640.00	58,427.20	61,339.20	64,396.80	67,620.80
Mechanic (FBEO)						
Hourly		24.93	26.18	27.49	28.86	30.30
Bi-Weekly		1,994.40	2,094.40	2,199.20	2,308.80	2,424.00
Monthly		4,321.20	4,537.87	4,764.93	5,002.40	5,252.00
Annual		51,854.40	54,454.40	57,179.20	60,028.80	63,024.00
Office Assistant (Temporary Position)						
Hourly		15.00				
Operations Supervisor (FBEO)						
Hourly		32.55	34.18	35.89	37.68	39.56
Bi-Weekly		2,604.00	2,734.40	2,871.20	3,014.40	3,164.80
Monthly		5,642.00	5,924.53	6,220.93	6,531.20	6,857.07
Annual		67,704.00	71,094.40	74,651.20	78,374.40	82,284.80

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Police Chief (Executive; At Will)								
Hourly				59.02	61.97	65.07	68.32	71.74
Bi-Weekly				4,721.60	4,957.60	5,205.60	5,465.60	5,739.20
Monthly				10,230.13	10,741.47	11,278.80	11,842.13	12,434.93
Annual				122,761.60	128,897.60	135,345.60	142,105.60	149,219.20
Interim Police Chief (Temporary Executive; At Will)								
Hourly				59.02	61.97	65.07	68.32	71.74
Police Sergeant Basic POST (FBPA)								
Hourly				34.92	36.67	38.50	40.43	42.45
Bi-Weekly				2,793.60	2,933.60	3,080.00	3,234.40	3,396.00
Monthly				6,052.85	6,356.13	6,673.33	7,007.87	7,358.00
Annual				72,634.26	76,273.60	80,080.00	84,094.40	88,296.00
Police Sergeant Intermediate POST (FBPA)								
Hourly				36.83	38.68	40.61	42.64	44.77
Bi-Weekly				2,946.72	3,094.40	3,248.80	3,411.20	3,581.60
Monthly				6,384.57	6,704.53	7,039.07	7,390.93	7,760.13
Annual				76,614.81	80,454.40	84,468.80	88,691.20	93,121.60
Police Sergeant Advance POST (FBPA)								
Hourly				38.93	40.87	42.91	45.06	47.31
Bi-Weekly				3,114.12	3,269.60	3,432.80	3,604.80	3,784.80
Monthly				6,747.27	7,084.13	7,437.73	7,810.40	8,200.40
Annual				80,697.18	85,009.60	89,252.80	93,724.80	98,404.80
Police Officer Basic POST (FBPA)								
Hourly				28.92	30.36	31.88	33.47	35.14
Bi-Weekly				2,313.40	2,428.80	2,550.40	2,677.60	2,811.20
Monthly				5,012.38	5,262.40	5,525.87	5,801.47	6,090.93
Annual				60,148.50	63,148.80	66,310.40	69,617.60	73,091.20
Police Officer Intermediate POST (FBPA)								
Hourly				30.37	31.89	33.48	35.15	36.91
Bi-Weekly				2,429.88	2,551.20	2,678.40	2,812.00	2,952.80
Monthly				5,264.73	5,527.60	5,803.20	6,092.67	6,397.73
Annual				63,176.78	66,331.20	69,638.40	73,112.00	76,772.80
Police Officer Advance POST (FBPA)								
Hourly				31.86	33.45	35.12	36.88	38.72
Bi-Weekly				2,548.88	2,676.00	2,809.60	2,950.40	3,097.60
Monthly				5,522.57	5,798.00	6,087.47	6,392.53	6,711.47
Annual				66,270.88	69,576.00	73,049.60	76,710.40	80,537.60
Police Recruit (1040 hours; FBPA)								
Hourly				22.29				

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 7/1/2020 FBPA 2019-2021 MOU Article 5.2 Cost of Living Adjustment-
 Effective 7/5/2020 FBEO 2019-2022 MOU Article 11.1.B 2.5% Cost of Living Adjustment
 Effective 7/5/2020 Mid-Mgmt Resolution 4179-2019 1.5% Cost of Living Adjustment
 Effective 7/5/2020 Mgmt Resolution 4180-2019 1.5% Cost of Living Adjustment
 Effective 7/5/2020 NonBargaining/Confidential 2.5% Cost of Living Adjustment

				Step 1	Step 2	Step 3	Step 4	Step 5
Police Services Technician (FBPA)								
Hourly				20.40	21.42	22.49	23.61	24.79
Bi-Weekly				1,632.00	1,713.60	1,799.20	1,888.80	1,983.20
Monthly				3,536.00	3,712.80	3,898.27	4,092.40	4,296.93
Annual				42,432.00	44,553.60	46,779.20	49,108.80	51,563.20
Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				16.00				
Public Works Administrative Analyst (FBEO)								
Hourly				23.66	24.84	26.08	27.38	28.75
Bi -Weekly				1,892.80	1,987.20	2,086.40	2,190.40	2,300.00
Monthly				4,101.07	4,305.60	4,520.53	4,745.87	4,983.33
Annual				49,212.80	51,667.20	54,246.40	56,950.40	59,800.00
Public Works Administrative Analyst (FBEO) - 75% Full-Time								
Hourly				23.66	24.84	26.08	27.38	28.75
Bi -Weekly				1,419.60	1,490.40	1,564.80	1,642.80	1,725.00
Monthly				3,075.80	3,229.20	3,390.40	3,559.40	3,737.50
Annual				36,909.60	38,750.40	40,684.80	42,712.80	44,850.00
Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)								
Hourly				14.00				
Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				16.00				
Senior Government Accountant (Mid-Management; Non-Bargaining)								
Hourly				34.01	35.71	37.50	39.38	41.35
Bi-Weekly				2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly				5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual				70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Senior Government Accountant (Mid-Management; Non-Bargaining) - 75% Full-Time								
Hourly				34.01	35.71	37.50	39.38	41.35
Bi-Weekly				2,040.60	2,142.60	2,250.00	2,362.80	2,481.00
Monthly				4,421.30	4,642.30	4,875.00	5,119.40	5,375.50
Annual				53,055.60	55,707.60	58,500.00	61,432.80	64,506.00
Senior Planner (Mid-Management; Non-Bargaining)								
Hourly				34.01	35.71	37.50	39.38	41.35
Bi-Weekly				2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly				5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual				70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Senior Planner (Mid-Management; Non-Bargaining)- 50% Full-Time								
Hourly				34.01	35.71	37.50	39.38	41.35
Bi-Weekly				1,360.40	1,428.40	1,500.00	1,575.20	1,654.00
Monthly				2,947.53	3,094.87	3,250.00	3,412.93	3,583.67
Annual				35,370.40	37,138.40	39,000.00	40,955.20	43,004.00

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 7/1/2020 FBPA 2019-2021 MOU Article 5.2 Cost of Living Adjustment.
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 Effective 7/5/2020 Mid-Mgmt Resolution 4179-2019 1.5% Cost of Living Adjustment
 Effective 7/5/2020 Mgmt Resolution 4180-2019 1.5% Cost of Living Adjustment
 Effective 7/5/2020 NonBargaining/Confidential 2.5% Cost of Living Adjustment

					Step 1	Step 2	Step 3	Step 4	Step 5
Special Projects Assistant (80%, Part-Time; Non-Bargaining)									
Hourly					23.84	25.03	26.28	27.59	28.97
Bi-Weekly					1,525.76	1,601.92	1,681.92	1,765.76	1,854.08
Monthly					3,305.81	3,470.83	3,644.16	3,825.81	4,017.17
Annual					39,669.76	41,649.92	43,729.92	45,909.76	48,206.08
Systems Analyst - Lead (Confidential; Non-Bargaining)									
Hourly					31.04	32.59	34.22	35.93	37.73
Bi-Weekly					2,483.20	2,607.20	2,737.60	2,874.40	3,018.40
Monthly					5,380.27	5,648.93	5,931.47	6,227.87	6,539.87
Annual					64,563.20	67,787.20	71,177.60	74,734.40	78,478.40
Systems Analyst (Part-Time, 1000 Max Annual Hours; Non-Bargaining)									
Hourly					29.52				
Systems Technician (FBEO)									
Hourly					21.29	22.35	23.47	24.64	25.87
Bi-Weekly					1,703.20	1,788.00	1,877.60	1,971.20	2,069.60
Monthly					3,690.27	3,874.00	4,068.13	4,270.93	4,484.13
Annual					44,283.20	46,488.00	48,817.60	51,251.20	53,809.60
Treatment Plant Operator-In-Training (FBEO)									
Hourly					18.92	19.87	20.86	21.90	23.00
Bi-Weekly					1,513.60	1,589.60	1,668.80	1,752.00	1,840.00
Monthly					3,279.47	3,444.13	3,615.73	3,796.00	3,986.67
Annual					39,353.60	41,329.60	43,388.80	45,552.00	47,840.00
Treatment Plant Operator I (FBEO)									
Hourly					23.49	24.66	25.89	27.18	28.54
Bi-Weekly					1,879.20	1,972.80	2,071.20	2,174.40	2,283.20
Monthly					4,071.60	4,274.40	4,487.60	4,711.20	4,946.93
Annual					48,859.20	51,292.80	53,851.20	56,534.40	59,363.20
Treatment Plant Operator II (FBEO)									
Hourly					24.67	25.90	27.20	28.56	29.99
Biweekly					1,973.60	2,072.00	2,176.00	2,284.80	2,399.20
Monthly					4,276.13	4,489.33	4,714.67	4,950.40	5,198.27
Annual					51,313.60	53,872.00	56,576.00	59,404.80	62,379.20
Treatment Plant Operator - Wastewater, Lead (FBEO)									
Hourly					28.37	29.79	31.28	32.84	34.48
Biweekly					2,269.60	2,383.20	2,502.40	2,627.20	2,758.40
Monthly					4,917.47	5,163.60	5,421.87	5,692.27	5,976.53
Annual					59,009.60	61,963.20	65,062.40	68,307.20	71,718.40
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)									
Hourly					29.79	31.28	32.84	34.48	36.20
Biweekly					2,383.20	2,502.40	2,627.20	2,758.40	2,896.00
Monthly					5,163.60	5,421.87	5,692.27	5,976.53	6,274.67
Annual					61,963.20	65,062.40	68,307.20	71,718.40	75,296.00