

RESOLUTION NO. 4328-2020

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 the California CalPERS; and

WHEREAS, at the October 26, 2020 City Council meeting, the Fort Bragg City Council recommended adding a Finance/Administrative Services Director classification to combine two department head positions into one and to promote one of the four existing Sergeant Positions to a new Police Captain classification. Both of these classifications provide for succession planning that does not exist with current staffing levels; and

WHEREAS, the Construction Project Manager position had been created in order to support in-house construction management of projects. A part-time Construction Project Manager has the potential be filled by a CalPERS retired annuitant to provide part-time project management support for capital projects including the joint City/County Coastal Transfer Station Project; and

WHEREAS, the Police Sergeant Advance – Part-time classification has the potential to be filled by a CalPERS retired annuitant to provide additional Community Oriented Policing efforts; 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 allocated in the FY 2020/2021 budget; and

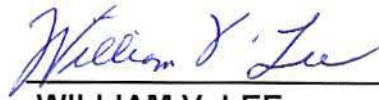
WHEREAS, the full salary schedule is available on the City's website.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby adopt the City of Fort Bragg Master Salary Rate Compensation Plan as presented in "Exhibit A" effective November 23, 2020.

The above and foregoing Resolution was introduced by Councilmember Norvell, seconded by Councilmember Albin-Smith, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 23rd day of November, 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 11-23-2020 Add Finance/Administrative Services Director, Police Captain, Construction Project Manager (Part-Time) and Police Sergeant Advance (Part-Time).

			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 - 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	
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 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 OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 11-23-2020 Add Finance/Administrative Services Director, Police Captain, Construction Project Manager (Part-Time) and Police Sergeant Advance (Part-Time).

			Step 1	Step 2	Step 3	Step 4	Step 5
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			73.37				
Bi-Weekly			5,869.35				
Monthly			12,716.92				
Annual			152,603.00				
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
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
Construction Project Manager (Temporary, Part-time, At-Will)							
			39.56	41.54	43.62	45.80	48.09
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/Administrative Services (Executive; At-Will)							
Hourly			48.48	50.90	53.45	56.12	58.93
Bi-Weekly			3,878.40	4,072.00	4,276.00	4,489.60	4,714.40
Monthly			8,403.20	8,822.67	9,264.67	9,727.47	10,214.53
Annual			100,838.40	105,872.00	111,176.00	116,729.60	122,574.40
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

Exhibit A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 11-23-2020 Add Finance/Administrative Services Director, Police Captain, Construction Project Manager (Part-Time) and Police Sergeant Advance (Part-Time).

		Step 1	Step 2	Step 3	Step 4	Step 5
Environmental Compliance Coordinator (FBE0)						
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
Finance Technician I (FBE0)						
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 (FBE0)						
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 III (FBE0)						
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 (FBE0)						
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
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
Laborer (Part-time, Less than 20 hours week; Non-Bargaining)						
Hourly		18.00				

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 11-23-2020 Add Finance/Administrative Services Director, Police Captain, Construction Project Manager (Part-Time) and Police Sergeant Advance (Part-Time).

				Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Worker II (FBE0)								
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 (FBE0)								
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 (FBE0)								
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 (FBE0)								
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 (FBE0)								
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 (FBE0)								
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
Police Captain (Mid-Management; Non-Bargaining)								
Hourly				50.17	52.68	55.31	58.08	60.98
Bi-Weekly				4,013.60	4,214.40	4,424.80	4,646.40	4,878.40
Monthly				8,696.13	9,131.20	9,587.07	10,067.20	10,569.87
Annual				104,353.60	109,574.40	115,044.80	120,806.40	126,838.40
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 11-23-2020 Add Finance/Administrative Services Director, Police Captain, Construction Project Manager (Part-Time) and Police Sergeant Advance (Part-Time).

	Step 1	Step 2	Step 3	Step 4	Step 5
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 Sergeant Advance (Temporary; At Will)					
Hourly	38.93	40.87	42.91	45.06	47.31
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 11-23-2020 Add Finance/Administrative Services Director, Police Captain, Construction Project Manager (Part-Time) and Police Sergeant Advance (Part-Time).

				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
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 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
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 (Confidential; Non-Bargaining)								
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

Exhibit A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 11-23-2020 Add Finance/Administrative Services Director, Police Captain, Construction Project Manager (Part-Time) and Police Sergeant Advance (Part-Time).

				Step 1	Step 2	Step 3	Step 4	Step 5
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