

## **RESOLUTION NO. 4063-2018**

### **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 at the time each bargaining unit's Memorandum of Understanding or unrepresented employee group's Resolution is approved; and

**WHEREAS**, the establishment of this Resolution meets the requirements of California Code of Regulations Section 570.5 as confirmed by CalPERS in an email dated January 8, 2018; and

**WHEREAS**, the Fort Bragg City Council approved the latest salary schedules through Resolution 4049-2017, adopted November 27, 2017, which establishes the salary schedule 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 changes incorporated into the updated compensation plan include the removal of the Associate Planner and Planning Technician classifications and the addition of the Assistant Planner and Administrative Assistant – Community Development classifications; and

**WHEREAS**, the above changes are necessary for the efficient operation of the Community Development Department due to recent personnel changes; and

**WHEREAS**, the above changes result in overall minimal salary savings for the Community Development Department budget; and

**WHEREAS**, the full salary schedule is allocated in the FY 2017/2018 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" attached hereto, effective January 8, 2018.

**The above and foregoing Resolution was introduced by Councilmember Norvell, seconded by Councilmember Lee, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 22<sup>nd</sup> day of January, 2018, by the following vote:**

**AYES:** Councilmembers Cimolino, Lee, Norvell, Turner and Mayor Peters.  
**NOES:** None.  
**ABSENT:** None.  
**ABSTAIN:** None.

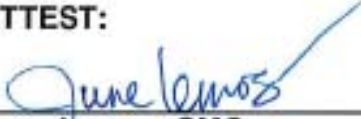
RECUSED: None.



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**LINDY PETERS**  
Mayor

ATTEST:



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June Lemos, CMC  
City Clerk

City of Fort Bragg Salary Rate Compensation Plan  
Effective January 8, 2018

<b>CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN</b>							
Resolution ____-2018 - All Classifications - Adopted January 22, 2018							
Includes addition of Administrative Assistant - CDO; Assistant Planner; Office Assistant - Temp;							
Includes removal of Associate Planner; Planning Technician.							
			Step 1	Step 2	Step 3	Step 4	Step 5
<b>Administrative Assistant - Administration (FBE0)</b>							
Hourly			21.44637	22.51869	23.64462	24.82685	26.06819
Bi-Weekly			1,715.71	1,801.49	1,891.67	1,986.15	2,085.46
Monthly			3,717.37	3,903.24	4,098.40	4,303.32	4,518.49
Annual			44,608.45	46,838.87	49,180.81	51,639.85	54,221.84
<b>Administrative Assistant - Community Development (FBE0)</b>							
Hourly			21.44637	22.51869	23.64462	24.82685	26.06819
Bi-Weekly			1,715.71	1,801.49	1,881.57	1,986.15	2,085.46
Monthly			3,717.37	3,903.24	4,098.40	4,303.32	4,518.49
Annual			44,608.45	46,838.87	49,180.81	51,639.85	54,221.84
<b>Administrative Coordinator - Police (Confidential/Restricted; Non-Bargaining)</b>							
Hourly			22.51869	23.64462	24.82685	26.06820	27.37160
Bi-Weekly			1,801.49	1,891.57	1,986.15	2,085.46	2,189.73
Monthly			3,903.24	4,098.40	4,303.32	4,518.49	4,744.41
Annual			46,838.87	49,180.81	51,639.85	54,221.85	56,932.94
<b>Assistant Director of Public Works (Mid-Management; Non-Bargaining)</b>							
Hourly			37.64673	39.52908	41.50552	43.58079	45.75983
Bi-Weekly			3,011.74	3,162.33	3,320.44	3,486.46	3,660.79
Monthly			6,525.43	6,851.70	7,194.29	7,554.00	7,931.70
Annual			78,305.19	82,220.45	86,331.48	90,648.05	95,180.45
<b>Assistant Planner (FBE0)</b>							
Hourly			27.58273	28.96187	30.40996	31.93046	33.52698
Bi-Weekly			2,206.62	2,316.95	2,432.80	2,554.44	2,682.16
Monthly			4,781.01	5,020.06	5,271.06	5,534.61	5,811.34
Annual			57,372.08	60,240.68	63,252.72	66,415.35	69,738.12
<b>Associate City Engineer (Mid-Management; Non-Bargaining)</b>							
Hourly			32.36547	33.98374	35.68293	37.46707	39.34043
Bi-Weekly			2,589.24	2,718.70	2,854.63	2,997.37	3,147.23
Monthly			5,610.01	5,890.52	6,185.04	6,494.29	6,819.01
Annual			67,320.17	70,686.18	74,220.49	77,931.51	81,828.09
<b>City Clerk (Mid-Management; Non-Bargaining)</b>							
Hourly			32.36547	33.98374	35.68293	37.46707	39.34043
Bi-Weekly			2,589.24	2,718.70	2,854.63	2,997.37	3,147.23
Monthly			5,610.01	5,890.52	6,185.04	6,494.29	6,819.01
Annual			67,320.17	70,686.18	74,220.49	77,931.51	81,828.09
<b>City Councilmember (Elected)</b>							
Hourly							
Bi-Weekly			138.46				
Monthly			300.00				
Annual			3,600.00	Plus \$100/mo for Special District Meeting			
<b>City Manager (Executive; At Will; Contract)</b>							
Hourly			72.20441				
Bi-Weekly			5,776.35				
Monthly			12,515.43				
Annual			150,185.17				

City of Fort Bragg Salary Rate Compensation Plan  
Effective January 8, 2018

<b>Community Services Officer (FBPA)</b>						
Hourly		18,762.52	19,700.65	20,685.68	21,719.96	22,805.96
Bi-Weekly		1,501.00	1,576.05	1,654.85	1,737.60	1,824.48
Monthly		3,252.17	3,414.78	3,585.52	3,764.79	3,953.03
Annual		39,026.04	40,977.34	43,026.21	45,177.52	47,436.40
<b>Director- Administrative Services (Executive; At Will)</b>						
Hourly		44,207.14	46,417.50	48,738.37	51,175.29	53,734.05
Bi-Weekly		3,536.57	3,713.40	3,899.07	4,094.02	4,298.72
Monthly		7,662.57	8,045.70	8,447.98	8,870.38	9,313.90
Annual		91,950.85	96,548.39	101,375.81	106,444.60	111,766.83
<b>Director - Community Development Department (Executive; At Will)</b>						
Hourly		44,207.14	46,417.50	48,738.37	51,175.29	53,734.05
Bi-Weekly		3,536.57	3,713.40	3,899.07	4,094.02	4,298.72
Monthly		7,662.57	8,045.70	8,447.98	8,870.38	9,313.90
Annual		91,950.85	96,548.39	101,375.81	106,444.60	111,766.83
<b>Director - Finance Department/City Treasurer (Executive; At Will)</b>						
Hourly		44,207.14	46,417.50	48,738.37	51,175.29	53,734.05
Bi-Weekly		3,536.57	3,713.40	3,899.07	4,094.02	4,298.72
Monthly		7,662.57	8,045.70	8,447.98	8,870.38	9,313.90
Annual		91,950.85	96,548.39	101,375.81	106,444.60	111,766.83
<b>Director of Public Works (Executive; At Will)</b>						
Hourly		44,207.14	46,417.50	48,738.37	51,175.29	53,734.05
Bi-Weekly		3,536.57	3,713.40	3,899.07	4,094.02	4,298.72
Monthly		7,662.57	8,045.70	8,447.98	8,870.38	9,313.90
Annual		91,950.85	96,548.39	101,375.81	106,444.60	111,766.83
<b>Engineering Technician (FBEO)</b>						
Hourly		26,269.25	27,582.71	28,961.85	30,409.94	31,930.44
Bi-Weekly		2,101.54	2,206.62	2,316.95	2,432.80	2,554.43
Monthly		4,553.34	4,781.00	5,020.05	5,271.06	5,534.61
Annual		54,640.04	57,372.04	60,240.64	63,252.67	66,415.31
<b>Environmental Compliance Coordinator (FBEO)</b>						
Hourly		30,377.40	31,896.27	33,491.09	35,165.64	36,923.92
Bi-Weekly		2,430.19	2,551.70	2,679.29	2,813.25	2,953.91
Monthly		5,265.42	5,528.69	5,805.12	6,095.38	6,400.15
Annual		63,185.00	66,344.25	69,661.46	73,144.54	76,801.76
<b>Finance Technician I (FBEO)</b>						
Hourly		19,328.52	20,294.95	21,309.70	22,375.18	23,493.94
Bi-Weekly		1,546.28	1,623.60	1,704.78	1,790.01	1,879.52
Monthly		3,350.28	3,517.79	3,693.68	3,878.37	4,072.28
Annual		40,203.33	42,213.50	44,324.17	46,540.38	48,867.40
<b>Finance Technician II (FBEO)</b>						
Hourly		21,309.65	22,375.13	23,493.89	24,668.58	25,902.01
Bi-Weekly		1,704.77	1,790.01	1,879.51	1,973.49	2,072.16
Monthly		3,693.67	3,878.36	4,072.27	4,275.89	4,489.68
Annual		44,324.07	46,540.28	48,967.29	51,310.65	53,876.19
<b>Finance Technician III (FBEO)</b>						
Hourly		23,493.90	24,668.59	25,902.02	27,197.12	28,556.98
Bi-Weekly		1,879.51	1,973.49	2,072.16	2,175.77	2,284.56
Monthly		4,072.28	4,275.89	4,489.68	4,714.17	4,949.88
Annual		48,867.31	51,310.68	53,876.21	56,570.02	59,398.52

EXHIBIT A

City of Fort Bragg Salary Rate Compensation Plan  
Effective January 8, 2018

<b>Government Accountant I (FBEO)</b>							
Hourly			25,902.17	27,197.28	28,557.15	29,985.00	31,484.25
Bi-Weekly			2,072.17	2,175.78	2,284.57	2,398.80	2,518.74
Monthly			4,489.71	4,714.20	4,949.91	5,197.40	5,457.27
Annual			53,876.52	56,570.34	59,398.86	62,368.81	65,487.25
<b>Government Accountant II (FBEO)</b>							
Hourly			28,557.13	29,984.99	31,484.24	33,058.45	34,711.37
Bi-Weekly			2,284.57	2,398.80	2,518.74	2,644.68	2,776.91
Monthly			4,949.90	5,197.40	5,457.27	5,730.13	6,016.64
Annual			59,398.83	62,368.77	65,487.21	68,761.57	72,199.65
<b>Human Resources Technician (Confidential; Non-Bargaining)</b>							
Hourly			21,446.37	22,518.69	23,644.62	24,828.85	26,068.19
Bi-Weekly			1,715.71	1,801.49	1,891.57	1,986.15	2,085.46
Monthly			3,717.37	3,903.24	4,098.40	4,303.32	4,518.49
Annual			44,608.45	46,838.87	49,180.81	51,639.85	54,221.84
<b>Maintenance Worker I (FBEO)</b>							
Hourly			15,573.98	16,352.68	17,170.31	18,028.83	18,930.27
Bi-Weekly			1,245.92	1,308.21	1,373.63	1,442.31	1,514.42
Monthly			2,699.49	2,834.46	2,976.19	3,125.00	3,281.25
Annual			32,393.88	34,013.58	35,714.25	37,499.97	39,374.96
<b>Maintenance Worker II (FBEO)</b>							
Hourly			20,592.98	21,622.63	22,703.76	23,838.95	25,030.89
Bi-Weekly			1,647.44	1,729.81	1,816.30	1,907.12	2,002.47
Monthly			3,589.45	3,747.92	3,935.32	4,132.08	4,338.69
Annual			42,833.39	44,975.06	47,223.82	49,585.01	52,064.26
<b>Maintenance Worker III (FBEO)</b>							
Hourly			21,620.53	22,701.55	23,836.63	25,028.46	26,279.89
Bi-Weekly			1,729.64	1,816.12	1,906.93	2,002.28	2,102.39
Monthly			3,747.58	3,934.04	4,131.69	4,338.27	4,555.18
Annual			44,970.70	47,219.23	49,580.19	52,059.20	54,662.16
<b>Maintenance Worker IV (FBEO)</b>							
Hourly			22,695.43	23,830.20	25,021.71	26,272.80	27,586.44
Bi-Weekly			1,815.63	1,908.42	2,001.74	2,101.82	2,206.92
Monthly			3,933.87	4,130.57	4,337.10	4,553.95	4,781.65
Annual			47,206.50	49,566.82	52,045.16	54,647.42	57,379.79
<b>Maintenance Worker Lead (FBEO)</b>							
Hourly			24,964.97	26,213.22	27,523.88	28,900.08	30,345.08
Bi-Weekly			1,997.20	2,097.06	2,201.91	2,312.01	2,427.61
Monthly			4,327.26	4,543.62	4,770.81	5,009.35	5,259.81
Annual			51,927.14	54,523.50	57,249.67	60,112.16	63,117.76
<b>Mechanic (FBEO)</b>							
Hourly			23,262.82	24,425.96	25,647.26	26,929.62	28,276.10
Bi-Weekly			1,861.03	1,954.08	2,051.78	2,154.37	2,262.09
Monthly			4,032.22	4,233.83	4,445.52	4,667.80	4,901.19
Annual			48,386.66	50,805.99	53,346.29	56,013.61	58,814.29
<b>Office Assistant (Temporary Position)</b>							
Hourly			15.00000				
Bi-Weekly							
Monthly							
Annual							

City of Fort Bragg Salary Rate Compensation Plan  
Effective January 8, 2018

<b>Police Chief (Executive; At Will)</b>							
Hourly			56,162.00	58,970.10	61,918.61	65,014.54	68,265.27
Bi-Weekly			4,492.96	4,717.61	4,953.49	5,201.16	5,461.22
Monthly			9,734.75	10,221.48	10,732.56	11,269.19	11,832.65
Annual			116,816.97	122,657.81	128,790.70	135,230.24	141,991.75
<b>Police Lieutenant (Mid-Management; Non-Bargaining)</b>							
Hourly			42,982.94	45,132.09	47,389.69	49,758.13	52,246.03
Bi-Weekly			3,438.64	3,610.57	3,791.10	3,980.65	4,179.68
Monthly			7,450.38	7,822.90	8,214.04	8,624.74	9,055.98
Annual			89,404.52	93,874.74	98,568.48	103,496.90	108,671.75
<b>Police Sergeant Basic POST (FBPA)</b>							
Hourly			31,605.33	33,185.59	34,844.87	36,587.12	38,416.47
Bi-Weekly			2,528.43	2,654.85	2,787.59	2,926.97	3,073.32
Monthly			5,478.26	5,752.17	6,039.78	6,341.77	6,658.86
Annual			65,739.08	69,026.03	72,477.34	76,101.20	79,906.26
<b>Police Sergeant Intermediate POST (FBPA)</b>							
Hourly			33,338.21	35,005.12	36,755.37	38,593.14	40,522.80
Bi-Weekly			2,667.06	2,800.41	2,940.43	3,087.45	3,241.82
Monthly			5,778.62	6,067.55	6,370.93	6,689.48	7,023.95
Annual			69,343.47	72,810.65	76,451.18	80,273.74	84,287.42
<b>Police Sergeant Advance POST (FBPA)</b>							
Hourly			34,985.06	36,734.32	38,571.03	40,499.58	42,524.56
Bi-Weekly			2,798.81	2,938.75	3,085.68	3,239.97	3,401.97
Monthly			6,064.08	6,367.28	6,685.65	7,019.93	7,370.92
Annual			72,768.93	76,407.38	80,227.75	84,239.14	88,451.09
<b>Police Officer Basic POST (FBPA)</b>							
Hourly			25,836.95	27,130.89	28,487.44	29,911.81	31,407.40
Bi-Weekly			2,067.12	2,170.47	2,279.00	2,392.94	2,512.59
Monthly			4,478.75	4,702.69	4,937.82	5,184.71	5,443.95
Annual			53,745.01	56,432.26	59,253.87	62,216.57	65,327.39
<b>Police Officer Intermediate POST (FBPA)</b>							
Hourly			27,136.99	28,493.84	29,918.54	31,414.46	32,985.19
Bi-Weekly			2,170.96	2,279.51	2,393.48	2,513.16	2,638.81
Monthly			4,703.75	4,938.93	5,185.88	5,445.17	5,717.43
Annual			56,444.95	59,267.19	62,230.55	65,342.08	68,609.19
<b>Police Officer Advance POST (FBPA)</b>							
Hourly			28,467.22	29,890.58	31,385.11	32,954.36	34,602.08
Bi-Weekly			2,277.38	2,391.25	2,510.81	2,636.35	2,768.17
Monthly			4,934.32	5,181.03	5,440.09	5,712.09	5,997.69
Annual			59,211.82	62,172.41	65,281.03	68,545.08	71,972.33
<b>Police Recruit (1040 hours; FBPA)</b>							
Hourly			21,213.63				
Bi-Weekly			848.55				
Monthly			1,838.51				
Annual			22,062.18				

City of Fort Bragg Salary Rate Compensation Plan  
Effective January 8, 2018

<b>Police Services Technician (FBPA)</b>						
Hourly		19.22958	20.19106	21.20061	22.26064	23.37367
Bi-Weekly		1,538.37	1,615.28	1,686.05	1,780.85	1,869.89
Monthly		3,333.13	3,499.78	3,674.77	3,858.51	4,051.44
Annual		39,997.53	41,997.40	44,097.27	46,302.14	48,617.24
<b>Public Works Project Analyst (FBEO)</b>						
Hourly		25.95549	27.25326	28.61593	30.04672	31.54906
Bi-Weekly		2,076.44	2,180.26	2,289.27	2,403.74	2,523.92
Monthly		4,498.95	4,723.90	4,960.09	5,206.10	5,468.50
Annual		53,987.42	56,686.79	59,521.13	62,497.19	65,622.05
<b>Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)</b>						
Hourly		14.00000				
<b>Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)</b>						
Hourly		15.00000				
<b>Senior Government Accountant (Mid-Management; Non-Bargaining)</b>						
Hourly		32.36547	33.98374	35.68293	37.46707	39.34043
Bi-Weekly		2,589.24	2,718.70	2,854.63	2,997.37	3,147.23
Monthly		5,610.01	5,890.52	6,185.04	6,494.29	6,819.01
Annual		67,320.17	70,686.18	74,220.49	77,931.51	81,828.09
<b>Special Projects Manager (Mid-Management; Non-Bargaining)</b>						
Hourly		32.36547	33.98374	35.68293	37.46707	39.34043
Bi-Weekly		2,589.24	2,718.70	2,854.63	2,997.37	3,147.23
Monthly		5,610.01	5,890.52	6,185.04	6,494.29	6,819.01
Annual		67,320.17	70,686.18	74,220.49	77,931.51	81,828.09
<b>Special Projects Assistant (80%, Part-Time; Non-Bargaining)</b>						
Hourly		19.34083	20.30787	21.32326	22.38942	23.50889
Bi-Weekly		1,237.81	1,299.70	1,364.69	1,432.92	1,504.57
Monthly		2,681.93	2,816.02	2,958.83	3,104.67	3,259.80
Annual		32,183.13	33,792.29	35,481.90	37,256.00	39,118.80
<b>Systems Analyst - Lead (Confidential; Non-Bargaining)</b>						
Hourly		28.96187	30.40997	31.93046	33.52699	35.20334
Bi-Weekly		2,316.95	2,432.80	2,554.44	2,682.16	2,816.27
Monthly		5,020.06	5,271.06	5,534.61	5,811.34	6,101.91
Annual		60,240.69	63,252.73	66,415.36	69,736.13	73,222.94
<b>Systems Technician (FBEO)</b>						
Hourly		19.86355	20.85673	21.89956	22.99454	24.14427
Bi-Weekly		1,589.08	1,668.54	1,751.97	1,839.56	1,931.54
Monthly		3,443.02	3,615.17	3,795.92	3,985.72	4,185.01
Annual		41,316.18	43,381.99	45,551.09	47,828.65	50,220.06
<b>Treatment Plant Operator-in-Training (FBEO)</b>						
Hourly		17.65794	18.54084	19.46788	20.44128	21.46334
Bi-Weekly		1,412.64	1,483.27	1,557.43	1,635.30	1,717.07
Monthly		3,060.71	3,213.75	3,374.43	3,543.15	3,720.31
Annual		36,728.52	38,564.95	40,493.20	42,517.86	44,643.75
<b>Treatment Plant Operator I (FBEO)</b>						
Hourly		21.92234	23.01846	24.16938	25.37785	26.64674
Bi-Weekly		1,753.79	1,841.48	1,933.55	2,030.23	2,131.74
Monthly		3,799.87	3,989.87	4,189.36	4,398.83	4,618.77
Annual		45,598.47	47,878.39	50,272.31	52,785.93	55,425.23

City of Fort Bragg Salary Rate Compensation Plan  
Effective January 8, 2018

<b>Treatment Plant Operator II (FBEO)</b>							
Hourly			23.01942	24.17039	25.37891	26.64785	27.98024
Biweekly			1,641.55	1,833.63	2,030.31	2,131.63	2,238.42
Monthly			3,990.03	4,189.53	4,399.01	4,618.96	4,849.91
Annual			47,880.38	50,274.40	52,788.12	55,427.53	58,198.91
<b>Treatment Plant Operator - Wastewater, Lead (FBEO)</b>							
Hourly			26.47291	27.79655	29.18638	30.64570	32.17798
Biweekly			2,117.83	2,223.72	2,334.91	2,451.66	2,574.24
Monthly			4,588.64	4,818.07	5,058.97	5,311.92	5,577.52
Annual			55,063.65	57,816.83	60,707.67	63,743.05	66,930.21
<b>Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)</b>							
Hourly			27.79652	29.18635	30.64566	32.17795	33.78684
Biweekly			2,223.72	2,334.91	2,451.65	2,574.24	2,702.95
Monthly			4,818.06	5,058.97	5,311.92	5,577.51	5,856.39
Annual			57,816.75	60,707.60	63,742.98	66,930.13	70,276.64