

RESOLUTION NO. 4135-2018

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; and

WHEREAS, the Fort Bragg City Council approved the latest changes to the salary schedules through Resolution No. 4118-2018, adopted September 10, 2018; and

WHEREAS, the City Council, in closed session on October 22, 2018, re-instated a 2% Cost of Living increase for the City Manager retroactive to July 8, 2018 which the City Manager did not originally enact; 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 2018/2019 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 October 22, 2018.

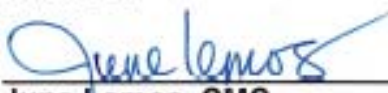
The above and foregoing Resolution was introduced by Councilmember Norvell, seconded by Councilmember Cimolino, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 13th day of November, 2018, by the following vote:

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



LINDY PETERS
Mayor

ATTEST:



June Lemos, CMC
City Clerk

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Per 10/22/18, Closed Council session, Mayor Peter authorized re-instatement of 2% COLA for City Manager.

	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBEO)					
Hourly	21,875.30	22,969.06	24,117.52	25,323.39	26,589.56
Bi-Weekly	1,750.02	1,837.52	1,929.40	2,025.87	2,127.16
Monthly	3,791.72	3,981.30	4,180.37	4,389.39	4,608.86
Annual	45,500.62	47,775.65	50,164.43	52,672.65	55,308.29
Administrative Assistant - Community Development (FBEO)					
Hourly	21,875.30	22,969.06	24,117.52	25,323.39	26,589.56
Bi-Weekly	1,750.02	1,837.52	1,929.40	2,025.87	2,127.16
Monthly	3,791.72	3,981.30	4,180.37	4,389.39	4,608.86
Annual	45,500.62	47,775.65	50,164.43	52,672.65	55,308.29
Administrative Supervisor - Police (Confidential/Restricted; Non-Bargaining)					
Hourly	25,464.27	26,737.48	28,074.36	29,478.08	30,951.98
Bi-Weekly	2,037.14	2,139.00	2,245.95	2,358.25	2,476.16
Monthly	4,413.81	4,634.50	4,866.22	5,109.53	5,365.01
Annual	52,965.68	55,613.97	58,394.67	61,314.40	64,380.12
Assistant Director of Public Works (Mid-Management; Non-Bargaining)					
Hourly	38,399.66	40,319.64	42,335.63	44,452.41	46,675.03
Bi-Weekly	3,071.97	3,225.57	3,386.85	3,556.19	3,734.00
Monthly	6,655.94	6,988.74	7,338.18	7,705.08	8,090.34
Annual	79,871.29	83,864.88	88,058.10	92,461.01	97,084.06
Assistant Planner (FBEO)					
Hourly	28,134.39	29,541.10	31,018.16	32,569.07	34,197.52
Bi-Weekly	2,250.75	2,363.29	2,481.45	2,605.53	2,735.80
Monthly	4,876.63	5,120.46	5,376.48	5,645.31	5,927.57
Annual	58,519.52	61,445.50	64,517.77	67,743.66	71,130.84
Associate City Engineer (Mid-Management; Non-Bargaining)					
Hourly	33,012.78	34,663.41	36,396.59	38,216.41	40,127.24
Bi-Weekly	2,641.02	2,773.07	2,911.73	3,057.31	3,210.18
Monthly	5,722.21	6,008.33	6,308.74	6,624.18	6,955.39
Annual	68,666.57	72,099.90	75,704.90	79,490.14	83,464.65
City Clerk (Mid-Management; Non-Bargaining)					
Hourly	33,012.78	34,663.41	36,396.59	38,216.41	40,127.24
Bi-Weekly	2,641.02	2,773.07	2,911.73	3,057.31	3,210.18
Monthly	5,722.21	6,008.33	6,308.74	6,624.18	6,955.39
Annual	68,666.57	72,099.90	75,704.90	79,490.14	83,464.65
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	73,366.93				
Bi-Weekly	5,869.35				
Monthly	12,716.94				
Annual	152,603.22				

**City of Fort Bragg Salary Rate Compensation Plan
Adopted November 13, 2018**

Community Services Officer (FBPA)						
Hourly		19,137.77	20,094.00	21,099.59	22,154.95	23,262.08
Bi-Weekly		1,531.02	1,607.57	1,687.95	1,772.35	1,860.97
Monthly		3,317.21	3,483.07	3,657.23	3,840.09	4,032.09
Annual		39,806.56	41,796.89	43,886.73	46,081.07	48,385.12
Director- Administrative Services (Executive; At Will)						
Hourly		45,091.28	47,345.85	49,713.14	52,198.80	54,808.74
Bi-Weekly		3,607.30	3,787.67	3,977.05	4,175.90	4,384.70
Monthly		7,815.82	8,206.61	8,616.94	9,047.79	9,500.18
Annual		93,789.87	98,479.36	103,403.33	108,573.49	114,002.17
Director - Community Development Department (Executive; At Will)						
Hourly		45,091.28	47,345.85	49,713.14	52,198.80	54,808.74
Bi-Weekly		3,607.30	3,787.67	3,977.05	4,175.90	4,384.70
Monthly		7,815.82	8,206.61	8,616.94	9,047.79	9,500.18
Annual		93,789.87	98,479.36	103,403.33	108,573.49	114,002.17
Director - Finance Department/City Treasurer (Executive; At Will)						
Hourly		45,091.28	47,345.85	49,713.14	52,198.80	54,808.74
Bi-Weekly		3,607.30	3,787.67	3,977.05	4,175.90	4,384.70
Monthly		7,815.82	8,206.61	8,616.94	9,047.79	9,500.18
Annual		93,789.87	98,479.36	103,403.33	108,573.49	114,002.17
Director of Public Works (Executive; At Will)						
Hourly		45,091.28	47,345.85	49,713.14	52,198.80	54,808.74
Bi-Weekly		3,607.30	3,787.67	3,977.05	4,175.90	4,384.70
Monthly		7,815.82	8,206.61	8,616.94	9,047.79	9,500.18
Annual		93,789.87	98,479.36	103,403.33	108,573.49	114,002.17
Engineering Technician (FBEO)						
Hourly		26,794.64	28,134.37	29,541.09	31,018.14	32,569.05
Bi-Weekly		2,143.57	2,250.75	2,363.29	2,481.45	2,605.52
Monthly		4,644.40	4,876.62	5,120.45	5,376.48	5,645.30
Annual		55,732.84	58,519.48	61,445.46	64,517.73	67,743.62
Environmental Compliance Coordinator (FBEO)						
Hourly		30,984.95	32,534.20	34,160.91	35,868.95	37,662.40
Bi-Weekly		2,478.80	2,602.74	2,732.87	2,869.52	3,012.99
Monthly		5,370.73	5,639.26	5,921.22	6,217.29	6,528.15
Annual		64,448.70	67,671.14	71,054.89	74,607.43	78,337.80
Finance Technician I (FBEO)						
Hourly		19,715.09	20,700.85	21,735.89	22,822.89	23,963.82
Bi-Weekly		1,577.21	1,656.07	1,738.87	1,825.81	1,917.11
Monthly		3,417.28	3,588.15	3,767.55	3,955.93	4,153.73
Annual		41,007.40	43,057.77	45,210.65	47,471.19	49,844.75
Finance Technician II (FBEO)						
Hourly		21,735.84	22,822.63	23,963.77	25,161.95	26,420.05
Bi-Weekly		1,738.87	1,825.81	1,917.10	2,012.96	2,113.60
Monthly		3,767.55	3,955.92	4,153.72	4,361.41	4,579.48
Annual		45,210.55	47,471.08	49,844.63	52,336.86	54,953.71
Finance Technician III (FBEO)						
Hourly		23,963.78	25,161.97	26,420.06	27,741.07	29,128.12
Bi-Weekly		1,917.10	2,012.96	2,113.61	2,219.29	2,330.25
Monthly		4,153.72	4,361.41	4,579.48	4,808.45	5,048.87
Annual		49,844.66	52,336.89	54,953.73	57,701.42	60,586.49

**City of Fort Bragg Salary Rate Compensation Plan
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Government Accountant I (FBE0)							
Hourly			28,420.22	27,741.23	29,128.29	30,584.70	32,113.94
Bi-Weekly			2,113.62	2,219.30	2,330.26	2,446.78	2,589.12
Monthly			4,579.50	4,808.48	5,048.90	5,301.35	5,566.42
Annual			54,954.05	57,701.75	60,586.84	63,616.18	66,796.99
Government Accountant II (FBE0)							
Hourly			29,128.27	30,584.69	32,113.92	33,719.62	35,405.60
Bi-Weekly			2,330.26	2,446.77	2,589.11	2,697.97	2,832.49
Monthly			5,048.90	5,301.35	5,566.41	5,844.73	6,136.97
Annual			60,586.81	63,616.15	66,796.95	70,136.80	73,643.64
Human Resources Analyst (Confidential; Non-Bargaining)							
Hourly			23,728.07	24,914.48	26,160.20	27,468.21	28,841.62
Bi-Weekly			1,898.25	1,993.16	2,092.82	2,197.46	2,307.33
Monthly			4,112.87	4,318.51	4,534.43	4,761.16	4,999.21
Annual			49,354.39	51,822.11	54,413.22	57,133.88	59,990.57
Maintenance Worker I (FBE0)							
Hourly			15,885.46	16,679.73	17,513.72	18,389.41	19,308.88
Bi-Weekly			1,270.84	1,334.38	1,401.10	1,471.15	1,544.71
Monthly			2,753.48	2,891.15	3,035.71	3,187.50	3,346.87
Annual			33,041.76	34,693.85	36,428.54	38,249.96	40,162.46
Maintenance Worker II (FBE0)							
Hourly			21,004.84	22,055.08	23,157.83	24,315.72	25,531.51
Bi-Weekly			1,680.39	1,764.41	1,852.63	1,945.26	2,042.52
Monthly			3,640.84	3,822.88	4,014.02	4,214.73	4,425.46
Annual			43,690.06	45,874.56	48,168.29	50,576.70	53,105.54
Maintenance Worker III (FBE0)							
Hourly			22,052.94	23,155.59	24,313.37	25,529.03	26,805.49
Bi-Weekly			1,764.24	1,852.45	1,945.07	2,042.32	2,144.44
Monthly			3,822.51	4,013.63	4,214.32	4,425.03	4,646.28
Annual			45,870.11	48,163.62	50,571.80	53,100.39	55,755.41
Maintenance Worker IV (FBE0)							
Hourly			23,149.34	24,306.81	25,522.15	26,798.26	28,138.17
Bi-Weekly			1,851.95	1,944.54	2,041.77	2,143.86	2,251.05
Monthly			4,012.55	4,213.18	4,423.84	4,645.03	4,877.28
Annual			48,150.63	50,558.16	53,086.07	55,740.37	58,527.39
Maintenance Worker Lead (FBE0)							
Hourly			25,464.27	26,737.48	28,074.36	29,478.08	30,951.98
Bi-Weekly			2,037.14	2,139.00	2,245.95	2,358.25	2,476.16
Monthly			4,413.81	4,634.50	4,866.22	5,109.53	5,365.01
Annual			52,965.68	55,613.97	58,394.67	61,314.40	64,380.12
Mechanic (FBE0)							
Hourly			23,728.07	24,914.48	26,160.20	27,468.21	28,841.62
Bi-Weekly			1,898.25	1,993.16	2,092.82	2,197.46	2,307.33
Monthly			4,112.87	4,318.51	4,534.43	4,761.16	4,999.21
Annual			49,354.39	51,822.11	54,413.22	57,133.88	59,990.57
Office Assistant (Temporary Position)							
Hourly			15.00000				
Bi-Weekly							
Monthly							
Annual							

**City of Fort Bragg Salary Rate Compensation Plan
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Police Chief (Executive; At Will)							
Hourly			57,285.24	60,149.51	63,156.98	66,314.83	69,630.57
Bi-Weekly			4,562.82	4,811.96	5,052.56	5,305.19	5,570.45
Monthly			9,929.44	10,425.91	10,947.21	11,494.57	12,069.30
Annual			119,153.31	125,110.97	131,366.52	137,934.85	144,831.59
Police Sergeant Basic POST (FBPA)							
Hourly			32,237.43	33,849.31	35,541.77	37,318.86	39,184.80
Bi-Weekly			2,578.99	2,707.94	2,843.34	2,985.51	3,134.78
Monthly			5,587.82	5,867.21	6,180.57	6,468.60	6,792.03
Annual			67,053.86	70,406.55	73,926.88	77,623.23	81,504.39
Police Sergeant Intermediate POST (FBPA)							
Hourly			34,004.97	35,705.22	37,490.48	39,365.00	41,333.25
Bi-Weekly			2,720.40	2,856.42	2,999.24	3,149.20	3,306.66
Monthly			5,894.19	6,188.90	6,498.35	6,823.27	7,164.43
Annual			70,730.34	74,266.86	77,980.20	81,879.21	85,973.17
Police Sergeant Advance POST (FBPA)							
Hourly			35,684.76	37,469.00	39,342.45	41,309.57	43,375.05
Bi-Weekly			2,854.78	2,997.52	3,147.40	3,304.77	3,470.00
Monthly			6,185.36	6,494.63	6,819.36	7,160.33	7,518.34
Annual			74,224.31	77,935.52	81,832.30	85,923.92	90,220.11
Police Officer Basic POST (FBPA)							
Hourly			26,355.73	27,673.51	29,057.19	30,510.05	32,035.55
Bi-Weekly			2,108.46	2,213.88	2,324.58	2,440.80	2,562.84
Monthly			4,568.33	4,796.74	5,036.58	5,289.41	5,552.83
Annual			54,819.91	57,560.91	60,438.95	63,460.90	66,633.94
Police Officer Intermediate POST (FBPA)							
Hourly			27,679.74	29,063.72	30,516.91	32,042.75	33,644.89
Bi-Weekly			2,214.38	2,325.10	2,441.35	2,563.42	2,691.59
Monthly			4,797.82	5,037.71	5,289.60	5,554.08	5,831.78
Annual			57,573.85	60,452.54	63,475.17	66,648.93	69,981.37
Police Officer Advance POST (FBPA)							
Hourly			29,036.57	30,488.39	32,012.81	33,613.45	35,294.13
Bi-Weekly			2,322.93	2,439.07	2,561.03	2,689.08	2,823.53
Monthly			5,033.00	5,284.65	5,548.89	5,826.33	6,117.65
Annual			60,396.06	63,415.86	66,585.65	69,915.98	73,411.78
Police Recruit (1040 hours; FBPA)							
Hourly			21,637.91				
Bi-Weekly			865.52				
Monthly			1,875.29				
Annual			22,503.42				

**City of Fort Bragg Salary Rate Compensation Plan
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Police Services Technician (FBPA)						
Hourly		19,614.17	20,594.88	21,624.63	22,705.86	23,841.15
Bi-Weekly		1,569.13	1,647.59	1,729.97	1,816.47	1,907.29
Monthly		3,399.79	3,569.78	3,748.27	3,935.68	4,132.47
Annual		40,797.48	42,837.35	44,979.22	47,228.18	49,589.59
Public Works Project Analyst (FBEO)						
Hourly		26,474.60	27,798.33	29,188.25	30,647.66	32,180.04
Bi-Weekly		2,117.97	2,223.87	2,335.06	2,451.81	2,574.40
Monthly		4,588.93	4,818.38	5,059.30	5,312.26	5,577.87
Annual		55,067.17	57,820.53	60,711.55	63,747.13	66,934.49
Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)						
Hourly		14.00000				
Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)						
Hourly		15.00000				
Senior Government Accountant (Mid-Management; Non-Bargaining)						
Hourly		33,012.78	34,663.41	36,396.59	38,216.41	40,127.24
Bi-Weekly		2,641.02	2,773.07	2,911.73	3,057.31	3,210.18
Monthly		5,722.21	6,008.33	6,308.74	6,624.18	6,955.39
Annual		68,666.57	72,099.90	75,704.90	79,490.14	83,464.65
Special Projects Manager (Mid-Management; Non-Bargaining)						
Hourly		33,012.78	34,663.41	36,396.59	38,216.41	40,127.24
Bi-Weekly		2,641.02	2,773.07	2,911.73	3,057.31	3,210.18
Monthly		5,722.21	6,008.33	6,308.74	6,624.18	6,955.39
Annual		68,666.57	72,099.90	75,704.90	79,490.14	83,464.65
Special Projects Assistant (80%, Part-Time; Non-Bargaining)						
Hourly		22,686.79	23,821.13	25,012.18	26,262.79	27,575.93
Bi-Weekly		1,451.95	1,524.55	1,600.78	1,680.82	1,764.86
Monthly		3,145.90	3,303.20	3,468.36	3,641.77	3,823.86
Annual		37,750.81	39,638.35	41,820.27	43,701.28	45,886.35
Systems Analyst - Lead (Confidential; Non-Bargaining)						
Hourly		29,541.11	31,018.16	32,589.07	34,197.52	35,907.40
Bi-Weekly		2,363.29	2,481.45	2,605.53	2,735.80	2,872.59
Monthly		5,120.46	5,376.48	5,645.31	5,927.57	6,223.95
Annual		61,445.50	64,517.78	67,743.67	71,130.85	74,687.39
Systems Technician (FBEO)						
Hourly		20,260.82	21,273.86	22,337.55	23,454.43	24,627.15
Bi-Weekly		1,620.87	1,701.91	1,787.00	1,876.35	1,970.17
Monthly		3,511.88	3,687.47	3,871.84	4,065.43	4,268.71
Annual		42,142.50	44,249.63	46,462.11	48,785.22	51,224.48
Treatment Plant Operator-in-Training (FBEO)						
Hourly		18,011.10	18,911.66	19,857.24	20,850.10	21,892.61
Bi-Weekly		1,440.89	1,512.93	1,588.58	1,668.01	1,751.41
Monthly		3,121.92	3,278.02	3,441.92	3,614.02	3,794.72
Annual		37,463.09	39,336.24	41,303.06	43,368.21	45,536.62
Treatment Plant Operator I (FBEO)						
Hourly		22,360.79	23,478.83	24,652.77	25,885.41	27,179.68
Bi-Weekly		1,788.86	1,878.31	1,972.22	2,070.83	2,174.37
Monthly		3,875.87	4,059.66	4,273.15	4,486.80	4,711.14
Annual		46,510.44	48,835.96	51,277.76	53,841.65	56,533.73

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Treatment Plant Operator II (FBEO)								
Hourly				23.47980	24.65379	25.88648	27.18081	28.53985
Biweekly				1,878.38	1,972.30	2,070.92	2,174.46	2,283.19
Monthly				4,069.83	4,273.32	4,486.99	4,711.34	4,946.91
Annual				48,837.99	51,279.89	53,843.88	56,536.08	59,362.88
Treatment Plant Operator - Wastewater, Lead (FBEO)								
Hourly				27.00237	28.35249	29.77011	31.25861	32.82155
Biweekly				2,160.19	2,268.20	2,381.61	2,500.69	2,625.72
Monthly				4,680.41	4,914.43	5,180.15	5,418.16	5,689.07
Annual				56,164.92	58,973.17	61,921.83	65,017.92	68,268.81
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly				28.35245	29.77007	31.25858	32.82150	34.46258
Biweekly				2,268.20	2,381.61	2,500.69	2,625.72	2,757.01
Monthly				4,914.42	5,180.15	5,418.15	5,689.06	5,973.51
Annual				58,973.10	61,921.75	65,017.84	68,268.73	71,682.17