

RESOLUTION NO. 4108-2018

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 salary schedules through the following:

1. Resolution 4022-2017, adopted July 24, 2017, which establishes the salary schedule for the Exempt At-Will Executive Classifications effective through June 30, 2019;
2. Resolution 4023-2017, adopted July 24, 2017, which establishes the salary schedule for the Exempt At-Will Mid-Management Classifications effective through June 30, 2019;
3. Resolution 4031-2017, adopted September 11, 2017, which establishes the salary schedule for the Non-Bargaining, Non-Confidential, Non-Exempt Classifications retroactive to July 23, 2017 and effective through June 30, 2019;
4. Resolution 4041-2017, adopted October 23, 2017, which adopts the Memorandum of Understanding between the Fort Bragg Police Association and the City of Fort Bragg establishing the salary schedule for classifications defined therein retroactive to August 10, 2017 and effective through June 30, 2019;
5. Resolution 4042-2017 which adopts the Memorandum of Understanding between the Fort Bragg Employee Organization and the City of Fort Bragg establishing the salary schedule for classifications defined therein retroactive to July 1, 2017 and effective through June 30, 2019;
6. Resolution 3886-2016, adopted January 25, 2016, which establishes the salary schedule for the Seasonal Labor Classification, a temporary position;
7. Resolution 4015-2017, adopted June 27, 2017, which approved the FY 2017/2018 Budget which includes the rate of pay for the Parking Enforcement Attendant Classification, a temporary position;
8. Fort Bragg Municipal Code 2.04.060 which establishes the salary for members of the City Council;
9. An Employment Agreement between the City Manager and the City of Fort Bragg, approved February 14, 2018, establishing the salary schedule for the City Manager; 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 includes a 2% Cost of Living Adjustment for all Full-Time, Regular City Employees effective the first day of the first full pay period in July; 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 July 8, 2018.

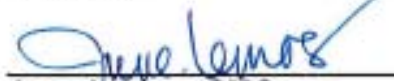
The above and foregoing Resolution was introduced by Councilmember Norvell, seconded by Councilmember Turner, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 9th day of July, 2018, by the following vote:

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

EXHIBIT A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Two percent (2%) Cost of Living Adjustments effective July 8, 2018 as per resolutions 4022-2017, 4023-2017, 4031-2017, FBPA Memorandum of Understanding 2017-2019 and FBEO Memorandum of Understanding 2017-2019.

	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBEO)					
Hourly	21.87530	22.96906	24.11752	25.32339	26.58956
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	55,306.29
Administrative Assistant - Community Development (FBEO)					
Hourly	21.87530	22.96906	24.11752	25.32339	26.58956
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	55,306.29
Administrative Coordinator - Police (Confidential/Restricted; Non-Bargaining)					
Hourly	22.96906	24.11751	25.32339	26.58956	27.91904
Bi-Weekly	1,837.52	1,929.40	2,025.87	2,127.16	2,233.52
Monthly	3,981.30	4,180.37	4,389.39	4,608.86	4,839.30
Annual	47,775.65	50,164.43	52,672.65	55,306.28	58,071.60
Assistant Director of Public Works (Mid-Management; Non-Bargaining)					
Hourly	38.39966	40.31964	42.33563	44.45241	46.67503
Bi-Weekly	3,071.97	3,225.57	3,388.85	3,556.19	3,734.00
Monthly	6,655.94	6,888.74	7,338.18	7,705.08	8,090.34
Annual	79,871.29	83,864.86	88,058.10	92,461.01	97,084.06
Assistant Planner (FBEO)					
Hourly	28.13439	29.54110	31.01816	32.56907	34.19752
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	33.01278	34.66341	36.39659	38.21641	40.12724
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	33.01278	34.66341	36.39659	38.21641	40.12724
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	71.92838				
Bi-Weekly	5,754.27				
Monthly	12,467.59				
Annual	149,611.02				

**City of Fort Bragg Salary Rate Compensation Plan
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Community Services Officer (FBPA)						
Hourly		19.13777	20.09466	21.09939	22.15436	23.26208
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		45.09128	47.34585	49.71314	52.19880	54.80874
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		45.09128	47.34585	49.71314	52.19880	54.80874
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		45.09128	47.34585	49.71314	52.19880	54.80874
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		45.09128	47.34585	49.71314	52.19880	54.80874
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		26.79464	28.13437	29.54109	31.01814	32.56905
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		30.98495	32.53420	34.16091	35.86895	37.66240
Bi-Weekly		2,478.80	2,602.74	2,732.67	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	71,054.69	74,607.43	78,337.80
Finance Technician I (FBEO)						
Hourly		19.71509	20.70085	21.73569	22.82269	23.96362
Bi-Weekly		1,577.21	1,656.07	1,738.67	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		21.73584	22.82263	23.96377	25.16195	26.42005
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		23.96378	25.16197	26.42006	27.74107	29.12812
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 (FBEO)							
Hourly			26.42022	27.74123	29.12829	30.58470	32.11394
Bi-Weekly			2,113.62	2,219.30	2,330.26	2,446.78	2,569.12
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 (FBEO)							
Hourly			29.12827	30.58469	32.11392	33.71962	35.40560
Bi-Weekly			2,330.26	2,446.77	2,569.11	2,697.57	2,832.45
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 Technician (Confidential; Non-Bargaining)							
Hourly			23.72807	24.91448	26.16020	27.46821	28.84162
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 (FBEO)							
Hourly			15.88546	16.67973	17.51372	18.38941	19.30888
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 (FBEO)							
Hourly			21.00484	22.05508	23.15783	24.31572	25.53151
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 (FBEO)							
Hourly			22.05294	23.15559	24.31337	25.52903	26.80549
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 (FBEO)							
Hourly			23.14934	24.30881	25.52215	26.79626	28.13817
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 (FBEO)							
Hourly			25.46427	26.73748	28.07436	29.47808	30.95198
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 (FBEO)							
Hourly			23.72807	24.91448	26.16020	27.46821	28.84162
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							

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Police Chief (Executive; At Will)							
Hourly			57,285.24	60,149.51	63,158.98	66,314.83	69,630.57
Bi-Weekly			4,582.82	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 Lieutenant (Mid-Management; Non-Bargaining)							
Hourly			43,842.60	46,034.73	48,336.47	50,753.29	53,290.96
Bi-Weekly			3,507.41	3,682.78	3,866.92	4,060.26	4,263.28
Monthly			7,599.38	7,979.35	8,378.32	8,797.24	9,237.10
Annual			91,192.61	95,752.24	100,539.85	105,566.85	110,845.19
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	6,160.57	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			6,185.38	6,494.83	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	5,288.41	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	66,586.65	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				

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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	3,569.76	3,748.27	3,935.88	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	27,796.33	29,188.25	30,647.66	32,180.04
Bi-Weekly		2,117.97	2,223.87	2,335.08	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	36,398.59	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	36,398.59	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	41,620.27	43,701.28	45,886.35
Systems Analyst - Lead (Confidential; Non-Bargaining)						
Hourly		29,541.11	31,018.16	32,569.07	34,197.52	35,907.40
Bi-Weekly		2,363.29	2,481.45	2,606.53	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		20,260.62	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	4,069.66	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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Adopted July 9, 2018**

Treatment Plant Operator II (FBEO)							
Hourly			23.47980	24.65379	25.88648	27.18081	28.53965
Biweekly			1,878.38	1,972.30	2,070.92	2,174.48	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	5,160.15	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	5,160.15	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