

RESOLUTION NO. 4073-2018

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 4063-2018, adopted January 22, 2018, 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 updated City Manager annual salary of \$149,611 as approved in the agreement between the City and Tabatha Miller approved on February 26, 2018; 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 March 5, 2018.

The above and foregoing Resolution was introduced by Councilmember Turner, 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 12th day of March, 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:

for 

June Lemos, CMC
City Clerk

EXHIBIT A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN								
Resolution ____-2018 - All Classifications - Adopted March 12, 2018								
Includes additions of Updated City Manager Salary effective March 5, 2018								
				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBE0)								
Hourly				21,446.37	22,518.69	23,644.62	24,826.85	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
Administrative Assistant - Community Development (FBE0)								
Hourly				21,446.37	22,518.69	23,644.62	24,826.85	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
Administrative Coordinator - Police (Confidential/Restricted; Non-Bargaining)								
Hourly				22,518.69	23,644.62	24,826.85	26,068.20	27,371.60
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
Assistant Director of Public Works (Mid-Management; Non-Bargaining)								
Hourly				37,646.73	39,529.06	41,505.52	43,580.79	45,759.83
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
Assistant Planner (FBE0)								
Hourly				27,582.73	28,961.87	30,409.96	31,930.46	33,526.98
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	69,736.12
Associate City Engineer (Mid-Management; Non-Bargaining)								
Hourly				32,365.47	33,983.74	35,682.93	37,467.07	39,340.43
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
City Clerk (Mid-Management; Non-Bargaining)								
Hourly				32,365.47	33,983.74	35,682.93	37,467.07	39,340.43
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
City Councilmember (Elected)								
Hourly								
Bi-Weekly				138.48				
Monthly				300.00				
Annual				3,600.00	Plus \$100/mo for Special District Meeting			
City Manager (Executive; At Will; Contract)								
Hourly				71,928.37				
Bi-Weekly				5,754.27				
Monthly				12,467.58				
Annual				149,611.00				

City of Fort Bragg Salary Rate Compensation Plan
Effective March 12, 2018

Community Services Officer (FBPA)						
Hourly		18.76252	19.70065	20.68568	21.71996	22.80596
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
Director- Administrative Services (Executive; At Will)						
Hourly		44.20714	46.41750	48.73837	51.17529	53.73405
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
Director - Community Development Department (Executive; At Will)						
Hourly		44.20714	46.41750	48.73837	51.17529	53.73405
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
Director - Finance Department/City Treasurer (Executive; At Will)						
Hourly		44.20714	46.41750	48.73837	51.17529	53.73405
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
Director of Public Works (Executive; At Will)						
Hourly		44.20714	46.41750	48.73837	51.17529	53.73405
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
Engineering Technician (FBEO)						
Hourly		26.26925	27.58271	28.96185	30.40994	31.93044
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
Environmental Compliance Coordinator (FBEO)						
Hourly		30.37740	31.89627	33.49109	35.16564	36.92392
Bi-Weekly		2,430.19	2,551.70	2,679.29	2,813.25	2,953.91
Monthly		5,285.42	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
Finance Technician I (FBEO)						
Hourly		19.32852	20.29495	21.30970	22.37518	23.49394
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
Finance Technician II (FBEO)						
Hourly		21.30965	22.37513	23.49389	24.66858	25.90201
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	48,867.29	51,310.65	53,876.19
Finance Technician III (FBEO)						
Hourly		23.49390	24.66859	25.90202	27.19712	28.56698
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	59,396.52

**City of Fort Bragg Salary Rate Compensation Plan
Effective March 12, 2018**

Government Accountant I (FBEO)							
Hourly			25.90217	27.19728	28.55715	29.98500	31.48425
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
Government Accountant II (FBEO)							
Hourly			28.55713	29.98499	31.48424	33.05845	34.71137
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
Human Resources Technician (Confidential; Non-Bargaining)							
Hourly			21.44637	22.51869	23.64462	24.82685	26.06819
Bi-Weekly			1,715.71	1,801.49	1,891.57	1,988.15	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
Maintenance Worker I (FBEO)							
Hourly			15.57398	16.35268	17.17031	18.02883	18.93027
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
Maintenance Worker II (FBEO)							
Hourly			20.59298	21.62263	22.70376	23.83895	25.03089
Bi-Weekly			1,647.44	1,729.81	1,816.30	1,907.12	2,002.47
Monthly			3,569.45	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
Maintenance Worker III (FBEO)							
Hourly			21.62053	22.70155	23.83663	25.02846	26.27989
Bi-Weekly			1,729.64	1,816.12	1,906.93	2,002.28	2,102.39
Monthly			3,747.56	3,934.94	4,131.68	4,338.27	4,555.18
Annual			44,970.70	47,219.23	49,580.19	52,059.20	54,662.16
Maintenance Worker IV (FBEO)							
Hourly			22.69543	23.83020	25.02171	26.27280	27.58644
Bi-Weekly			1,815.63	1,906.42	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			47,208.50	49,566.82	52,045.16	54,647.42	57,379.79
Maintenance Worker Lead (FBEO)							
Hourly			24.96497	26.21322	27.52388	28.90008	30.34508
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
Mechanic (FBEO)							
Hourly			23.26282	24.42598	25.64726	26.92962	28.27610
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
Office Assistant (Temporary Position)							
Hourly			15.00000				
Bi-Weekly							
Monthly							
Annual							

**City of Fort Bragg Salary Rate Compensation Plan
Effective March 12, 2018**

Police Chief (Executive; At Will)							
Hourly			58.16200	58.97010	61.91861	65.01454	68.26527
Bi-Weekly			4,492.98	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
Police Lieutenant (Mid-Management; Non-Bargaining)							
Hourly			42.98294	45.13209	47.38859	49.75813	52.24603
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
Police Sergeant Basic POST (FBPA)							
Hourly			31.60533	33.18559	34.84487	36.58712	38.41647
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	79,908.26
Police Sergeant Intermediate POST (FBPA)							
Hourly			33.33821	35.00512	36.75537	38.59314	40.52280
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
Police Sergeant Advance POST (FBPA)							
Hourly			34.98506	36.73432	38.57103	40.49958	42.52456
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
Police Officer Basic POST (FBPA)							
Hourly			25.83895	27.13089	28.48744	29.91181	31.40740
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
Police Officer Intermediate POST (FBPA)							
Hourly			27.13699	28.49384	29.91854	31.41446	32.98519
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
Police Officer Advance POST (FBPA)							
Hourly			28.46722	29.89058	31.38511	32.95438	34.60208
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
Police Recruit (1040 hours; FBPA)							
Hourly			21.21363				
Bi-Weekly			849.55				
Monthly			1,838.51				
Annual			22,062.18				

**City of Fort Bragg Salary Rate Compensation Plan
Effective March 12, 2018**

Police Services Technician (FBPA)							
Hourly			19.22958	20.19106	21.20061	22.26064	23.37367
Bi-Weekly			1,538.37	1,615.28	1,696.05	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
Public Works Project Analyst (FBEO)							
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	5,208.10	5,468.50
Annual			53,987.42	56,686.79	59,521.13	62,497.19	65,622.05
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			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
Special Projects Manager (Mid-Management; Non-Bargaining)							
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
Special Projects Assistant (80%, Part-Time; Non-Bargaining)							
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	2,956.83	3,104.67	3,259.90
Annual			32,183.13	33,792.29	35,481.90	37,256.00	39,118.80
Systems Analyst - Lead (Confidential; Non-Bargaining)							
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	5,271.05	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
Systems Technician (FBEO)							
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	47,826.65	50,220.08
Treatment Plant Operator-in-Training (FBEO)							
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
Treatment Plant Operator I (FBEO)							
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 March 12, 2018**

Treatment Plant Operator II (FBEO)								
Hourly			23.01942	24.17039	25.37891	26.64785	27.98024	
Biweekly			1,841.55	1,933.83	2,030.31	2,131.83	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	
Treatment Plant Operator - Wastewater, Lead (FBEO)								
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	
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly			27.79652	29.18635	30.64566	32.17795	33.78884	
Biweekly			2,223.72	2,334.91	2,451.66	2,574.24	2,702.95	
Monthly			4,818.06	5,058.97	5,311.92	5,577.51	5,856.39	
Annual			57,816.76	60,707.60	63,742.98	66,930.13	70,276.64	