

RESOLUTION NO. 4049-2017

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. A Severance Agreement between the City Manager and the City of Fort Bragg, approved August 15, 2017, 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 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" effective August 10, 2017.

The above and foregoing Resolution was introduced by Councilmember Lee, 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 27th day of November, 2017, 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

Resolution 4049-2017 - All Classifications - Adopted November 27, 2017

Effective August 10, 2017

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBEO)								
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
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				138.46				
Monthly				300.00				
Annual				3,600.00	Plus \$100/mo for Special District Meeting			
City Manager (Executive; At Will; Contract)								
Hourly				72,204.41				
Bi-Weekly				5,776.35				
Monthly				12,515.43				
Annual				150,185.17				
Community Services Officer (FBPA)								
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	3,414.76	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				44,207.14	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	4,296.72
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

City of Fort Bragg Salary Rate Compensation Plan
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Director - Community Development Department (Executive; At Will)						
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
Director - Finance Department/City Treasurer (Executive; At Will)						
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
Director of Public Works (Executive; At Will)						
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
Engineering Technician (FBEO)						
Hourly		26,269.25	27,582.71	28,981.85	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
Environmental Compliance Coordinator (FBEO)						
Hourly		30,377.40	31,896.27	33,491.09	35,185.64	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
Finance Technician I (FBEO)						
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
Finance Technician II (FBEO)						
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	3,878.38	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		23,493.90	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
Government Accountant I (FBEO)						
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
Government Accountant II (FBEO)						
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

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Human Resources Technician (Confidential; Non-Bargaining)							
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
Maintenance Worker I (FBEO)							
Hourly			15,573.98	16,352.68	17,170.31	18,028.93	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
Maintenance Worker II (FBEO)							
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			3,569.45	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			21,620.53	22,701.55	23,836.63	25,028.48	26,279.89
Bi-Weekly			1,729.64	1,816.12	1,896.93	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			22,695.43	23,830.20	25,021.71	26,272.80	27,586.44
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			47,206.50	49,566.82	52,045.16	54,647.42	57,379.79
Maintenance Worker Lead (FBEO)							
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
Mechanic (FBEO)							
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
Planner, Associate (FBEO)							
Hourly			28,961.87	30,409.97	31,930.46	33,526.99	35,203.34
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	6,101.81
Annual			60,240.69	63,252.73	66,415.36	69,736.13	73,222.94
Planning Technician (FBEO)							
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
Police Chief (Executive; At Will)							
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

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Police Lieutenant (Mid-Management; Non-Bargaining)							
Hourly			42,982.94	45,132.09	47,388.69	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
Police Sergeant Basic POST (FBPA)							
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
Police Sergeant Intermediate POST (FBPA)							
Hourly			33,338.21	35,005.12	36,755.37	38,593.14	40,522.80
Bi-Weekly			2,687.06	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			34,985.06	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
Police Officer Basic POST (FBPA)							
Hourly			25,838.95	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	4,937.62	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			27,136.99	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	59,287.19	62,230.55	65,342.08	68,609.19
Police Officer Advance POST (FBPA)							
Hourly			28,467.22	29,890.58	31,385.11	32,954.36	34,602.08
Bi-Weekly			2,277.36	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			21,213.63				
Bi-Weekly			848.55				
Monthly			1,838.51				
Annual			22,062.18				
Police Services Technician (FBPA)							
Hourly			19,229.58	20,191.06	21,200.61	22,260.64	23,373.67
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			25,955.49	27,253.26	28,615.93	30,046.72	31,549.06
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				

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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 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
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
Systems Analyst - Lead (Confidential; Non-Bargaining)							
Hourly			28.98187	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
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	47,828.65	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	3,969.87	4,189.36	4,398.63	4,618.77
Annual			45,598.47	47,878.39	50,272.31	52,785.93	55,425.23
Treatment Plant Operator II (FBEO)							
Hourly			23.01942	24.17039	25.37891	26.64785	27.98024
Biweekly			1,841.55	1,933.63	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	33.78684
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			57,816.76	60,707.60	63,742.98	66,930.13	70,276.64