

RESOLUTION NO. 4169-2019

RESOLUTION OF THE FORT BRAGG CITY COUNCIL APPROVING AN INCREASE IN THE HOURLY COMPENSATION FOR TEMPORARY PARKING ENFORCEMENT ATTENDANT

WHEREAS, compensation for the seasonal temporary Parking Enforcement Attendant position has remained at \$15.00 per hour since 2011; and

WHEREAS, the seasonal temporary Parking Enforcement Attendant position is limited to 1,000 hours per year and does not qualify for or receive the benefits package of a full-time Fort Bragg employee; and

WHEREAS, the Incumbent in the position has returned for a third season; and

WHEREAS, the Incumbent is fully trained, is experienced and has already been supplied with sufficient uniforms, thereby saving the City time and funds to train and outfit the employee; and

WHEREAS, the Incumbent provides a higher level of service due to her familiarity with the position and established relationships with the Police Department staff and local businesses; and

WHEREAS, based on all the evidence presented, the City Council finds as follows:

1. The proposed increase from \$15.00 per hour to \$16.00 per hour recognizes the added value and savings of rehiring the experienced Incumbent for the position of Parking Enforcement Attendant and encourages the Incumbent to return for additional seasons of employment with the City.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby approve the increase of \$1.00 per hour for the Temporary Seasonal Parking Enforcement Attendant.

The above and foregoing Resolution was introduced by Councilmember Norvell, seconded by Councilmember Morsell-Haye, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 10th day of June, 2019, by the following vote:

AYES: Councilmembers Albin-Smith, Morsell-Haye, Norvell, Peters and Mayor Lee.
NOES: None.
ABSENT: None.
ABSTAIN: None.
RECUSED: None.



WILLIAM V. LEE
Mayor

ATTEST:



June Lemos, CMC City Clerk

EXHIBIT A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN							
Effective June 10, 2019							
Reso _____-2019 Increase Temporary Parking Enforcement Hourly Wage to \$16.00							
			Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBE0)							
Hourly			21.87530	22.96906	24.11752	25.32339	26.58956
Bi-Weekly			1,750.02	1,837.53	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	52,672.66	55,306.29
Administrative Assistant - Community Development (FBE0)							
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 Supervisor - Police (Confidential/Restricted; Non-Bargaining)							
Hourly			25.83350	27.12517	28.48143	29.90550	31.40078
Bi-Weekly			2,066.68	2,170.01	2,278.51	2,392.44	2,512.06
Monthly			4,477.81	4,701.70	4,936.78	5,183.62	5,442.80
Annual			53,733.68	56,420.36	59,241.38	62,203.45	65,313.62
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	3,386.85	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	83,864.86	88,058.10	92,461.01	97,084.06
Assistant Planner (FBE0)							
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			73.36693				
Bi-Weekly			5,869.35				
Monthly			12,716.94				
Annual			152,603.22				

City of Fort Bragg Salary Rate Compensation Plan

Effective June 10, 2019							
Rosa 41XX-2019 Increase Temporary Parking Enforcement Hourly Wage to \$16.00							
			Step 1	Step 2	Step 3	Step 4	Step 5
Community Services Officer (FBPA)							
Hourly			19.84587	20.83816	21.88007	22.97407	24.12277
Bi-Weekly			1,587.67	1,667.05	1,750.41	1,837.93	1,929.82
Monthly			3,439.95	3,611.95	3,792.55	3,982.17	4,181.28
Annual			41,279.40	43,343.37	45,510.54	47,786.07	50,175.37
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	2,732.87	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	71,054.69	74,807.43	78,337.80
Finance Technician I (FBEO)							
Hourly			19.71509	20.70085	21.73589	22.82269	23.96382
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			21.73584	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	26.42008	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

Effective June 10, 2019 Reso 41XX-2019 Increase Temporary Parking Enforcement Hourly Wage to \$16.00								
				Step 1	Step 2	Step 3	Step 4	Step 5
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 Analyst (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	2,197.48	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				43,690.08	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	24.30681	25.52215	26.79826	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	2,197.48	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

Effective June 10, 2019						
Reso 41XX-2019 Increase Temporary Parking Enforcement Hourly Wage to \$16.00						
		Step 1	Step 2	Step 3	Step 4	Step 5
Police Chief (Executive; At Will)						
Hourly		57,285.24	60,149.51	63,156.98	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 Sergeant Basic POST (FBPA)						
Hourly		32,978.89	34,627.84	36,359.24	38,177.20	40,086.06
Bi-Weekly		2,638.31	2,770.23	2,908.74	3,054.18	3,206.88
Monthly		5,716.34	6,002.16	6,302.27	6,617.38	6,948.25
Annual		68,596.10	72,025.91	75,627.21	79,408.57	83,379.00
Police Sergeant Intermediate POST (FBPA)						
Hourly		34,787.09	36,526.44	38,352.76	40,270.40	42,283.92
Bi-Weekly		2,782.97	2,922.12	3,068.22	3,221.63	3,382.71
Monthly		6,029.76	6,331.25	6,647.81	6,980.20	7,329.21
Annual		72,357.14	75,975.00	79,773.75	83,762.44	87,950.56
Police Sergeant Advance POST (FBPA)						
Hourly		36,505.51	38,330.79	40,247.33	42,259.69	44,372.68
Bi-Weekly		2,920.44	3,066.46	3,219.79	3,380.78	3,549.81
Monthly		6,327.62	6,844.00	7,320.20	7,755.01	8,199.26
Annual		75,931.47	79,728.04	83,714.44	87,900.16	92,295.17
Police Officer Basic POST (FBPA)						
Hourly		27,330.89	28,697.43	30,132.30	31,638.92	33,220.87
Bi-Weekly		2,186.47	2,295.79	2,410.58	2,531.11	2,657.67
Monthly		4,737.35	4,974.22	5,222.93	5,484.08	5,758.28
Annual		56,848.25	59,690.66	62,675.19	65,808.95	69,099.40
Police Officer Intermediate POST (FBPA)						
Hourly		28,703.88	30,139.08	31,646.03	33,228.33	34,889.75
Bi-Weekly		2,296.31	2,411.13	2,531.68	2,658.27	2,791.18
Monthly		4,975.34	5,224.11	5,485.31	5,759.58	6,047.56
Annual		59,704.08	62,689.28	65,823.74	69,114.93	72,570.88
Police Officer Advance POST (FBPA)						
Hourly		30,110.92	31,616.47	33,197.29	34,857.15	36,600.01
Bi-Weekly		2,408.87	2,529.32	2,655.78	2,788.57	2,928.00
Monthly		5,219.23	5,480.19	5,754.20	6,041.91	6,344.00
Annual		62,630.71	65,762.25	69,050.36	72,502.88	76,128.02
Police Recruit (1040 hours; FBPA)						
Hourly		21,637.91				
Bi-Weekly		1,731.03				
Monthly		3,750.57				
Annual		22,503.42				
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 Administrative Analyst (FBEO)						
Hourly		22,518.69	23,644.62	24,826.85	26,068.20	27,371.60
Bi-Weekly		1,801.50	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		46,838.88	49,180.82	51,639.86	54,221.85	56,932.95
Public Works 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	83,464.85

City of Fort Bragg Salary Rate Compensation Plan

Effective June 10, 2019							
Rosa 41XX-2019 Increase Temporary Parking Enforcement Hourly Wage to \$16.00							
			Step 1	Step 2	Step 3	Step 4	Step 5
Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)							
Hourly			14.00000				
Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)							
Hourly			16.00000				
Senior Government Accountant (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
Special Projects Assistant (80%, Part-Time; Non-Bargaining)							
Hourly			22.68679	23.82113	25.01218	26.26279	27.57593
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			29.54111	31.01816	32.56907	34.19752	35.90740
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 Analyst (Part-Time, 1000 Max Annual Hours; Non-Bargaining)							
Hourly			29.52				
Systems Technician (FBEO)							
Hourly			20.26082	21.27386	22.33755	23.45443	24.62715
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			18.01110	18.91166	19.85724	20.85010	21.89261
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			22.36078	23.47883	24.65277	25.88541	27.17968
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
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	5,160.15	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