

RESOLUTION NO. 4182-2019

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 4180-2019, adopted June 24, 2019, which establishes the salary schedule for the Exempt At-Will Executive Classifications effective through June 30, 2021;
2. Resolution 4179-2019, adopted June 24, 2019, which establishes the salary schedule for the Exempt At-Will Mid-Management Classifications effective through June 30, 2021;
3. Resolution 4178-2019, adopted June 24, 2019, which establishes the salary schedule for the Non-Bargaining, Non-Confidential, Non-Exempt Classifications effective through June 30, 2022;
4. Resolution 4170-2019, adopted June 10, 2019, 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 effective through June 30, 2021;
5. Resolution 4177-2019 adopted June 24, 2019, 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 effective through June 30, 2021;
6. Resolution 4167-2019, adopted June 10, 2019, which approved the rate of pay for the Parking Enforcement Attendant Classification, Seasonal Labor Classification and Office Assistant, all temporary positions;
7. Fort Bragg Municipal Code 2.04.060 which establishes the salary for members of the City Council;
8. City Manager Employment Agreement between the City Manager and the City of Fort Bragg, approved February 26, 2018, establishing the salary 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 2019/2020 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 July 7, 2019.

The above and foregoing Resolution was introduced by Councilmember Peters, seconded by Councilmember Norvell, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 8th day of July, 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 July 7, 2019
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				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBE0)								
Hourly				22.42	23.54	24.72	25.96	27.26
Bi-Weekly				1,793.60	1,883.20	1,977.60	2,076.80	2,180.80
Monthly				3,886.13	4,080.27	4,284.80	4,499.73	4,725.07
Annual				46,633.60	48,963.20	51,417.60	53,996.80	56,700.80
Administrative Assistant - Community Development (FBE0)								
Hourly				22.42	23.54	24.72	25.96	27.26
Bi-Weekly				1,793.60	1,883.20	1,977.60	2,076.80	2,180.80
Monthly				3,886.13	4,080.27	4,284.80	4,499.73	4,725.07
Annual				46,633.60	48,963.20	51,417.60	53,996.80	56,700.80
Administrative Supervisor - Police (Confidential/Restricted; Non-Bargaining)								
Hourly				26.48	27.80	29.19	30.65	32.18
Bi-Weekly				2,118.40	2,224.00	2,335.20	2,452.00	2,574.40
Monthly				4,589.87	4,818.67	5,059.60	5,312.67	5,577.87
Annual				55,078.40	57,824.00	60,715.20	63,752.00	66,934.40
Assistant Director of Public Works (Mid-Management; Non-Bargaining)								
Hourly				38.98	40.93	42.98	45.13	47.39
Bi-Weekly				3,118.40	3,274.40	3,438.40	3,610.40	3,791.20
Monthly				6,756.53	7,094.53	7,449.87	7,822.53	8,214.27
Annual				81,078.40	85,134.40	89,398.40	93,870.40	98,571.20
Assistant Planner (FBE0)								
Hourly				28.84	30.28	31.79	33.38	35.05
Bi-Weekly				2,307.20	2,422.40	2,543.20	2,670.40	2,804.00
Monthly				4,998.93	5,248.53	5,510.27	5,785.87	6,075.33
Annual				59,987.20	62,982.40	66,123.20	69,430.40	72,904.00
Associate City Engineer (Mid-Management; Non-Bargaining)								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20
City Clerk (Mid-Management; Non-Bargaining)								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20
City Councilmember (Elected)								
Hourly								
Bi-Weekly				138.46				
Monthly				300.00				
Annual				3,600.00	Plus \$100/mo for Special District Meeting			

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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				Step 1	Step 2	Step 3	Step 4	Step 5
City Manager (Executive; At Will; Contract)								
Hourly				73.37				
Bi-Weekly				5,869.60				
Monthly				12,717.47				
Annual				152,609.60				
Community Services Officer (FBPA)								
Hourly				19.91	20.90	21.95	23.04	24.20
Bi-Weekly				1,592.80	1,672.00	1,756.00	1,843.20	1,936.00
Monthly				3,451.07	3,622.67	3,804.67	3,993.60	4,194.67
Annual				41,412.80	43,472.00	45,656.00	47,923.20	50,336.00
Director- Administrative Services (Executive; At Will)								
Hourly				45.77	48.06	50.46	52.98	55.63
Bi-Weekly				3,661.60	3,844.80	4,036.80	4,238.40	4,450.40
Monthly				7,933.47	8,330.40	8,746.40	9,183.20	9,642.53
Annual				95,201.60	99,964.80	104,956.80	110,198.40	115,710.40
Director - Community Development Department (Executive; At Will)								
Hourly				45.77	48.06	50.46	52.98	55.63
Bi-Weekly				3,661.60	3,844.80	4,036.80	4,238.40	4,450.40
Monthly				7,933.47	8,330.40	8,746.40	9,183.20	9,642.53
Annual				95,201.60	99,964.80	104,956.80	110,198.40	115,710.40
Director - Finance Department/City Treasurer (Executive; At Will)								
Hourly				45.77	48.06	50.46	52.98	55.63
Bi-Weekly				3,661.60	3,844.80	4,036.80	4,238.40	4,450.40
Monthly				7,933.47	8,330.40	8,746.40	9,183.20	9,642.53
Annual				95,201.60	99,964.80	104,956.80	110,198.40	115,710.40
Director of Public Works (Executive; At Will)								
Hourly				45.77	48.06	50.46	52.98	55.63
Bi-Weekly				3,661.60	3,844.80	4,036.80	4,238.40	4,450.40
Monthly				7,933.47	8,330.40	8,746.40	9,183.20	9,642.53
Annual				95,201.60	99,964.80	104,956.80	110,198.40	115,710.40
Engineering Technician (FBEO)								
Hourly				27.46000	28.83	30.27	31.78	33.37
Bi-Weekly				2,196.80	2,306.40	2,421.60	2,542.40	2,669.60
Monthly				4,759.73	4,997.20	5,246.80	5,508.53	5,784.13
Annual				57,116.80	59,966.40	62,961.60	66,102.40	69,409.60
Environmental Compliance Coordinator (FBEO)								
Hourly				31.76000	33.35	35.02	36.77	38.61
Bi-Weekly				2,540.80	2,668.00	2,801.60	2,941.60	3,088.80
Monthly				5,505.07	5,780.67	6,070.13	6,373.47	6,692.40
Annual				66,060.80	69,368.00	72,841.60	76,481.60	80,308.80

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				Step 1	Step 2	Step 3	Step 4	Step 5
Finance Technician I (FBE0)								
Hourly				20.21	21.22	22.28	23.39	24.56
Bi-Weekly				1,616.80	1,697.60	1,782.40	1,871.20	1,964.80
Monthly				3,503.07	3,678.13	3,861.87	4,054.27	4,257.07
Annual				42,036.80	44,137.60	46,342.40	48,651.20	51,084.80
Finance Technician II (FBE0)								
Hourly				22.28	23.39	24.56	25.79	27.08
Bi-Weekly				1,782.40	1,871.20	1,964.80	2,063.20	2,166.40
Monthly				3,861.87	4,054.27	4,257.07	4,470.27	4,693.87
Annual				46,342.40	48,651.20	51,084.80	53,643.20	56,326.40
Finance Technician III (FBE0)								
Hourly				24.56	25.79	27.08	28.43	29.85
Bi-Weekly				1,964.80	2,063.20	2,166.40	2,274.40	2,388.00
Monthly				4,257.07	4,470.27	4,693.87	4,927.87	5,174.00
Annual				51,084.80	53,643.20	56,326.40	59,134.40	62,088.00
Government Accountant I (FBE0)								
Hourly				27.08	28.43	29.85	31.34	32.91
Bi-Weekly				2,166.40	2,274.40	2,388.00	2,507.20	2,632.80
Monthly				4,693.87	4,927.87	5,174.00	5,432.27	5,704.40
Annual				56,326.40	59,134.40	62,088.00	65,187.20	68,452.80
Government Accountant II (FBE0)								
Hourly				29.86	31.35	32.92	34.57	36.30
Bi-Weekly				2,388.80	2,508.00	2,633.60	2,765.60	2,904.00
Monthly				5,175.73	5,434.00	5,706.13	5,992.13	6,292.00
Annual				62,108.80	65,208.00	68,473.60	71,905.60	75,504.00
Human Resources Analyst (Confidential; Non-Bargaining)								
Hourly				24.32	25.54	26.82	28.16	29.57
Bi-Weekly				1,945.60	2,043.20	2,145.60	2,252.80	2,365.60
Monthly				4,215.47	4,426.93	4,648.80	4,881.07	5,125.47
Annual				50,585.60	53,123.20	55,785.60	58,572.80	61,505.60
Maintenance Worker I (FBE0)								
Hourly				16.28	17.09	17.94	18.84	19.78
Bi-Weekly				1,302.40	1,367.20	1,435.20	1,507.20	1,582.40
Monthly				2,821.87	2,962.27	3,109.60	3,265.60	3,428.53
Annual				33,862.40	35,547.20	37,315.20	39,187.20	41,142.40
Maintenance Worker II (FBE0)								
Hourly				21.53	22.61	23.74	24.93	26.18
Bi-Weekly				1,722.40	1,808.80	1,899.20	1,994.40	2,094.40
Monthly				3,731.87	3,919.07	4,114.93	4,321.20	4,537.87
Annual				44,782.40	47,028.80	49,379.20	51,854.40	54,454.40

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Maintenance Worker III (FBEO)								
Hourly				22.60	23.73	24.92	26.17	27.48
Bi-Weekly				1,808.00	1,898.40	1,993.60	2,093.60	2,198.40
Monthly				3,917.33	4,113.20	4,319.47	4,536.13	4,763.20
Annual				47,008.00	49,358.40	51,833.60	54,433.60	57,158.40
Maintenance Worker IV (FBEO)								
Hourly				23.73	24.92	26.17	27.48	28.85
Bi-Weekly				1,898.40	1,993.60	2,093.60	2,198.40	2,308.00
Monthly				4,113.20	4,319.47	4,536.13	4,763.20	5,000.67
Annual				49,358.40	51,833.60	54,433.60	57,158.40	60,008.00
Maintenance Worker Lead (FBEO)								
Hourly				26.10	27.41	28.78	30.22	31.73
Bi-Weekly				2,088.00	2,192.80	2,302.40	2,417.60	2,538.40
Monthly				4,524.00	4,751.07	4,988.53	5,238.13	5,499.87
Annual				54,288.00	57,012.80	59,862.40	62,857.60	65,998.40
Mechanic (FBEO)								
Hourly				24.32	25.54	26.82	28.16	29.57
Bi-Weekly				1,945.60	2,043.20	2,145.60	2,252.80	2,365.60
Monthly				4,215.47	4,426.93	4,648.80	4,881.07	5,125.47
Annual				50,585.60	53,123.20	55,785.60	58,572.80	61,505.60
Office Assistant (Temporary Position)								
Hourly				15.00000				
Police Chief (Executive; At Will)								
Hourly				58.14	61.05	64.10	67.31	70.68
Bi-Weekly				4,651.20	4,884.00	5,128.00	5,384.80	5,654.40
Monthly				10,077.60	10,582.00	11,110.67	11,667.07	12,251.20
Annual				120,931.20	126,984.00	133,328.00	140,004.80	147,014.40
Police Sergeant Basic POST (FBPA)								
Hourly				33.21	34.87	36.61	38.44	40.37
Bi-Weekly				2,656.80	2,789.60	2,928.80	3,075.20	3,229.60
Monthly				5,756.40	6,044.13	6,345.73	6,662.93	6,997.47
Annual				69,076.80	72,529.60	76,148.80	79,955.20	83,969.60
Police Sergeant Intermediate POST (FBPA)								
Hourly				35.03	36.78	38.62	40.55	42.58
Bi-Weekly				2,802.40	2,942.40	3,089.60	3,244.00	3,406.40
Monthly				6,071.87	6,375.20	6,694.13	7,028.67	7,380.53
Annual				72,862.40	76,502.40	80,329.60	84,344.00	88,566.40

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Police Sergeant Advance POST (FBPA)									
Hourly				37.02	38.87	40.81	42.85	45.00	
Bi-Weekly				2,961.60	3,109.60	3,264.80	3,428.00	3,600.00	
Monthly				6,416.80	6,737.47	7,073.73	7,427.33	7,800.00	
Annual				77,001.60	80,849.60	84,884.80	89,128.00	93,600.00	
Police Officer Basic POST (FBPA)									
Hourly				27.41	28.78	30.22	31.73	33.32	
Bi-Weekly				2,192.80	2,302.40	2,417.60	2,538.40	2,665.60	
Monthly				4,751.07	4,988.53	5,238.13	5,499.87	5,775.47	
Annual				57,012.80	59,862.40	62,857.60	65,998.40	69,305.60	
Police Officer Intermediate POST (FBPA)									
Hourly				28.79	30.23	31.74	33.33	34.99	
Bi-Weekly				2,303.20	2,418.40	2,539.20	2,666.40	2,799.20	
Monthly				4,990.27	5,239.87	5,501.60	5,777.20	6,064.93	
Annual				59,883.20	62,878.40	66,019.20	69,326.40	72,779.20	
Police Officer Advance POST (FBPA)									
Hourly				30.20	31.71	33.30	34.96	36.71	
Bi-Weekly				2,416.00	2,536.80	2,664.00	2,796.80	2,936.80	
Monthly				5,234.67	5,496.40	5,772.00	6,059.73	6,363.07	
Annual				62,816.00	65,956.80	69,264.00	72,716.80	76,356.80	
Police Recruit (1040 hours; FBPA)									
Hourly				21.64					
Bi-Weekly				1,731.20					
Monthly				3,750.93					
Annual				22,505.60					
Police Services Technician (FBPA)									
Hourly				19.81	20.80	21.84	22.93	24.08	
Bi-Weekly				1,584.80	1,664.00	1,747.20	1,834.40	1,926.40	
Monthly				3,433.73	3,605.33	3,785.60	3,974.53	4,173.87	
Annual				41,204.80	43,264.00	45,427.20	47,694.40	50,086.40	
Public Works Administrative Analyst (FBEO)									
Hourly				23.08	24.23	25.44	26.71	28.05	
Bi -Weekly				1,846.40	1,938.40	2,035.20	2,136.80	2,244.00	
Monthly				4,000.53	4,199.87	4,409.60	4,629.73	4,862.00	
Annual				48,006.40	50,398.40	52,915.20	55,556.80	58,344.00	
Public Works Manager (Mid-Management; Non-Bargaining)									
Hourly				33.51	35.19	36.95	38.80	40.74	
Bi -Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20	
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60	
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20	

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				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				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20
Special Projects Assistant (80%, Part-Time; Non-Bargaining)								
Hourly				23.25	24.41	25.63	26.91	28.26
Bi-Weekly				1,488.00	1,562.24	1,640.32	1,722.24	1,808.64
Monthly				2,579.20	2,707.88	2,843.22	2,985.22	3,134.98
Annual				38,688.00	40,618.24	42,648.32	44,778.24	47,024.64
Systems Analyst - Lead (Confidential; Non-Bargaining)								
Hourly				30.28	31.79	33.38	35.05	36.80
Bi-Weekly				2,422.40	2,543.20	2,670.40	2,804.00	2,944.00
Monthly				5,248.53	5,510.27	5,785.87	6,075.33	6,378.67
Annual				62,982.40	66,123.20	69,430.40	72,904.00	76,544.00
Systems Analyst (Part-Time, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				29.52				
Systems Technician (FBEO)								
Hourly				20.77	21.81	22.90	24.05	25.25
Bi-Weekly				1,661.60	1,744.80	1,832.00	1,924.00	2,020.00
Monthly				3,600.13	3,780.40	3,969.33	4,168.67	4,376.67
Annual				43,201.60	45,364.80	47,632.00	50,024.00	52,520.00
Treatment Plant Operator-In-Training (FBEO)								
Hourly				18.46	19.38	20.35	21.37	22.44
Bi-Weekly				1,476.80	1,550.40	1,628.00	1,709.60	1,795.20
Monthly				3,199.73	3,359.20	3,527.33	3,704.13	3,889.60
Annual				38,396.80	40,310.40	42,328.00	44,449.60	46,675.20
Treatment Plant Operator I (FBEO)								
Hourly				22.92	24.07	25.27	26.53	27.86
Bi-Weekly				1,833.60	1,925.60	2,021.60	2,122.40	2,228.80
Monthly				3,972.80	4,172.13	4,380.13	4,598.53	4,829.07
Annual				47,673.60	50,065.60	52,561.60	55,182.40	57,948.80
Treatment Plant Operator II (FBEO)								
Hourly				24.07	25.27	26.53	27.86	29.25
Biweekly				1,925.60	2,021.60	2,122.40	2,228.80	2,340.00
Monthly				4,172.13	4,380.13	4,598.53	4,829.07	5,070.00
Annual				50,065.60	52,561.60	55,182.40	57,948.80	60,840.00

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Treatment Plant Operator - Wastewater, Lead (FBEO)								
Hourly				27.68	29.06	30.51	32.04	33.64
Biweekly				2,214.40	2,324.80	2,440.80	2,563.20	2,691.20
Monthly				4,797.87	5,037.07	5,288.40	5,553.60	5,830.93
Annual				57,574.40	60,444.80	63,460.80	66,643.20	69,971.20
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly				29.06	30.51	32.04	33.64	35.32
Biweekly				2,324.80	2,440.80	2,563.20	2,691.20	2,825.60
Monthly				5,037.07	5,288.40	5,553.60	5,830.93	6,122.13
Annual				60,444.80	63,460.80	66,643.20	69,971.20	73,465.60