

RESOLUTION NO. 4388-2021

RESOLUTION OF THE FORT BRAGG CITY COUNCIL APPROVING AN INCREASE IN COMPENSATION FOR SEASONAL/TEMPORARY CLASSIFICATIONS, THE POLICE SERVICES TRANSPORTER CLASSIFICATION AND ADDS MAINTENANCE WORKER I – JANITOR CLASSIFICATION

WHEREAS, the State of California's minimum wage for employers with twenty-six or more employees increases to \$15.00 effective January 1, 2022; and

WHEREAS, Resolution 4169-2019 increased compensation for the seasonal temporary Parking Enforcement Attendant position to \$16.00 in 2019; and

WHEREAS, Resolution 4239-2020 authorized the part-time/on-call Police Services Transporter classification hourly wage to be \$16.00; and

WHEREAS, the City of Fort Bragg is competing with other public agencies and private companies for workers in the local area to attract qualified and experienced individuals for the Office Assistant – Temporary, Police Services Transporter (Part-time/on-call), and the Seasonal Laborer, Seasonal Parking Enforcement Attendant classifications; and

WHEREAS, the City's Public Works Department relies on seasonal workers in the summer and fall for various tasks; and

WHEREAS, the City relies on temporary workers and the Police Services Transporter (Part-Time/On-Call) classifications to assist during times the City is experiencing staffing shortages and/or unusually high work volume to carry out various aspects of City government; and

WHEREAS, the City wishes to increase the hourly wage for the Office Assistant – Temporary from \$15.00 to \$20.00, the Police Services Transporter (Part-Time/On-call) hourly wage from \$16.00 to \$18.00, the Seasonal Laborer hourly wage from \$14.00 to \$18.00, and the Seasonal Parking Enforcement hourly wage from \$16.00 to \$18.00; and

WHEREAS, the City wishes to add the Maintenance Worker I - Janitor classification to perform semi-skilled and skilled tasks to assist in the construction, repair and maintenance of buildings, parks and other public facilities and janitorial tasks; and

WHEREAS, the increased hourly wages for the above seasonal/temporary classifications and adding Maintenance Worker I – Janitor classification will assist the City in maintaining facilities and retain past and current incumbents to continue performing work in the applicable seasonal/temporary classification(s) to reduce recruitment and staff time costs required to effectively recruit the above-mentioned classifications for future City needs; and

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

1. The proposed salary increase of the aforementioned classifications and the addition of Maintenance Worker I – Janitor classification is consistent with the City-wide Compensation Plan.

2. The proposed hourly wage increase for the above Seasonal/Temporary and Police Services Transporter (Part-Time) classifications will provide for compliance with CA Minimum Wage Law and provide critical operational support necessary to carry out the mission and organizational goals of the City.
3. The addition of the Maintenance Worker I – Janitor classification is necessary to provide coverage to Public Works in maintaining City buildings, parks and other public facilities.

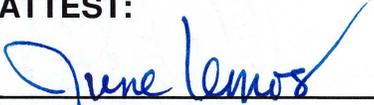
NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby approve the increased compensation for the Office Assistant – Temporary to \$20.00, the Police Services Transporter (Part-Time/On-call) hourly wage to \$18.00, the Seasonal Laborer hourly wage to \$18.00, the Seasonal Parking Enforcement hourly wage to \$18.00, and adds the Maintenance Worker I – Janitor classification to be effective May 10, 2021.

The above and foregoing Resolution was introduced by Councilmember Norvell, seconded by Councilmember Rafanan, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 10th day of May, 2021, by the following vote:

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


BERNIE NORVELL
Mayor

ATTEST:



June Lemos, CMC
City Clerk

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective XX-XX-XXXX Resolution XXXX-2021.

Increase hourly wage for the Office Assistant - Temp, Police Services Transporter (Part-Time/On-Call), Seasonal Laborer, Seasonal Parking Enforcement Attendant classifications and adds Maintenance Worker I - Janitor classification.

| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|--|--|--|-----------|-----------|-----------|-----------|-----------|
| Administrative Assistant - Administration (FBEO) | | | | | | | | |
| Hourly | | | | 22.98 | 24.13 | 25.34 | 26.61 | 27.94 |
| Bi-Weekly | | | | 1,838.40 | 1,930.40 | 2,027.20 | 2,128.80 | 2,235.20 |
| Monthly | | | | 3,983.20 | 4,182.53 | 4,392.27 | 4,612.40 | 4,842.93 |
| Annual | | | | 47,798.40 | 50,190.40 | 52,707.20 | 55,348.80 | 58,115.20 |
| Administrative Assistant - Community Development (FBEO) | | | | | | | | |
| Hourly | | | | 22.98 | 24.13 | 25.34 | 26.61 | 27.94 |
| Bi-Weekly | | | | 1,838.40 | 1,930.40 | 2,027.20 | 2,128.80 | 2,235.20 |
| Monthly | | | | 3,983.20 | 4,182.53 | 4,392.27 | 4,612.40 | 4,842.93 |
| Annual | | | | 47,798.40 | 50,190.40 | 52,707.20 | 55,348.80 | 58,115.20 |
| Assistant Director - Engineering Division (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 34.01 | 35.71 | 37.50 | 39.38 | 41.35 |
| Bi-Weekly | | | | 2,720.80 | 2,856.80 | 3,000.00 | 3,150.40 | 3,308.00 |
| Monthly | | | | 5,895.07 | 6,189.73 | 6,500.00 | 6,825.87 | 7,167.33 |
| Annual | | | | 70,740.80 | 74,276.80 | 78,000.00 | 81,910.40 | 86,008.00 |
| Assistant City Engineer (FBEO) | | | | | | | | |
| Hourly | | | | 31.03 | 32.58 | 34.21 | 35.92 | 37.72 |
| Bi-Weekly | | | | 2,482.40 | 2,606.40 | 2,736.80 | 2,873.60 | 3,017.60 |
| Monthly | | | | 5,378.53 | 5,647.20 | 5,929.73 | 6,226.13 | 6,538.13 |
| Annual | | | | 64,542.40 | 67,766.40 | 71,156.80 | 74,713.60 | 78,457.60 |
| Assistant Planner (FBEO) | | | | | | | | |
| Hourly | | | | 29.56 | 31.04 | 32.59 | 34.22 | 35.93 |
| Bi-Weekly | | | | 2,364.80 | 2,483.20 | 2,607.20 | 2,737.60 | 2,874.40 |
| Monthly | | | | 5,123.73 | 5,380.27 | 5,648.93 | 5,931.47 | 6,227.87 |
| Annual | | | | 61,484.80 | 64,563.20 | 67,787.20 | 71,177.60 | 74,734.40 |
| Assistant to the City Manager (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 34.01 | 35.71 | 37.50 | 39.38 | 41.35 |
| Bi-Weekly | | | | 2,720.80 | 2,856.80 | 3,000.00 | 3,150.40 | 3,308.00 |
| Monthly | | | | 5,895.07 | 6,189.73 | 6,500.00 | 6,825.87 | 7,167.33 |
| Annual | | | | 70,740.80 | 74,276.80 | 78,000.00 | 81,910.40 | 86,008.00 |
| Associate Planner (FBEO) | | | | | | | | |
| Hourly | | | | 30.61 | 32.14 | 33.75 | 35.44 | 37.21 |
| Bi-Weekly | | | | 2,448.80 | 2,571.20 | 2,700.00 | 2,835.20 | 2,976.80 |
| Monthly | | | | 5,305.73 | 5,570.93 | 5,850.00 | 6,142.93 | 6,449.73 |
| Annual | | | | 63,668.80 | 66,851.20 | 70,200.00 | 73,715.20 | 77,396.80 |
| City Clerk (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | | 34.01 | 35.71 | 37.50 | 39.38 | 41.35 |
| Bi-Weekly | | | | 2,720.80 | 2,856.80 | 3,000.00 | 3,150.40 | 3,308.00 |
| Monthly | | | | 5,895.07 | 6,189.73 | 6,500.00 | 6,825.87 | 7,167.33 |
| Annual | | | | 70,740.80 | 74,276.80 | 78,000.00 | 81,910.40 | 86,008.00 |

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective XX-XX-XXXX Resolution XXXX-2021.

Increase hourly wage for the Office Assistant - Temp, Police Services Transporter (Part-Time/On-Call), Seasonal Laborer, Seasonal Parking Enforcement Attendant classifications and adds Maintenance Worker I - Janitor classification.

| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | |
|---|--|--|------------|--|------------|------------|------------|--|
| 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 | | | 73.37 | | | | | |
| Bi-Weekly | | | 5,869.35 | | | | | |
| Monthly | | | 12,716.92 | | | | | |
| Annual | | | 152,603.00 | | | | | |
| Community Services Officer (FBPA) | | | | | | | | |
| Hourly | | | 20.80 | 21.84 | 22.93 | 24.08 | 25.28 | |
| Bi-Weekly | | | 1,664.00 | 1,747.20 | 1,834.40 | 1,926.40 | 2,022.40 | |
| Monthly | | | 3,605.33 | 3,785.60 | 3,974.53 | 4,173.87 | 4,381.87 | |
| Annual | | | 43,264.00 | 45,427.20 | 47,694.40 | 50,086.40 | 52,582.40 | |
| Construction Project Manager (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | 39.56 | 41.54 | 43.62 | 45.80 | 48.09 | |
| Bi-Weekly | | | 3,164.80 | 3,323.20 | 3,489.60 | 3,664.00 | 3,847.20 | |
| Monthly | | | 6,857.07 | 7,200.27 | 7,560.80 | 7,938.67 | 8,335.60 | |
| Annual | | | 82,284.80 | 86,403.20 | 90,729.60 | 95,264.00 | 100,027.20 | |
| Construction Project Manager (Temporary, Part-time, At-Will) | | | | | | | | |
| | | | 39.56 | 41.54 | 43.62 | 45.80 | 48.09 | |
| Director - Community Development Department (Executive; At Will) | | | | | | | | |
| Hourly | | | 46.46 | 48.78 | 51.22 | 53.78 | 56.47 | |
| Bi-Weekly | | | 3,716.80 | 3,902.40 | 4,097.60 | 4,302.40 | 4,517.60 | |
| Monthly | | | 8,053.07 | 8,455.20 | 8,878.13 | 9,321.87 | 9,788.13 | |
| Annual | | | 96,636.80 | 101,462.40 | 106,537.60 | 111,862.40 | 117,457.60 | |
| Director - Finance/Administrative Services (Executive; At-Will) | | | | | | | | |
| Hourly | | | 48.48 | 50.90 | 53.45 | 56.12 | 58.93 | |
| Bi-Weekly | | | 3,878.40 | 4,072.00 | 4,276.00 | 4,489.60 | 4,714.40 | |
| Monthly | | | 8,403.20 | 8,822.67 | 9,264.67 | 9,727.47 | 10,214.53 | |
| Annual | | | 100,838.40 | 105,872.00 | 111,176.00 | 116,729.60 | 122,574.40 | |
| Director of Public Works (Executive; At Will) | | | | | | | | |
| Hourly | | | 46.46 | 48.78 | 51.22 | 53.78 | 56.47 | |
| Bi-Weekly | | | 3,716.80 | 3,902.40 | 4,097.60 | 4,302.40 | 4,517.60 | |
| Monthly | | | 8,053.07 | 8,455.20 | 8,878.13 | 9,321.87 | 9,788.13 | |
| Annual | | | 96,636.80 | 101,462.40 | 106,537.60 | 111,862.40 | 117,457.60 | |
| Engineering Technician (FBEO) | | | | | | | | |
| Hourly | | | 28.15 | 29.56 | 31.04 | 32.59 | 34.22 | |
| Bi-Weekly | | | 2,252.00 | 2,364.80 | 2,483.20 | 2,607.20 | 2,737.60 | |
| Monthly | | | 4,879.33 | 5,123.73 | 5,380.27 | 5,648.93 | 5,931.47 | |
| Annual | | | 58,552.00 | 61,484.80 | 64,563.20 | 67,787.20 | 71,177.60 | |

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective XX-XX-XXXX Resolution XXXX-2021.

Increase hourly wage for the Office Assistant - Temp, Police Services Transporter (Part-Time/On-Call), Seasonal Laborer, Seasonal Parking Enforcement Attendant classifications and adds Maintenance Worker I - Janitor classification.

| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | |
|--|--|--|-----------|-----------|-----------|-----------|-----------|--|
| Environmental Compliance Coordinator (FBEO) | | | | | | | | |
| Hourly | | | 32.55 | 34.18 | 35.89 | 37.68 | 39.56 | |
| Bi-Weekly | | | 2,604.00 | 2,734.40 | 2,871.20 | 3,014.40 | 3,164.80 | |
| Monthly | | | 5,642.00 | 5,924.53 | 6,220.93 | 6,531.20 | 6,857.07 | |
| Annual | | | 67,704.00 | 71,094.40 | 74,651.20 | 78,374.40 | 82,284.80 | |
| Finance Technician I (FBEO) | | | | | | | | |
| Hourly | | | 20.72 | 21.76 | 22.85 | 23.99 | 25.19 | |
| Bi-Weekly | | | 1,657.60 | 1,740.80 | 1,828.00 | 1,919.20 | 2,015.20 | |
| Monthly | | | 3,591.47 | 3,771.73 | 3,960.67 | 4,158.27 | 4,366.27 | |
| Annual | | | 43,097.60 | 45,260.80 | 47,528.00 | 49,899.20 | 52,395.20 | |
| Finance Technician II (FBEO) | | | | | | | | |
| Hourly | | | 22.84 | 23.98 | 25.18 | 26.44 | 27.76 | |
| Bi-Weekly | | | 1,827.20 | 1,918.40 | 2,014.40 | 2,115.20 | 2,220.80 | |
| Monthly | | | 3,958.93 | 4,156.53 | 4,364.53 | 4,582.93 | 4,811.73 | |
| Annual | | | 47,507.20 | 49,878.40 | 52,374.40 | 54,995.20 | 57,740.80 | |
| Finance Technician III (FBEO) | | | | | | | | |
| Hourly | | | 25.17 | 26.43 | 27.75 | 29.14 | 30.60 | |
| Bi-Weekly | | | 2,013.60 | 2,114.40 | 2,220.00 | 2,331.20 | 2,448.00 | |
| Monthly | | | 4,362.80 | 4,581.20 | 4,810.00 | 5,050.93 | 5,304.00 | |
| Annual | | | 52,353.60 | 54,974.40 | 57,720.00 | 60,611.20 | 63,648.00 | |
| Government Accountant I (FBEO) | | | | | | | | |
| Hourly | | | 27.76 | 29.15 | 30.61 | 32.14 | 33.75 | |
| Bi-Weekly | | | 2,220.80 | 2,332.00 | 2,448.80 | 2,571.20 | 2,700.00 | |
| Monthly | | | 4,811.73 | 5,052.67 | 5,305.73 | 5,570.93 | 5,850.00 | |
| Annual | | | 57,740.80 | 60,632.00 | 63,668.80 | 66,851.20 | 70,200.00 | |
| Housing and Economic Development Coordinator (Confidential; Non-Bargaining) | | | | | | | | |
| Hourly | | | 31.04 | 32.59 | 34.22 | 35.93 | 37.73 | |
| Bi-Weekly | | | 2,483.20 | 2,607.20 | 2,737.60 | 2,874.40 | 3,018.40 | |
| Monthly | | | 5,380.27 | 5,648.93 | 5,931.47 | 6,227.87 | 6,539.87 | |
| Annual | | | 64,563.20 | 67,787.20 | 71,177.60 | 74,734.40 | 78,478.40 | |
| Human Resources Analyst (Confidential; Non-Bargaining) | | | | | | | | |
| Hourly | | | 24.93 | 26.18 | 27.49 | 28.86 | 30.30 | |
| Bi-Weekly | | | 1,994.40 | 2,094.40 | 2,199.20 | 2,308.80 | 2,424.00 | |
| Monthly | | | 4,321.20 | 4,537.87 | 4,764.93 | 5,002.40 | 5,252.00 | |
| Annual | | | 51,854.40 | 54,454.40 | 57,179.20 | 60,028.80 | 63,024.00 | |
| Laborer (Part-time, Less than 20 hours week; Non-Bargaining) | | | | | | | | |
| Hourly | | | 18.00 | | | | | |

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective XX-XX-XXXX Resolution XXXX-2021.

Increase hourly wage for the Office Assistant - Temp, Police Services Transporter (Part-Time/On-Call), Seasonal Laborer, Seasonal Parking Enforcement Attendant classifications and adds Maintenance Worker I - Janitor classification.

| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | |
|--|--|--|------------|------------|------------|------------|------------|--|
| Maintenance Worker I - Janitor (FBEO) | | | | | | | | |
| Hourly | | | 16.69 | 17.52 | 18.40 | 19.32 | 20.29 | |
| Bi-Weekly | | | 1,335.20 | 1,401.60 | 1,472.00 | 1,545.60 | 1,623.20 | |
| Monthly | | | 2,892.93 | 3,036.80 | 3,189.33 | 3,348.80 | 3,516.93 | |
| Annual | | | 34,715.20 | 36,441.60 | 38,272.00 | 40,185.60 | 42,203.20 | |
| Maintenance Worker II (FBEO) | | | | | | | | |
| Hourly | | | 22.07 | 23.17 | 24.33 | 25.55 | 26.83 | |
| Bi-Weekly | | | 1,765.60 | 1,853.60 | 1,946.40 | 2,044.00 | 2,146.40 | |
| Monthly | | | 3,825.47 | 4,016.13 | 4,217.20 | 4,428.67 | 4,650.53 | |
| Annual | | | 45,905.60 | 48,193.60 | 50,606.40 | 53,144.00 | 55,806.40 | |
| Maintenance Worker III (FBEO) | | | | | | | | |
| Hourly | | | 23.17 | 24.33 | 25.55 | 26.83 | 28.17 | |
| Bi-Weekly | | | 1,853.60 | 1,946.40 | 2,044.00 | 2,146.40 | 2,253.60 | |
| Monthly | | | 4,016.13 | 4,217.20 | 4,428.67 | 4,650.53 | 4,882.80 | |
| Annual | | | 48,193.60 | 50,606.40 | 53,144.00 | 55,806.40 | 58,593.60 | |
| Maintenance Worker IV (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 | |
| Maintenance Worker Lead (FBEO) | | | | | | | | |
| Hourly | | | 26.75 | 28.09 | 29.49 | 30.96 | 32.51 | |
| Bi-Weekly | | | 2,140.00 | 2,247.20 | 2,359.20 | 2,476.80 | 2,600.80 | |
| Monthly | | | 4,636.67 | 4,868.93 | 5,111.60 | 5,366.40 | 5,635.07 | |
| Annual | | | 55,640.00 | 58,427.20 | 61,339.20 | 64,396.80 | 67,620.80 | |
| Mechanic (FBEO) | | | | | | | | |
| Hourly | | | 24.93 | 26.18 | 27.49 | 28.86 | 30.30 | |
| Bi-Weekly | | | 1,994.40 | 2,094.40 | 2,199.20 | 2,308.80 | 2,424.00 | |
| Monthly | | | 4,321.20 | 4,537.87 | 4,764.93 | 5,002.40 | 5,252.00 | |
| Annual | | | 51,854.40 | 54,454.40 | 57,179.20 | 60,028.80 | 63,024.00 | |
| Office Assistant (Temporary Position) | | | | | | | | |
| Hourly | | | 20.00 | | | | | |
| Operations Supervisor (FBEO) | | | | | | | | |
| Hourly | | | 32.55 | 34.18 | 35.89 | 37.68 | 39.56 | |
| Bi-Weekly | | | 2,604.00 | 2,734.40 | 2,871.20 | 3,014.40 | 3,164.80 | |
| Monthly | | | 5,642.00 | 5,924.53 | 6,220.93 | 6,531.20 | 6,857.07 | |
| Annual | | | 67,704.00 | 71,094.40 | 74,651.20 | 78,374.40 | 82,284.80 | |
| Police Captain (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | 50.98 | 53.53 | 56.21 | 59.02 | 61.97 | |
| Bi-Weekly | | | 4,078.40 | 4,282.40 | 4,496.80 | 4,721.60 | 4,957.60 | |
| Monthly | | | 8,836.53 | 9,278.53 | 9,743.07 | 10,230.13 | 10,741.47 | |
| Annual | | | 106,038.40 | 111,342.40 | 116,916.80 | 122,761.60 | 128,897.60 | |

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective XX-XX-XXXX Resolution XXXX-2021.

Increase hourly wage for the Office Assistant - Temp, Police Services Transporter (Part-Time/On-Call), Seasonal Laborer, Seasonal Parking Enforcement Attendant classifications and adds Maintenance Worker I - Janitor classification.

| | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|--|--|--|--|------------|------------|------------|------------|------------|
| Police Chief (Executive; At Will) | | | | | | | | |
| Hourly | | | | 59.02 | 61.97 | 65.07 | 68.32 | 71.74 |
| Bi-Weekly | | | | 4,721.60 | 4,957.60 | 5,205.60 | 5,465.60 | 5,739.20 |
| Monthly | | | | 10,230.13 | 10,741.47 | 11,278.80 | 11,842.13 | 12,434.93 |
| Annual | | | | 122,761.60 | 128,897.60 | 135,345.60 | 142,105.60 | 149,219.20 |
| Interim Police Chief (Temporary Executive; At Will) | | | | | | | | |
| Hourly | | | | 59.02 | 61.97 | 65.07 | 68.32 | 71.74 |
| Police Sergeant Intermediate POST (FBPA) | | | | | | | | |
| Hourly | | | | 38.63 | 40.56 | 42.59 | 44.72 | 46.96 |
| Bi-Weekly | | | | 3,090.40 | 3,244.80 | 3,407.20 | 3,577.60 | 3,756.80 |
| Monthly | | | | 6,695.87 | 7,030.40 | 7,382.27 | 7,751.47 | 8,139.73 |
| Annual | | | | 80,350.40 | 84,364.80 | 88,587.20 | 93,017.60 | 97,676.80 |
| Police Sergeant Advance POST (FBPA) | | | | | | | | |
| Hourly | | | | 40.84 | 42.88 | 45.02 | 47.27 | 49.63 |
| Bi-Weekly | | | | 3,267.20 | 3,430.40 | 3,601.60 | 3,781.60 | 3,970.40 |
| Monthly | | | | 7,078.93 | 7,432.53 | 7,803.47 | 8,193.47 | 8,602.53 |
| Annual | | | | 84,947.20 | 89,190.40 | 93,641.60 | 98,321.60 | 103,230.40 |
| Police Sergeant Advance (Part-time, less than 20 hours a week; At Will) | | | | | | | | |
| Hourly | | | | 40.84 | 42.88 | 45.02 | 47.27 | 49.63 |
| Police Officer Basic POST (FBPA) | | | | | | | | |
| Hourly | | | | 30.34 | 31.86 | 33.45 | 35.12 | 36.88 |
| Bi-Weekly | | | | 2,427.20 | 2,548.80 | 2,676.00 | 2,809.60 | 2,950.40 |
| Monthly | | | | 5,258.93 | 5,522.40 | 5,798.00 | 6,087.47 | 6,392.53 |
| Annual | | | | 63,107.20 | 66,268.80 | 69,576.00 | 73,049.60 | 76,710.40 |
| Police Officer Intermediate POST (FBPA) | | | | | | | | |
| Hourly | | | | 31.86 | 33.45 | 35.12 | 36.88 | 38.72 |
| Bi-Weekly | | | | 2,548.80 | 2,676.00 | 2,809.60 | 2,950.40 | 3,097.60 |
| Monthly | | | | 5,522.40 | 5,798.00 | 6,087.47 | 6,392.53 | 6,711.47 |
| Annual | | | | 66,268.80 | 69,576.00 | 73,049.60 | 76,710.40 | 80,537.60 |
| Police Officer Advance POST (FBPA) | | | | | | | | |
| Hourly | | | | 33.42 | 35.09 | 36.84 | 38.68 | 40.61 |
| Bi-Weekly | | | | 2,673.60 | 2,807.20 | 2,947.20 | 3,094.40 | 3,248.80 |
| Monthly | | | | 5,792.80 | 6,082.27 | 6,385.60 | 6,704.53 | 7,039.07 |
| Annual | | | | 69,513.60 | 72,987.20 | 76,627.20 | 80,454.40 | 84,468.80 |
| Police Recruit (1040 hours; FBPA) | | | | | | | | |
| Hourly | | | | 24.56 | | | | |

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective XX-XX-XXXX Resolution XXXX-2021.

Increase hourly wage for the Office Assistant - Temp, Police Services Transporter (Part-Time/On-Call), Seasonal Laborer, Seasonal Parking Enforcement Attendant classifications and adds Maintenance Worker I - Janitor classification.

| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | |
|---|--|--|-----------|-----------|-----------|-----------|-----------|--|
| Police Services Technician (FBPA) | | | | | | | | |
| Hourly | | | 20.40 | 21.42 | 22.49 | 23.61 | 24.79 | |
| Bi-Weekly | | | 1,632.00 | 1,713.60 | 1,799.20 | 1,888.80 | 1,983.20 | |
| Monthly | | | 3,536.00 | 3,712.80 | 3,898.27 | 4,092.40 | 4,296.93 | |
| Annual | | | 42,432.00 | 44,553.60 | 46,779.20 | 49,108.80 | 51,563.20 | |
| Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining) | | | | | | | | |
| Hourly | | | 18.00 | | | | | |
| Public Works Administrative Analyst (FBEO) | | | | | | | | |
| Hourly | | | 23.66 | 24.84 | 26.08 | 27.38 | 28.75 | |
| Bi -Weekly | | | 1,892.80 | 1,987.20 | 2,086.40 | 2,190.40 | 2,300.00 | |
| Monthly | | | 4,101.07 | 4,305.60 | 4,520.53 | 4,745.87 | 4,983.33 | |
| Annual | | | 49,212.80 | 51,667.20 | 54,246.40 | 56,950.40 | 59,800.00 | |
| Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining) | | | | | | | | |
| Hourly | | | 18.00 | | | | | |
| Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining) | | | | | | | | |
| Hourly | | | 18.00 | | | | | |
| Senior Government Accountant (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | 34.01 | 35.71 | 37.50 | 39.38 | 41.35 | |
| Bi-Weekly | | | 2,720.80 | 2,856.80 | 3,000.00 | 3,150.40 | 3,308.00 | |
| Monthly | | | 5,895.07 | 6,189.73 | 6,500.00 | 6,825.87 | 7,167.33 | |
| Annual | | | 70,740.80 | 74,276.80 | 78,000.00 | 81,910.40 | 86,008.00 | |
| Senior Planner (Mid-Management; Non-Bargaining) | | | | | | | | |
| Hourly | | | 34.01 | 35.71 | 37.50 | 39.38 | 41.35 | |
| Bi-Weekly | | | 2,720.80 | 2,856.80 | 3,000.00 | 3,150.40 | 3,308.00 | |
| Monthly | | | 5,895.07 | 6,189.73 | 6,500.00 | 6,825.87 | 7,167.33 | |
| Annual | | | 70,740.80 | 74,276.80 | 78,000.00 | 81,910.40 | 86,008.00 | |
| Special Projects Assistant (80%, Part-Time; Non-Bargaining) | | | | | | | | |
| Hourly | | | 23.84 | 25.03 | 26.28 | 27.59 | 28.97 | |
| Bi-Weekly | | | 1,525.76 | 1,601.92 | 1,681.92 | 1,765.76 | 1,854.08 | |
| Monthly | | | 3,305.81 | 3,470.83 | 3,644.16 | 3,825.81 | 4,017.17 | |
| Annual | | | 39,669.76 | 41,649.92 | 43,729.92 | 45,909.76 | 48,206.08 | |
| Systems Analyst - Lead (Confidential; Non-Bargaining) | | | | | | | | |
| Hourly | | | 31.04 | 32.59 | 34.22 | 35.93 | 37.73 | |
| Bi-Weekly | | | 2,483.20 | 2,607.20 | 2,737.60 | 2,874.40 | 3,018.40 | |
| Monthly | | | 5,380.27 | 5,648.93 | 5,931.47 | 6,227.87 | 6,539.87 | |
| Annual | | | 64,563.20 | 67,787.20 | 71,177.60 | 74,734.40 | 78,478.40 | |
| Systems Analyst (Confidential; Non-Bargaining) | | | | | | | | |
| Hourly | | | 27.76 | 29.15 | 30.61 | 32.14 | 33.75 | |
| Bi-Weekly | | | 2,220.80 | 2,332.00 | 2,448.80 | 2,571.20 | 2,700.00 | |
| Monthly | | | 4,811.73 | 5,052.67 | 5,305.73 | 5,570.93 | 5,850.00 | |
| Annual | | | 57,740.80 | 60,632.00 | 63,668.80 | 66,851.20 | 70,200.00 | |

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| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | |
|---|--|--|-----------|-----------|-----------|-----------|-----------|--|
| Systems Technician (FBEO) | | | | | | | | |
| Hourly | | | 21.29 | 22.35 | 23.47 | 24.64 | 25.87 | |
| Bi-Weekly | | | 1,703.20 | 1,788.00 | 1,877.60 | 1,971.20 | 2,069.60 | |
| Monthly | | | 3,690.27 | 3,874.00 | 4,068.13 | 4,270.93 | 4,484.13 | |
| Annual | | | 44,283.20 | 46,488.00 | 48,817.60 | 51,251.20 | 53,809.60 | |
| Treatment Plant Operator-in-Training (FBEO) | | | | | | | | |
| Hourly | | | 18.92 | 19.87 | 20.86 | 21.90 | 23.00 | |
| Bi-Weekly | | | 1,513.60 | 1,589.60 | 1,668.80 | 1,752.00 | 1,840.00 | |
| Monthly | | | 3,279.47 | 3,444.13 | 3,615.73 | 3,796.00 | 3,986.67 | |
| Annual | | | 39,353.60 | 41,329.60 | 43,388.80 | 45,552.00 | 47,840.00 | |
| Treatment Plant Operator I (FBEO) | | | | | | | | |
| Hourly | | | 23.49 | 24.66 | 25.89 | 27.18 | 28.54 | |
| Bi-Weekly | | | 1,879.20 | 1,972.80 | 2,071.20 | 2,174.40 | 2,283.20 | |
| Monthly | | | 4,071.60 | 4,274.40 | 4,487.60 | 4,711.20 | 4,946.93 | |
| Annual | | | 48,859.20 | 51,292.80 | 53,851.20 | 56,534.40 | 59,363.20 | |
| Treatment Plant Operator II (FBEO) | | | | | | | | |
| Hourly | | | 24.67 | 25.90 | 27.20 | 28.56 | 29.99 | |
| Biweekly | | | 1,973.60 | 2,072.00 | 2,176.00 | 2,284.80 | 2,399.20 | |
| Monthly | | | 4,276.13 | 4,489.33 | 4,714.67 | 4,950.40 | 5,198.27 | |
| Annual | | | 51,313.60 | 53,872.00 | 56,576.00 | 59,404.80 | 62,379.20 | |
| Treatment Plant Operator - Wastewater, Lead (FBEO) | | | | | | | | |
| Hourly | | | 28.37 | 29.79 | 31.28 | 32.84 | 34.48 | |
| Biweekly | | | 2,269.60 | 2,383.20 | 2,502.40 | 2,627.20 | 2,758.40 | |
| Monthly | | | 4,917.47 | 5,163.60 | 5,421.87 | 5,692.27 | 5,976.53 | |
| Annual | | | 59,009.60 | 61,963.20 | 65,062.40 | 68,307.20 | 71,718.40 | |
| Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO) | | | | | | | | |
| Hourly | | | 29.79 | 31.28 | 32.84 | 34.48 | 36.20 | |
| Biweekly | | | 2,383.20 | 2,502.40 | 2,627.20 | 2,758.40 | 2,896.00 | |
| Monthly | | | 5,163.60 | 5,421.87 | 5,692.27 | 5,976.53 | 6,274.67 | |
| Annual | | | 61,963.20 | 65,062.40 | 68,307.20 | 71,718.40 | 75,296.00 | |