

RESOLUTION NO. 4397-2021

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; and

WHEREAS, the establishment of this Resolution meets the requirements of California Regulations Section 570.5 as confirmed by the California CalPERS; and

WHEREAS, in order to provide additional staffing for the Public Works crews, the Administrative Services/Finance Director position has been eliminated and the position of Administrative Analyst created at less pay to provide support for the City Manager's Office; and

WHEREAS, the position of Assistant Finance Director was created to provide a promotional opportunity in the Finance Department and to assist in covering the tasks and duties of the eliminated Administrative Services/Finance Director position; and

WHEREAS, in order to recruit a full-time replacement for the thirty-two hour a week Special Projects Assistant position and to provide additional support for grant opportunities and administration, the position of Grants Coordinator was created; and

WHEREAS, the position of Operations Manager was created to provide a promotional opportunity in the Public Works Department and replace an hourly position with a more flexible salaried position in order to more efficiently cover workload and emergency call outs; 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 Proposed FY 2021/2022 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 June 14, 2021.

The above and foregoing Resolution was introduced by Councilmember Peters, seconded by Councilmember Albin-Smith, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 14th day of June, 2021, by the following vote:


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

RECUSED: None.



**Bernie Norvell
Mayor**

ATTEST:



**June Lemos, CMC
City Clerk**

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 6-14-2021. Resolution 4397-2021. Adding
Salary Rates for new and adjusted position

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative 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
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 Finance Director (Mid-Management; Non-Bargaining)								
Hourly				36.79	38.63	40.56	42.59	44.72
Bi-Weekly				2,943.20	3,090.40	3,244.80	3,407.20	3,577.60
Monthly				6,376.93	6,695.87	7,030.40	7,382.27	7,751.47
Annual				76,523.20	80,350.40	84,364.80	88,587.20	93,017.60
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 6-14-2021. Resolution 4397-2021. Adding
Salary Rates for new and adjusted position

				Step 1	Step 2	Step 3	Step 4	Step 5
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 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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 6-14-2021. Resolution 4397-2021. Adding
Salary Rates for new and adjusted position

				Step 1	Step 2	Step 3	Step 4	Step 5
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
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
Grants Coordinator (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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 6-14-2021. Resolution 4397-2021. Adding
Salary Rates for new and adjusted position

				Step 1	Step 2	Step 3	Step 4	Step 5
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				
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 6-14-2021. Resolution 4397-2021. Adding
Salary Rates for new and adjusted position

			Step 1	Step 2	Step 3	Step 4	Step 5
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				
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 6-14-2021. Resolution 4397-2021. Adding
Salary Rates for new and adjusted position

				Step 1	Step 2	Step 3	Step 4	Step 5
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
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
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 6-14-2021. Resolution 4397-2021. Adding
Salary Rates for new and adjusted position

				Step 1	Step 2	Step 3	Step 4	Step 5
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