

**RESOLUTION NO. 4407 -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 CalPERS; 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 available on the City's website; and

**WHEREAS**, the City of Fort Bragg Master Salary Rate Compensation Plan as presented in "Exhibit A" provides for Cost of Living Adjustments (COLAs) for Fort Bragg Employee Organization, Confidential Non-Bargaining, Exempt At-Will Executive and Exempt Mid-Management employees.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Fort Bragg does hereby does establish a compensation plan and terms and conditions of employment for all established classifications.

**BE IT FURTHER 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 4, 2021.

**The above and foregoing Resolution was introduced by Councilmember Peters, seconded by Councilmember Morsell-Haye, and passed and adopted at a special meeting of the City Council of the City of Fort Bragg held on the 28th day of June, 2021, by the following vote:**

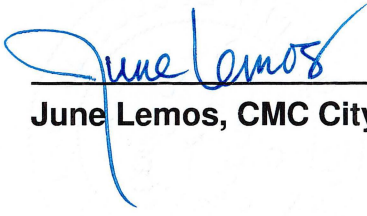
**AYES:** Councilmembers Albin-Smith, Morsell-Haye, Rafanan, Peters and Mayor Norvell.  
**NOES:** None.  
**ABSENT:** None.  
**ABSTAIN:** None.  
**RECUSED:** None.



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**BERNIE NORVELL**  
Mayor

**ATTEST:**

A handwritten signature in blue ink that reads "June Lemos". The signature is written in a cursive style with a large initial "J".

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**June Lemos, CMC City Clerk**

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 07-04-2021. Resolution 4407-2021.  
Cost of Living Adjustments FY 2021-22

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Administrative Analyst (Confidential; Non-Bargaining)</b>								
Hourly				25.68	26.96	28.31	29.73	31.22
Bi-Weekly				2,054.40	2,156.80	2,264.80	2,378.40	2,497.60
Monthly				4,451.20	4,673.07	4,907.07	5,153.20	5,411.47
Annual				53,414.40	56,076.80	58,884.80	61,838.40	64,937.60
<b>Administrative Assistant - Administration (FBEO)</b>								
Hourly				23.67	24.85	26.09	27.39	28.76
Bi-Weekly				1,893.60	1,988.00	2,087.20	2,191.20	2,300.80
Monthly				4,102.80	4,307.33	4,522.27	4,747.60	4,985.07
Annual				49,233.60	51,688.00	54,267.20	56,971.20	59,820.80
<b>Administrative Assistant - Community Development (FBEO)</b>								
Hourly				23.67	24.85	26.09	27.39	28.76
Bi-Weekly				1,893.60	1,988.00	2,087.20	2,191.20	2,300.80
Monthly				4,102.80	4,307.33	4,522.27	4,747.60	4,985.07
Annual				49,233.60	51,688.00	54,267.20	56,971.20	59,820.80
<b>Administrative Assistant - Police (FBEO)</b>								
Hourly				23.67	24.85	26.09	27.39	28.76
Bi-Weekly				1,893.60	1,988.00	2,087.20	2,191.20	2,300.80
Monthly				4,102.80	4,307.33	4,522.27	4,747.60	4,985.07
Annual				49,233.60	51,688.00	54,267.20	56,971.20	59,820.80
<b>Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)</b>								
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
<b>Assistant City Engineer (FBEO)</b>								
Hourly				31.96	33.56	35.24	37.00	38.85
Bi-Weekly				2,556.80	2,684.80	2,819.20	2,960.00	3,108.00
Monthly				5,539.73	5,817.07	6,108.27	6,413.33	6,734.00
Annual				66,476.80	69,804.80	73,299.20	76,960.00	80,808.00
<b>Assistant Finance Director (Mid-Management; Non-Bargaining)</b>								
Hourly				37.89	39.78	41.77	43.86	46.05
Bi-Weekly				3,031.20	3,182.40	3,341.60	3,508.80	3,684.00
Monthly				6,567.60	6,895.20	7,240.13	7,602.40	7,982.00
Annual				78,811.20	82,742.40	86,881.60	91,228.80	95,784.00
<b>Assistant Planner (FBEO)</b>								
Hourly				30.45	31.97	33.57	35.25	37.01
Bi-Weekly				2,436.00	2,557.60	2,685.60	2,820.00	2,960.80
Monthly				5,278.00	5,541.47	5,818.80	6,110.00	6,415.07
Annual				63,336.00	66,497.60	69,825.60	73,320.00	76,980.80

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 07-04-2021. Resolution 4407-2021.  
Cost of Living Adjustments FY 2021-22

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Assistant to the City Manager (Mid-Management; Non-Bargaining)</b>								
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
<b>Associate Planner (FBEO)</b>								
Hourly				31.53	33.11	34.77	36.51	38.34
Bi-Weekly				2,522.40	2,648.80	2,781.60	2,920.80	3,067.20
Monthly				5,465.20	5,739.07	6,026.80	6,328.40	6,645.60
Annual				65,582.40	68,868.80	72,321.60	75,940.80	79,747.20
<b>City Clerk (Mid-Management; Non-Bargaining)</b>								
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
<b>City Councilmember (Elected)</b>								
Hourly								
Bi-Weekly				138.46				
Monthly				300.00				
Annual				3,600.00	Plus \$100/mo for Special District Meeting			
<b>City Manager (Executive; At Will; Contract)</b>								
Hourly				73.37				
Bi-Weekly				5,869.35				
Monthly				12,716.92				
Annual				152,603.00				
<b>Community Services Officer (FBPA)</b>								
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
<b>Construction Project Manager (Mid-Management; Non-Bargaining)</b>								
Hourly				40.75	42.79	44.93	47.18	49.54
Bi-Weekly				3,260.00	3,423.20	3,594.40	3,774.40	3,963.20
Monthly				7,063.33	7,416.93	7,787.87	8,177.87	8,586.93
Annual				84,760.00	89,003.20	93,454.40	98,134.40	103,043.20
<b>Construction Project Manager (Temporary, Part-time, At-Will)</b>								
				40.75	42.79	44.93	47.18	49.54
<b>Director - Community Development Department (Executive; At Will)</b>								
Hourly				47.85	50.24	52.75	55.39	58.16
Bi-Weekly				3,828.00	4,019.20	4,220.00	4,431.20	4,652.80
Monthly				8,294.00	8,708.27	9,143.33	9,600.93	10,081.07
Annual				99,528.00	104,499.20	109,720.00	115,211.20	120,972.80

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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<b>Director of Public Works (Executive; At Will)</b>								
Hourly				47.85	50.24	52.75	55.39	58.16
Bi-Weekly				3,828.00	4,019.20	4,220.00	4,431.20	4,652.80
Monthly				8,294.00	8,708.27	9,143.33	9,600.93	10,081.07
Annual				99,528.00	104,499.20	109,720.00	115,211.20	120,972.80
<b>Engineering Technician (FBEO)</b>								
Hourly				28.99	30.44	31.96	33.56	35.24
Bi-Weekly				2,319.20	2,435.20	2,556.80	2,684.80	2,819.20
Monthly				5,024.93	5,276.27	5,539.73	5,817.07	6,108.27
Annual				60,299.20	63,315.20	66,476.80	69,804.80	73,299.20
<b>Environmental Compliance Coordinator (FBEO)</b>								
Hourly				33.53	35.21	36.97	38.82	40.76
Bi-Weekly				2,682.40	2,816.80	2,957.60	3,105.60	3,260.80
Monthly				5,811.87	6,103.07	6,408.13	6,728.80	7,065.07
Annual				69,742.40	73,236.80	76,897.60	80,745.60	84,780.80
<b>Finance Technician I (FBEO)</b>								
Hourly				21.34	22.41	23.53	24.71	25.95
Bi-Weekly				1,707.20	1,792.80	1,882.40	1,976.80	2,076.00
Monthly				3,698.93	3,884.40	4,078.53	4,283.07	4,498.00
Annual				44,387.20	46,612.80	48,942.40	51,396.80	53,976.00
<b>Finance Technician II (FBEO)</b>								
Hourly				23.53	24.71	25.95	27.25	28.61
Bi-Weekly				1,882.40	1,976.80	2,076.00	2,180.00	2,288.80
Monthly				4,078.53	4,283.07	4,498.00	4,723.33	4,959.07
Annual				48,942.40	51,396.80	53,976.00	56,680.00	59,508.80
<b>Finance Technician III (FBEO)</b>								
Hourly				25.93	27.23	28.59	30.02	31.52
Bi-Weekly				2,074.40	2,178.40	2,287.20	2,401.60	2,521.60
Monthly				4,494.53	4,719.87	4,955.60	5,203.47	5,463.47
Annual				53,934.40	56,638.40	59,467.20	62,441.60	65,561.60
<b>Government Accountant I (FBEO)</b>								
Hourly				28.59	30.02	31.52	33.10	34.76
Bi-Weekly				2,287.20	2,401.60	2,521.60	2,648.00	2,780.80
Monthly				4,955.60	5,203.47	5,463.47	5,737.33	6,025.07
Annual				59,467.20	62,441.60	65,561.60	68,848.00	72,300.80
<b>Grants Coordinator (FBEO)</b>								
Hourly				28.59	30.02	31.52	33.10	34.76
Bi-Weekly				2,287.20	2,401.60	2,521.60	2,648.00	2,780.80
Monthly				4,955.60	5,203.47	5,463.47	5,737.33	6,025.07
Annual				59,467.20	62,441.60	65,561.60	68,848.00	72,300.80

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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<b>Housing and Economic Development Coordinator (Confidential; Non-Bargaining)</b>								
Hourly				31.97	33.57	35.25	37.01	38.86
Bi-Weekly				2,557.60	2,685.60	2,820.00	2,960.80	3,108.80
Monthly				5,541.47	5,818.80	6,110.00	6,415.07	6,735.73
Annual				66,497.60	69,825.60	73,320.00	76,980.80	80,828.80
<b>Human Resources Analyst (Confidential; Non-Bargaining)</b>								
Hourly				25.68	26.96	28.31	29.73	31.22
Bi-Weekly				2,054.40	2,156.80	2,264.80	2,378.40	2,497.60
Monthly				4,451.20	4,673.07	4,907.07	5,153.20	5,411.47
Annual				53,414.40	56,076.80	58,884.80	61,838.40	64,937.60
<b>Intern (Part-time, Less than 20 hours week; Non-Bargaining)</b>								
Hourly				18.00				
<b>Laborer (Part-time, Less than 20 hours week; Non-Bargaining)</b>								
Hourly				18.00				
<b>Maintenance Worker I - Janitor (FBEO)</b>								
Hourly				17.19	18.05	18.95	19.90	20.90
Bi-Weekly				1,375.20	1,444.00	1,516.00	1,592.00	1,672.00
Monthly				2,979.60	3,128.67	3,284.67	3,449.33	3,622.67
Annual				35,755.20	37,544.00	39,416.00	41,392.00	43,472.00
<b>Maintenance Worker II (FBEO)</b>								
Hourly				22.73	23.87	25.06	26.31	27.63
Bi-Weekly				1,818.40	1,909.60	2,004.80	2,104.80	2,210.40
Monthly				3,939.87	4,137.47	4,343.73	4,560.40	4,789.20
Annual				47,278.40	49,649.60	52,124.80	54,724.80	57,470.40
<b>Maintenance Worker III (FBEO)</b>								
Hourly				23.87	25.06	26.31	27.63	29.01
Bi-Weekly				1,909.60	2,004.80	2,104.80	2,210.40	2,320.80
Monthly				4,137.47	4,343.73	4,560.40	4,789.20	5,028.40
Annual				49,649.60	52,124.80	54,724.80	57,470.40	60,340.80
<b>Maintenance Worker IV (FBEO)</b>								
Hourly				25.05	26.30	27.62	29.00	30.45
Bi-Weekly				2,004.00	2,104.00	2,209.60	2,320.00	2,436.00
Monthly				4,342.00	4,558.67	4,787.47	5,026.67	5,278.00
Annual				52,104.00	54,704.00	57,449.60	60,320.00	63,336.00
<b>Maintenance Worker Lead (FBEO)</b>								
Hourly				27.55	28.93	30.38	31.90	33.50
Bi-Weekly				2,204.00	2,314.40	2,430.40	2,552.00	2,680.00
Monthly				4,775.33	5,014.53	5,265.87	5,529.33	5,806.67
Annual				57,304.00	60,174.40	63,190.40	66,352.00	69,680.00

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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Cost of Living Adjustments FY 2021-22

			Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Mechanic (FBEO)</b>								
Hourly			25.68	26.96	28.31	29.73	31.22	
Bi-Weekly			2,054.40	2,156.80	2,264.80	2,378.40	2,497.60	
Monthly			4,451.20	4,673.07	4,907.07	5,153.20	5,411.47	
Annual			53,414.40	56,076.80	58,884.80	61,838.40	64,937.60	
<b>Office Assistant (Temporary Position)</b>								
Hourly			20.00					
<b>Operations Manager (Mid-Management; Non-Bargaining)</b>								
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	
<b>Operations Supervisor (FBEO)</b>								
Hourly			33.53	35.21	36.97	38.82	40.76	
Bi-Weekly			2,682.40	2,816.80	2,957.60	3,105.60	3,260.80	
Monthly			5,811.87	6,103.07	6,408.13	6,728.80	7,065.07	
Annual			69,742.40	73,236.80	76,897.60	80,745.60	84,780.80	
<b>Police Captain (Mid-Management; Non-Bargaining)</b>								
Hourly			52.51	55.14	57.90	60.80	63.84	
Bi-Weekly			4,200.80	4,411.20	4,632.00	4,864.00	5,107.20	
Monthly			9,101.73	9,557.60	10,036.00	10,538.67	11,065.60	
Annual			109,220.80	114,691.20	120,432.00	126,464.00	132,787.20	
<b>Police Chief (Executive; At Will)</b>								
Hourly			60.79	63.83	67.02	70.37	73.89	
Bi-Weekly			4,863.20	5,106.40	5,361.60	5,629.60	5,911.20	
Monthly			10,536.93	11,063.87	11,616.80	12,197.47	12,807.60	
Annual			126,443.20	132,766.40	139,401.60	146,369.60	153,691.20	
<b>Interim Police Chief (Temporary Executive; At Will)</b>								
Hourly			60.79	63.83	67.02	70.37	73.89	
<b>Police Sergeant Intermediate POST (FBPA)</b>								
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	
<b>Police Sergeant Advance POST (FBPA)</b>								
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	

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Cost of Living Adjustments FY 2021-22

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<b>Police Officer Basic POST (FBPA)</b>								
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
<b>Police Officer Intermediate POST (FBPA)</b>								
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
<b>Police Officer Advance POST (FBPA)</b>								
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
<b>Police Recruit (1040 hours; FBPA)</b>								
Hourly				24.56				
<b>Police Services Technician (FBPA)</b>								
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
<b>Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)</b>								
Hourly				18.00				
<b>Public Works Administrative Analyst (FBEO)</b>								
Hourly				24.37	25.59	26.87	28.21	29.62
Bi -Weekly				1,949.60	2,047.20	2,149.60	2,256.80	2,369.60
Monthly				4,224.13	4,435.60	4,657.47	4,889.73	5,134.13
Annual				50,689.60	53,227.20	55,889.60	58,676.80	61,609.60
<b>Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)</b>								
Hourly				18.00				
<b>Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)</b>								
Hourly				18.00				
<b>Senior Government Accountant (Mid-Management; Non-Bargaining)</b>								
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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<b>Senior Planner (Mid-Management; Non-Bargaining)</b>								
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
<b>Systems Analyst - Lead (Confidential; Non-Bargaining)</b>								
Hourly				31.97	33.57	35.25	37.01	38.86
Bi-Weekly				2,557.60	2,685.60	2,820.00	2,960.80	3,108.80
Monthly				5,541.47	5,818.80	6,110.00	6,415.07	6,735.73
Annual				66,497.60	69,825.60	73,320.00	76,980.80	80,828.80
<b>Systems Analyst (Confidential; Non-Bargaining)</b>								
Hourly				28.59	30.02	31.52	33.10	34.76
Bi-Weekly				2,287.20	2,401.60	2,521.60	2,648.00	2,780.80
Monthly				4,955.60	5,203.47	5,463.47	5,737.33	6,025.07
Annual				59,467.20	62,441.60	65,561.60	68,848.00	72,300.80
<b>Systems Technician (FBEO)</b>								
Hourly				21.93	23.03	24.18	25.39	26.66
Bi-Weekly				1,754.40	1,842.40	1,934.40	2,031.20	2,132.80
Monthly				3,801.20	3,991.87	4,191.20	4,400.93	4,621.07
Annual				45,614.40	47,902.40	50,294.40	52,811.20	55,452.80
<b>Treatment Plant Operator-in-Training (FBEO)</b>								
Hourly				19.49	20.46	21.48	22.55	23.68
Bi-Weekly				1,559.20	1,636.80	1,718.40	1,804.00	1,894.40
Monthly				3,378.27	3,546.40	3,723.20	3,908.67	4,104.53
Annual				40,539.20	42,556.80	44,678.40	46,904.00	49,254.40
<b>Treatment Plant Operator I (FBEO)</b>								
Hourly				24.19	25.40	26.67	28.00	29.40
Bi-Weekly				1,935.20	2,032.00	2,133.60	2,240.00	2,352.00
Monthly				4,192.93	4,402.67	4,622.80	4,853.33	5,096.00
Annual				50,315.20	52,832.00	55,473.60	58,240.00	61,152.00
<b>Treatment Plant Operator II (FBEO)</b>								
Hourly				25.41	26.68	28.01	29.41	30.88
Biweekly				2,032.80	2,134.40	2,240.80	2,352.80	2,470.40
Monthly				4,404.40	4,624.53	4,855.07	5,097.73	5,352.53
Annual				52,852.80	55,494.40	58,260.80	61,172.80	64,230.40
<b>Treatment Plant Operator - Wastewater, Lead (FBEO)</b>								
Hourly				29.22	30.68	32.21	33.82	35.51
Biweekly				2,337.60	2,454.40	2,576.80	2,705.60	2,840.80
Monthly				5,064.80	5,317.87	5,583.07	5,862.13	6,155.07
Annual				60,777.60	63,814.40	66,996.80	70,345.60	73,860.80

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 07-04-2021. Resolution 4407-2021.  
Cost of Living Adjustments FY 2021-22

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)</b>								
Hourly				30.68	32.21	33.82	35.51	37.29
Biweekly				2,454.40	2,576.80	2,705.60	2,840.80	2,983.20
Monthly				5,317.87	5,583.07	5,862.13	6,155.07	6,463.60
Annual				63,814.40	66,996.80	70,345.60	73,860.80	77,563.20