

RESOLUTION NO. 4423-2021

**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 position of Grants Manager was created to provide for an expanded grant program to seek greater grant funding from state and federal sources not yet incorporated into the City's funding opportunities, these include but are not limited to Economic Development Administration (EDA), Environmental Protection Agency (EPA), Federal Emergency Management Agency (FEMA), and other federal and state opportunities; and

WHEREAS, the City of Fort Bragg Master Salary Rate Compensation Plan as presented in "Exhibit A".

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 26, 2021.

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 26th day of July, 2021, by the following vote:

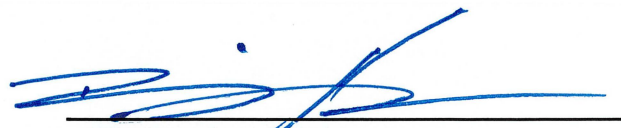
AYES: Councilmembers Albin-Smith, Morsell-Haye, Rafanan and Mayor Norvell.

NOES: None.

ABSENT: None.


ABSTAIN: None.

RECUSED: Councilmember Peters.



BERNIE NORVELL
Mayor

ATTEST:



June Lemos, CMC
City Clerk

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 07-26-2021. Resolution 4423-2021.

Exhibit A

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Analyst (Confidential; Non-Bargaining)								
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
Administrative Assistant - Administration (FBEO)								
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
Administrative Assistant - Community Development (FBEO)								
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
Administrative Assistant - Police (FBEO)								
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
Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)								
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
Assistant City Engineer (FBEO)								
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
Assistant Finance Director (Mid-Management; Non-Bargaining)								
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
Assistant Planner (FBEO)								
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 07-26-2021. Resolution XXX-2021.

Exhibit A

		Step 1	Step 2	Step 3	Step 4	Step 5
Assistant to the City Manager (Mid-Management; Non-Bargaining)						
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
Associate Planner (FBEO)						
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
City Clerk (Mid-Management; Non-Bargaining)						
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
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		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
Construction Project Manager (Temporary, Part-time, At-Will)						
		40.75	42.79	44.93	47.18	49.54

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 07-26-2021. Resolution XXX-2021.

Exhibit A

			Step 1	Step 2	Step 3	Step 4	Step 5	
Director - Community Development Department (Executive; At Will)								
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	
Director of Public Works (Executive; At Will)								
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	
Engineering Technician (FBEO)								
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	
Environmental Compliance Coordinator (FBEO)								
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	
Finance Technician I (FBEO)								
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	
Finance Technician II (FBEO)								
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	
Finance Technician III (FBEO)								
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	
Government Accountant I (FBEO)								
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

Effective 07-26-2021. Resolution XXX-2021.

Exhibit A

			Step 1	Step 2	Step 3	Step 4	Step 5
Grant Manager (Mid-Management; Non-Bargaining)							
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
Grants Coordinator (FBEO)							
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
Housing and Economic Development Coordinator (Confidential; Non-Bargaining)							
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
Human Resources Analyst (Confidential; Non-Bargaining)							
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
Intern (Part-time, Less than 20 hours week; Non-Bargaining)							
Hourly			18.00				
Laborer (Part-time, Less than 20 hours week; Non-Bargaining)							
Hourly			18.00				
Maintenance Worker I - Janitor (FBEO)							
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
Maintenance Worker II (FBEO)							
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
Maintenance Worker III (FBEO)							
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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			Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Worker IV (FBEO)							
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
Maintenance Worker Lead (FBEO)							
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
Mechanic (FBEO)							
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
Office Assistant (Temporary Position)							
Hourly			20.00				
Operations Manager (Mid-Management; Non-Bargaining)							
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
Operations Supervisor (FBEO)							
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
Police Captain (Mid-Management; Non-Bargaining)							
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
Police Chief (Executive; At Will)							
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
Interim Police Chief (Temporary Executive; At Will)							
Hourly			60.79	63.83	67.02	70.37	73.89

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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					Step 1	Step 2	Step 3	Step 4	Step 5
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 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					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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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				Step 1	Step 2	Step 3	Step 4	Step 5
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				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
Senior Planner (Mid-Management; Non-Bargaining)								
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
Systems Analyst - Lead (Confidential; Non-Bargaining)								
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
Systems Analyst (Confidential; Non-Bargaining)								
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
Systems Technician (FBEO)								
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
Treatment Plant Operator-in-Training (FBEO)								
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
Treatment Plant Operator I (FBEO)								
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 07-26-2021. Resolution XXX-2021.

Exhibit A

				Step 1	Step 2	Step 3	Step 4	Step 5
Treatment Plant Operator II (FBEO)								
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
Treatment Plant Operator - Wastewater, Lead (FBEO)								
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
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
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