

RESOLUTION NO. 4448-2021

**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, to align the City's three Analyst positions so that the pay schedule is consistent across departments for tasks and duties at the same or similar level of complexity, the Public Works Administrative Analyst position wage rate is adjusted to be equal to and consistent with the Human Resources Analyst and Administrative Analyst positions; 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 establish a compensation plan, 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 September 26, 2021.

The above and foregoing Resolution was introduced by Councilmember Morsell-Haye, 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 27th day of September 2021, by the following vote:

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

NOES: None.

ABSENT: None.

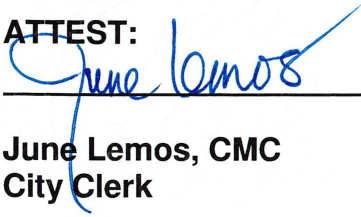
ABSTAIN: None.

RECUSED: Councilmember Peters.



BERNIE NORVELL
Mayor

ATTEST:



June Lemos, CMC
City Clerk

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 09.26.2021 to adjust Public Works Analyst to be consistent with other department Analyst Positions Resolution 4448-2021.

					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 09.26.2021 to adjust Public Works Analyst to be consistent with other department Analyst Positions Resolution 4448-2021.

				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				
Code Enforcement (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
Community Services Officer (FBPA)								
Hourly				21.42	22.49	23.61	24.79	26.03
Bi-Weekly				1,713.60	1,799.20	1,888.80	1,983.20	2,082.40
Monthly				3,712.80	3,898.27	4,092.40	4,296.93	4,511.87
Annual				44,553.60	46,779.20	49,108.80	51,563.20	54,142.40
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 09.26.2021 to adjust Public Works Analyst to be consistent with other department Analyst Positions Resolution 4448-2021.

			Step 1	Step 2	Step 3	Step 4	Step 5	
Construction Project Manager (Temporary, Part-time, At-Will)								
			40.75	42.79	44.93	47.18	49.54	
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	

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 09.26.2021 to adjust Public Works Analyst to be consistent with other department Analyst Positions Resolution 4448-2021.

				Step 1	Step 2	Step 3	Step 4	Step 5
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
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 09.26.2021 to adjust Public Works Analyst to be consistent with other department Analyst Positions Resolution 4448-2021.

			Step 1	Step 2	Step 3	Step 4	Step 5
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
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 09.26.2021 to adjust Public Works Analyst to be consistent with other department Analyst Positions Resolution 4448-2021.

				Step 1	Step 2	Step 3	Step 4	Step 5
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
Police Sergeant Intermediate POST (FBPA)								
Hourly				39.79	41.78	43.87	46.06	48.36
Bi-Weekly				3,183.20	3,342.40	3,509.60	3,684.80	3,868.80
Monthly				6,896.93	7,241.87	7,604.13	7,983.73	8,382.40
Annual				82,763.20	86,902.40	91,249.60	95,804.80	100,588.80
Police Sergeant Advance POST (FBPA)								
Hourly				42.07	44.17	46.38	48.70	51.14
Bi-Weekly				3,365.60	3,533.60	3,710.40	3,896.00	4,091.20
Monthly				7,292.13	7,656.13	8,039.20	8,441.33	8,864.27
Annual				87,505.60	91,873.60	96,470.40	101,296.00	106,371.20
Police Officer Basic POST (FBPA)								
Hourly				31.25	32.81	34.45	36.17	37.98
Bi-Weekly				2,500.00	2,624.80	2,756.00	2,893.60	3,038.40
Monthly				5,416.67	5,687.07	5,971.33	6,269.47	6,583.20
Annual				65,000.00	68,244.80	71,656.00	75,233.60	78,998.40
Police Officer Intermediate POST (FBPA)								
Hourly				32.82	34.46	36.18	37.99	39.89
Bi-Weekly				2,625.60	2,756.80	2,894.40	3,039.20	3,191.20
Monthly				5,688.80	5,973.07	6,271.20	6,584.93	6,914.27
Annual				68,265.60	71,676.80	75,254.40	79,019.20	82,971.20
Police Officer Advance POST (FBPA)								
Hourly				34.42	36.14	37.95	39.85	41.84
Bi-Weekly				2,753.60	2,891.20	3,036.00	3,188.00	3,347.20
Monthly				5,966.13	6,264.27	6,578.00	6,907.33	7,252.27
Annual				71,593.60	75,171.20	78,936.00	82,888.00	87,027.20
								4.00
Police Recruit (1040 hours; FBPA)								
Hourly				25.30				
Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				18.00				
Public Works Administrative Analyst (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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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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 09.26.2021 to adjust Public Works Analyst to be consistent with other department Analyst Positions Resolution 4448-2021.

				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