

RESOLUTION NO. 4227-2020

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 Code of Regulations Section 570.5 as confirmed by CalPERS; and

WHEREAS, the Fort Bragg City Council approved the latest salary schedules through Resolution 4216-2019, adopted November 25, 2019, which establishes the salary schedule for all Employees; and

WHEREAS, the California Public Employees' Retirement System code requires the City to have a publicly adopted and posted salary schedule; and

WHEREAS, the City of Fort Bragg received an SB 2 Planning Grant in the amount of \$160,000 and desires to use those funds for specific housing programs; and

WHEREAS, opportunities exist for additional grant funds to be used for housing and economic development and in order to access those funds, the City needs a dedicated staff person able to implement such programs; and

WHEREAS, the Fort Bragg City Council has established economic development and the addition of 200 housing units as a priority goal and the Housing and Economic Development Coordinator will further those goals; and

WHEREAS, the City finds it necessary to hire an Interim Police Chief, during the vacancy and transition to a full-time replacement Police Chief; and

WHEREAS, the hiring of qualified Seasonal Laborers has been challenging because of the low pay and limited duration of employment; and

WHEREAS, the Seasonal Laborer position pay has not increased in more than ten years and with increases in the California minimum wage over the last three years, the position is not competitive in a low-unemployment labor market;

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" attached hereto, effective January 27, 2020.

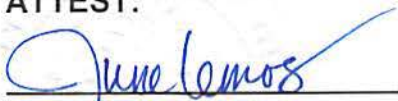
The above and foregoing Resolution was introduced by Councilmember Peters, seconded by Councilmember Morsell-Haye, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 27th day of January, 2020, by the following vote:

AYES: Councilmembers Albin-Smith, Morsell-Haye, Peters and Mayor Pro
Tem Norvell.
NOES: None.
ABSENT: Mayor Lee.
ABSTAIN: None.
RECUSED: None.



BERNIE NORVELL
Mayor Pro Tem

ATTEST:



June Lemos, CMC
City Clerk

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBEO)								
Hourly				22.42	23.54	24.72	25.96	27.26
Bi-Weekly				1,793.60	1,883.20	1,977.60	2,076.80	2,180.80
Monthly				3,886.13	4,080.27	4,284.80	4,499.73	4,725.07
Annual				46,633.60	48,963.20	51,417.60	53,996.80	56,700.80
Administrative Assistant - Community Development (FBEO)								
Hourly				22.42	23.54	24.72	25.96	27.26
Bi-Weekly				1,793.60	1,883.20	1,977.60	2,076.80	2,180.80
Monthly				3,886.13	4,080.27	4,284.80	4,499.73	4,725.07
Annual				46,633.60	48,963.20	51,417.60	53,996.80	56,700.80
Administrative Supervisor - Police (Confidential/Restricted; Non-Bargaining)								
Hourly				26.48	27.80	29.19	30.65	32.18
Bi-Weekly				2,118.40	2,224.00	2,335.20	2,452.00	2,574.40
Monthly				4,589.87	4,818.67	5,059.60	5,312.67	5,577.87
Annual				55,078.40	57,824.00	60,715.20	63,752.00	66,934.40
Assistant Director of Public Works (Mid-Management; Non-Bargaining)								
Hourly				38.98	40.93	42.98	45.13	47.39
Bi-Weekly				3,118.40	3,274.40	3,438.40	3,610.40	3,791.20
Monthly				6,756.53	7,094.53	7,449.87	7,822.53	8,214.27
Annual				81,078.40	85,134.40	89,398.40	93,870.40	98,571.20
Assistant Planner (FBEO)								
Hourly				28.84	30.28	31.79	33.38	35.05
Bi-Weekly				2,307.20	2,422.40	2,543.20	2,670.40	2,804.00
Monthly				4,998.93	5,248.53	5,510.27	5,785.87	6,075.33
Annual				59,987.20	62,982.40	66,123.20	69,430.40	72,904.00
Assistant to the City Manager (Mid-Management; Non-Bargaining)								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20
Associate City Engineer (Mid-Management; Non-Bargaining)								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20
City Clerk (Mid-Management; Non-Bargaining)								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly				5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual				69,700.80	73,195.20	76,856.00	80,704.00	84,739.20

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

		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		5,869.60				
Monthly		12,717.47				
Annual		152,609.60				
Community Services Officer (FBPA)						
Hourly		19.91	20.90	21.95	23.04	24.20
Bi-Weekly		1,592.80	1,672.00	1,756.00	1,843.20	1,936.00
Monthly		3,451.07	3,622.67	3,804.67	3,993.60	4,194.67
Annual		41,412.80	43,472.00	45,656.00	47,923.20	50,336.00
Construction Project Manager (Mid-Management; Non-Bargaining)						
Hourly		38.98	40.93	42.98	45.13	47.39
Bi-Weekly		3,118.40	3,274.40	3,438.40	3,610.40	3,791.20
Monthly		6,756.53	7,094.53	7,449.87	7,822.53	8,214.27
Annual		81,078.40	85,134.40	89,398.40	93,870.40	98,571.20
Director - Community Development Department (Executive; At Will)						
Hourly		45.77	48.06	50.46	52.98	55.63
Bi-Weekly		3,661.60	3,844.80	4,036.80	4,238.40	4,450.40
Monthly		7,933.47	8,330.40	8,746.40	9,183.20	9,642.53
Annual		95,201.60	99,964.80	104,956.80	110,198.40	115,710.40
Director - Finance Department/City Treasurer (Executive; At Will)						
Hourly		45.77	48.06	50.46	52.98	55.63
Bi-Weekly		3,661.60	3,844.80	4,036.80	4,238.40	4,450.40
Monthly		7,933.47	8,330.40	8,746.40	9,183.20	9,642.53
Annual		95,201.60	99,964.80	104,956.80	110,198.40	115,710.40
Director of Public Works (Executive; At Will)						
Hourly		45.77	48.06	50.46	52.98	55.63
Bi-Weekly		3,661.60	3,844.80	4,036.80	4,238.40	4,450.40
Monthly		7,933.47	8,330.40	8,746.40	9,183.20	9,642.53
Annual		95,201.60	99,964.80	104,956.80	110,198.40	115,710.40
Engineering Technician (FBEO)						
Hourly		27.46000	28.83	30.27	31.78	33.37
Bi-Weekly		2,196.80	2,306.40	2,421.60	2,542.40	2,669.60
Monthly		4,759.73	4,997.20	5,246.80	5,508.53	5,784.13
Annual		57,116.80	59,966.40	62,961.60	66,102.40	69,409.60

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

	Step 1	Step 2	Step 3	Step 4	Step 5
Environmental Compliance Coordinator (FBE0)					
Hourly	31.76000	33.35	35.02	36.77	38.61
Bi-Weekly	2,540.80	2,668.00	2,801.60	2,941.60	3,088.80
Monthly	5,505.07	5,780.67	6,070.13	6,373.47	6,692.40
Annual	66,060.80	69,368.00	72,841.60	76,481.60	80,308.80
Finance Technician I (FBE0)					
Hourly	20.21	21.22	22.28	23.39	24.56
Bi-Weekly	1,616.80	1,697.60	1,782.40	1,871.20	1,964.80
Monthly	3,503.07	3,678.13	3,861.87	4,054.27	4,257.07
Annual	42,036.80	44,137.60	46,342.40	48,651.20	51,084.80
Finance Technician II (FBE0)					
Hourly	22.28	23.39	24.56	25.79	27.08
Bi-Weekly	1,782.40	1,871.20	1,964.80	2,063.20	2,166.40
Monthly	3,861.87	4,054.27	4,257.07	4,470.27	4,693.87
Annual	46,342.40	48,651.20	51,084.80	53,643.20	56,326.40
Finance Technician III (FBE0)					
Hourly	24.56	25.79	27.08	28.43	29.85
Bi-Weekly	1,964.80	2,063.20	2,166.40	2,274.40	2,388.00
Monthly	4,257.07	4,470.27	4,693.87	4,927.87	5,174.00
Annual	51,084.80	53,643.20	56,326.40	59,134.40	62,088.00
Government Accountant I (FBE0)					
Hourly	27.08	28.43	29.85	31.34	32.91
Bi-Weekly	2,166.40	2,274.40	2,388.00	2,507.20	2,632.80
Monthly	4,693.87	4,927.87	5,174.00	5,432.27	5,704.40
Annual	56,326.40	59,134.40	62,088.00	65,187.20	68,452.80
Government Accountant II (FBE0)					
Hourly	29.86	31.35	32.92	34.57	36.30
Bi-Weekly	2,388.80	2,508.00	2,633.60	2,765.60	2,904.00
Monthly	5,175.73	5,434.00	5,706.13	5,992.13	6,292.00
Annual	62,108.80	65,208.00	68,473.60	71,905.60	75,504.00
Housing and Economic Development Coordinator (Non-Bargaining)					
Hourly	30.28	31.79	33.38	35.05	36.80
Bi-Weekly	2,422.40	2,543.20	2,670.40	2,804.00	2,944.00
Monthly	5,248.53	5,510.27	5,785.87	6,075.33	6,378.67
Annual	62,982.40	66,123.20	69,430.40	72,904.00	76,544.00
Human Resources Analyst (Confidential; Non-Bargaining)					
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
Laborer (Part-time, Less than 20 hours week; Non-Bargaining)					
Hourly	18.00				

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

		Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Worker I (FBE0)						
Hourly		16.28	17.09	17.94	18.84	19.78
Bi-Weekly		1,302.40	1,367.20	1,435.20	1,507.20	1,582.40
Monthly		2,821.87	2,962.27	3,109.60	3,265.60	3,428.53
Annual		33,862.40	35,547.20	37,315.20	39,187.20	41,142.40
Maintenance Worker II (FBE0)						
Hourly		21.53	22.61	23.74	24.93	26.18
Bi-Weekly		1,722.40	1,808.80	1,899.20	1,994.40	2,094.40
Monthly		3,731.87	3,919.07	4,114.93	4,321.20	4,537.87
Annual		44,782.40	47,028.80	49,379.20	51,854.40	54,454.40
Maintenance Worker III (FBE0)						
Hourly		22.60	23.73	24.92	26.17	27.48
Bi-Weekly		1,808.00	1,898.40	1,993.60	2,093.60	2,198.40
Monthly		3,917.33	4,113.20	4,319.47	4,536.13	4,763.20
Annual		47,008.00	49,358.40	51,833.60	54,433.60	57,158.40
Maintenance Worker IV (FBE0)						
Hourly		23.73	24.92	26.17	27.48	28.85
Bi-Weekly		1,898.40	1,993.60	2,093.60	2,198.40	2,308.00
Monthly		4,113.20	4,319.47	4,536.13	4,763.20	5,000.67
Annual		49,358.40	51,833.60	54,433.60	57,158.40	60,008.00
Maintenance Worker Lead (FBE0)						
Hourly		26.10	27.41	28.78	30.22	31.73
Bi-Weekly		2,088.00	2,192.80	2,302.40	2,417.60	2,538.40
Monthly		4,524.00	4,751.07	4,988.53	5,238.13	5,499.87
Annual		54,288.00	57,012.80	59,862.40	62,857.60	65,998.40
Hourly		15.00000				
Bi-Weekly						
Monthly						
Annual						
Office Assistant (Temporary Position)						
Hourly		15.00000				
Police Chief (Executive; At Will)						
Hourly		58.14	61.05	64.10	67.31	70.68
Bi-Weekly		4,651.20	4,884.00	5,128.00	5,384.80	5,654.40
Monthly		10,077.60	10,582.00	11,110.67	11,667.07	12,251.20
Annual		120,931.20	126,984.00	133,328.00	140,004.80	147,014.40
Interim Police Chief (Temporary Executive; At Will)						
Hourly		58.14	61.05	64.10	67.31	70.68

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant Basic POST (FBPA)					
Hourly	33.21	34.87	36.61	38.44	40.37
Bi-Weekly	2,656.80	2,789.60	2,928.80	3,075.20	3,229.60
Monthly	5,756.40	6,044.13	6,345.73	6,662.93	6,997.47
Annual	69,076.80	72,529.60	76,148.80	79,955.20	83,969.60
Police Sergeant Intermediate POST (FBPA)					
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
Police Sergeant Advance POST (FBPA)					
Hourly	37.02	38.87	40.81	42.85	45.00
Bi-Weekly	2,961.60	3,109.60	3,264.80	3,428.00	3,600.00
Monthly	6,416.80	6,737.47	7,073.73	7,427.33	7,800.00
Annual	77,001.60	80,849.60	84,884.80	89,128.00	93,600.00
Police Officer Basic POST (FBPA)					
Hourly	27.41	28.78	30.22	31.73	33.32
Bi-Weekly	2,192.80	2,302.40	2,417.60	2,538.40	2,665.60
Monthly	4,751.07	4,988.53	5,238.13	5,499.87	5,775.47
Annual	57,012.80	59,862.40	62,857.60	65,998.40	69,305.60
Police Officer Intermediate POST (FBPA)					
Hourly	28.79	30.23	31.74	33.33	34.99
Bi-Weekly	2,303.20	2,418.40	2,539.20	2,666.40	2,799.20
Monthly	4,990.27	5,239.87	5,501.60	5,777.20	6,064.93
Annual	59,883.20	62,878.40	66,019.20	69,326.40	72,779.20
Police Officer Advance POST (FBPA)					
Hourly	30.20	31.71	33.30	34.96	36.71
Bi-Weekly	2,416.00	2,536.80	2,664.00	2,796.80	2,936.80
Monthly	5,234.67	5,496.40	5,772.00	6,059.73	6,363.07
Annual	62,816.00	65,956.80	69,264.00	72,716.80	76,356.80
Police Recruit (1040 hours; FBPA)					
Hourly	21.64				
Bi-Weekly	1,731.20				
Monthly	3,750.93				
Annual	22,505.60				
Police Services Technician (FBPA)					
Hourly	19.81	20.80	21.84	22.93	24.08
Bi-Weekly	1,584.80	1,664.00	1,747.20	1,834.40	1,926.40
Monthly	3,433.73	3,605.33	3,785.60	3,974.53	4,173.87
Annual	41,204.80	43,264.00	45,427.20	47,694.40	50,086.40

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

	Step 1	Step 2	Step 3	Step 4	Step 5
Public Works Administrative Analyst (FBEO)					
Hourly	23.08	24.23	25.44	26.71	28.05
Bi-Weekly	1,846.40	1,938.40	2,035.20	2,136.80	2,244.00
Monthly	4,000.53	4,199.87	4,409.60	4,629.73	4,862.00
Annual	48,006.40	50,398.40	52,915.20	55,556.80	58,344.00
Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)					
Hourly	14.00000				
Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)					
Hourly	16.00000				
Senior Government Accountant (Mid-Management; Non-Bargaining)					
Hourly	33.51	35.19	36.95	38.80	40.74
Bi-Weekly	2,680.80	2,815.20	2,956.00	3,104.00	3,259.20
Monthly	5,808.40	6,099.60	6,404.67	6,725.33	7,061.60
Annual	69,700.80	73,195.20	76,856.00	80,704.00	84,739.20
Senior Planner (Mid-Management; Non-Bargaining)					
Hourly	32.36547	33.98374	35.68293	37.46707	39.34043
Bi-Weekly	2,589.24	2,718.70	2,854.63	2,997.37	3,147.23
Monthly	5,610.01	5,890.52	6,185.04	6,494.29	6,819.01
Annual	67,320.17	70,686.18	74,220.49	77,931.51	81,828.09
Special Projects Assistant (80%, Part-Time; Non-Bargaining)					
Hourly	23.25	24.41	25.63	26.91	28.26
Bi-Weekly	1,488.00	1,562.24	1,640.32	1,722.24	1,808.64
Monthly	2,579.20	2,707.88	2,843.22	2,985.22	3,134.98
Annual	38,688.00	40,618.24	42,648.32	44,778.24	47,024.64
Systems Analyst - Lead (Confidential; Non-Bargaining)					
Hourly	30.28	31.79	33.38	35.05	36.80
Bi-Weekly	2,422.40	2,543.20	2,670.40	2,804.00	2,944.00
Monthly	5,248.53	5,510.27	5,785.87	6,075.33	6,378.67
Annual	62,982.40	66,123.20	69,430.40	72,904.00	76,544.00
Systems Analyst (Part-Time, 1000 Max Annual Hours; Non-Bargaining)					
Hourly	29.52				
Systems Technician (FBEO)					
Hourly	20.77	21.81	22.90	24.05	25.25
Bi-Weekly	1,661.60	1,744.80	1,832.00	1,924.00	2,020.00
Monthly	3,600.13	3,780.40	3,969.33	4,168.67	4,376.67
Annual	43,201.60	45,364.80	47,632.00	50,024.00	52,520.00
Treatment Plant Operator-in-Training (FBEO)					
Hourly	18.46	19.38	20.35	21.37	22.44
Bi-Weekly	1,476.80	1,550.40	1,628.00	1,709.60	1,795.20
Monthly	3,199.73	3,359.20	3,527.33	3,704.13	3,889.60
Annual	38,396.80	40,310.40	42,328.00	44,449.60	46,675.20

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 27, 2020
Resolution No. XXXX-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
Treatment Plant Operator I (FBEO)								
Hourly				22.92	24.07	25.27	26.53	27.86
Bi-Weekly				1,833.60	1,925.60	2,021.60	2,122.40	2,228.80
Monthly				3,972.80	4,172.13	4,380.13	4,598.53	4,829.07
Annual				47,673.60	50,065.60	52,561.60	55,182.40	57,948.80
Treatment Plant Operator II (FBEO)								
Hourly				24.07	25.27	26.53	27.86	29.25
Biweekly				1,925.60	2,021.60	2,122.40	2,228.80	2,340.00
Monthly				4,172.13	4,380.13	4,598.53	4,829.07	5,070.00
Annual				50,065.60	52,561.60	55,182.40	57,948.80	60,840.00
Treatment Plant Operator - Wastewater, Lead (FBEO)								
Hourly				27.68	29.06	30.51	32.04	33.64
Biweekly				2,214.40	2,324.80	2,440.80	2,563.20	2,691.20
Monthly				4,797.87	5,037.07	5,288.40	5,553.60	5,830.93
Annual				57,574.40	60,444.80	63,460.80	66,643.20	69,971.20
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly				29.06	30.51	32.04	33.64	35.32
Biweekly				2,324.80	2,440.80	2,563.20	2,691.20	2,825.60
Monthly				5,037.07	5,288.40	5,553.60	5,830.93	6,122.13
Annual				60,444.80	63,460.80	66,643.20	69,971.20	73,465.60