

RESOLUTION NO. 4228-2020

**RESOLUTION OF THE FORT BRAGG CITY COUNCIL
ACCEPTING THE FORT BRAGG POLICE DEPARTMENT SALARY SURVEY
RESULTS AS REQUIRED BY ORDINANCE 672, ADOPTING CHANGES TO
THE CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN AND
APPROVING BUDGET AMENDMENT 2020-08 TO THE FISCAL YEAR 2019-
20 BUDGET IN THE AMOUNT OF \$70,932 (ACCOUNT 110-4200-PAYROLL
ACCOUNTS)**

WHEREAS, the voters adopted Ordinance 672 requiring an annual review of the compensation schedule for employees of the Fort Bragg Police Department; and

WHEREAS, the City has completed the study, reviewed and analyzed the data for salaries of comparable positions in the cities of Willits and Ukiah, and the Mendocino County Sheriff's Office as required by Ordinance 672 and attached hereto as Exhibit A; and

WHEREAS, the salary survey results and proposed salary increases were presented to the Fort Bragg Police Association (FBPA) for review and comment; and

WHEREAS, the FBPA by an affirmative vote of the majority of its members, has approved the salary survey results and the proposed salary increases incorporated and set forth in the attached City of Fort Bragg Salary Rate Compensation Plan attached hereto as Exhibit B; and

WHEREAS, the City Council has reviewed the salary survey results (Exhibit A) as required by Ordinance 672; and

WHEREAS, the City Council has reviewed the 2020 City of Fort Bragg Salary Rate Police Compensation Plan (Exhibit B), which includes compensation adjustments to the following positions:

Administrative Supervisor - Police
Police Officer – Basic POST Certification
Police Officer – Intermediate POST Certification
Police Officer – Advance POST Certification
Police Sergeant – Basic POST Certification
Police Sergeant – Intermediate POST Certification
Police Sergeant – Advance POST Certification
Community Services Officer

WHEREAS, based on all the evidence presented, the City Council finds as follows:

1. Ordinance 672 has been implemented and the requisite salary study has been prepared as required.
2. The data analysis is presented as prescribed by Ordinance 672.
3. The Fort Bragg Police Association (FBPA) has reviewed and accepted the results of the annual salary survey by an affirmative vote of a majority of the membership and accepted the proposed salary increases as set forth in Exhibit B.
4. The compensation shall be increased for the following positions by the amounts set forth below:

Administrative Supervisor - Police	.85%
Police Officer – Basic POST Certification	5.55%
Police Officer – Intermediate POST Certification	5.55%
Police Officer – Advance POST Certification	5.55%
Police Sergeant – Basic POST Certification	5.15%
Police Sergeant – Intermediate POST Certification	5.15%
Police Sergeant – Advance POST Certification	5.15%
Community Services Officer	3.40%
Police Recruit	2.8%

5. An additional appropriation of \$70,932 is necessary in the fiscal year 2019-20 budget to fund the compensation increases.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg does hereby accept the Salary Survey results as required by Ordinance 672, establishes the changes in the City of Fort Bragg Salary Rate Compensation Plan set forth in Exhibit B and approves budget amendment 2020-08 in the amount of \$70,932.


The above and foregoing Resolution was introduced by Councilmember Morsell-Haye, seconded by Councilmember Peters, 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

Incorporated August 5, 1889

416 N. Franklin St.

Fort Bragg, Ca 95437

707-964-5325

ORDINANCE NO. 672

"AN ORDINANCE ESTABLISHING MINIMUM STANDARDS OF COMPENSATION, BENEFITS AND SALARIES FOR MEMBERS OF THE POLICE DEPARTMENT OF THE CITY OF FORT BRAGG. The People of the City of Fort Bragg, County of Mendocino, State of California, DO ORDAIN AS FOLLOWS:

Section 1. Purpose.

The public health, safety, and welfare of the residents of said City of Fort Bragg demand competent, qualified, trained, and experienced police officers and employees of its Police Department. This goal can only be reached and maintained in the future by maintaining compensation, salaries, and benefits competitive with other law enforcement agencies within the County of Mendocino of the State of California.

Section 2. Salary.

Beginning the first day of the month following the effective date of this ordinance, and the first day of January of each succeeding January thereafter, the City council of said City of Fort Bragg shall determine the then existing monthly salaries of each classification of like or comparable grades or ranks (including experience, education, and training) of the Police Departments of the City of Willits and the City of Ukiah of said County of Mendocino, State of California, and of the Sheriff's Department of said County of Mendocino of the State of California. The average of the salaries for each of the comparable grades or ranks (including experience, education, and training) of the members of the Police Department of the said City of Willits, the Police Department of the said City of Ukiah, and the Sheriff's Department of the said County of Mendocino shall be the minimum salaries payable by the said City of Fort Bragg to the members and employees of its Police Department of the same or comparable grades or ranks (including experience, education and training) as so adjusted on the first day of the month following the effective date of this ordinance, and the first day of January of each succeeding January thereafter.

Section 3. Benefits and Additional Compensation.

Except as provided in immediately preceding Section 2 hereof, all other benefits and additional compensation provided or payable by said City of Fort Bragg to or for the members and employees of its Police Department shall be no less than those set forth in Resolution 1296-85 ("A Resolution of the City Council of the City of Fort Bragg Adopting the Compensation Plan

for Fort Bragg Police Employees") as passed and adopted at a regular meeting of the City Council of the City of Fort Bragg on January 14, 1985.

The foregoing ordinance shall be considered as adopted on the date the vote of a majority of the voters on the ordinance in its favor is declared by the City Council of said City of Fort Bragg and shall go into effect 10 days after that date."

RESOLUTION 1474-86

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FORT BRAGG
DECLARING THE RESULTS OF THE NOVEMBER 4, 1986
CONSOLIDATED SPECIAL ELECTION

WHEREAS, Section 17111 of the California Elections Code requires a declaration of the results of a local election; and

WHEREAS, the Mendocino County Clerk-Recorder has officially certified, in accordance with Section 17088 of the Elections Code, the results of the Consolidated Special Election held on November 4, 1986.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fort Bragg hereby declares the results of the November 4, 1986 Consolidated Special Election to be as stated in the Certificate of the Mendocino County Clerk-Recorder dated December 1, 1986, which is attached hereto and made a part hereof as Exhibit "A".

BE IT FURTHER RESOLVED that the City Council declares that the following ordinance was adopted by a vote of 768 "YES" and 753 "NO":

- A. Initiative Ordinance; An Ordinance Establishing Minimum Standards of Compensation, Benefits and Salaries for Members of the Police Department of the City of Fort Bragg. (Exhibit "B; Ordinance 672).

BE IT FURTHER RESOLVED that pursuant to the Judgement for Petitioner dated May 13, 1986, in the matter of Robert H. Neeb vs: City of Fort Bragg, the above referenced ordinance shall be considered as adopted and shall go into effect 10 days after the date of the adoption of this Resolution.

The above and foregoing Resolution was introduced by Councilman Lang, was seconded by Councilman Huber, and passed and adopted at a regular meeting of the Council of the City of Fort Bragg held on the 8th day of December, 1986, by the following vote:

AYES: Meakie, Huber, Lang, Thurman, Schade.

NOES: None.

ABSENT: None.


ANDRE L. SCHADE,
Mayor

ATTEST:

s/ DeeLynn R. Carpenter
DeeLynn R. Carpenter,
City Clerk

NOTE: Exhibit "A" as referenced above is available for review or copying during normal office hours in the Office of the City Clerk, City Hall, 416 North Franklin Street, Fort Bragg, California 95437.

PUBLISH: December 24, 1986.

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 1, 2020

Resolution No. XXXX-2020

Pending Approval 1-27-2020 Per Ordinance 672 Police Department Salary Survey

			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			26.71	28.04	29.44	30.91	32.46
Bi-Weekly			2,136.41	2,243.20	2,355.20	2,472.80	2,596.80
Monthly			4,628.88	4,860.27	5,102.93	5,357.73	5,626.40
Annual			55,546.57	58,323.20	61,235.20	64,292.80	67,516.80
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
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 Councilmember (Elected)							
Hourly							
Bi-Weekly			138.46				
Monthly			300.00				
Annual			3,600.00	Plus \$100/mo for Special District Meeting			

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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Pending Approval 1-27-2020 Per Ordinance 672 Police Department Salary Survey

					Step 1	Step 2	Step 3	Step 4	Step 5
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				20.59	21.62	22.70	23.84	25.03	
Bi-Weekly				1,646.96	1,729.60	1,816.00	1,907.20	2,002.40	
Monthly				3,568.40	3,747.47	3,934.67	4,132.27	4,338.53	
Annual				42,820.84	44,969.60	47,216.00	49,587.20	52,062.40	
Director- Administrative Services (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 - 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	
Environmental Compliance Coordinator (FBEO)									
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	

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		Step 1	Step 2	Step 3	Step 4	Step 5
Finance Technician I (FBEO)						
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 (FBEO)						
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 (FBEO)						
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 (FBEO)						
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 (FBEO)						
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
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
Maintenance Worker I (FBEO)						
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 (FBEO)						
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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Resolution No. XXXX-2020

Pending Approval 1-27-2020 Per Ordinance 672 Police Department Salary Survey

		Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Worker III (FBEO)						
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 (FBEO)						
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 (FBEO)						
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
Mechanic (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
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
Police Sergeant Basic POST (FBPA)						
Hourly		34.92	36.67	38.50	40.43	42.45
Bi-Weekly		2,793.63	2,933.60	3,080.00	3,234.40	3,396.00
Monthly		6,052.85	6,356.13	6,673.33	7,007.87	7,358.00
Annual		72,634.26	76,273.60	80,080.00	84,094.40	88,296.00
Police Sergeant Intermediate POST (FBPA)						
Hourly		36.83	38.68	40.61	42.64	44.77
Bi-Weekly		2,946.72	3,094.40	3,248.80	3,411.20	3,581.60
Monthly		6,384.57	6,704.53	7,039.07	7,390.93	7,760.13
Annual		76,614.81	80,454.40	84,468.80	88,691.20	93,121.60

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant Advance POST (FBPA)					
Hourly	38.93	40.87	42.91	45.06	47.31
Bi-Weekly	3,114.12	3,269.60	3,432.80	3,604.80	3,784.80
Monthly	6,747.27	7,084.13	7,437.73	7,810.40	8,200.40
Annual	80,967.18	85,009.60	89,252.80	93,724.80	98,404.80
Police Officer Basic POST (FBPA)					
Hourly	28.92	30.36	31.88	33.47	35.14
Bi-Weekly	2,313.40	2,428.80	2,550.40	2,677.60	2,811.20
Monthly	5,012.38	5,262.40	5,525.87	5,801.47	6,090.93
Annual	60,148.50	63,148.80	66,310.40	69,617.60	73,091.20
Police Officer Intermediate POST (FBPA)					
Hourly	30.37	31.89	33.48	35.15	36.91
Bi-Weekly	2,429.88	2,551.20	2,678.40	2,812.00	2,952.80
Monthly	5,264.73	5,527.60	5,803.20	6,092.67	6,397.73
Annual	63,176.78	66,331.20	69,638.40	73,112.00	76,772.80
Police Officer Advance POST (FBPA)					
Hourly	31.86	33.45	35.12	36.88	38.72
Bi-Weekly	2,548.88	2,676.00	2,809.60	2,950.40	3,097.60
Monthly	5,522.57	5,798.00	6,087.47	6,392.53	6,711.47
Annual	66,270.88	69,576.00	73,049.60	76,710.40	80,537.60
Police Recruit (1040 hours; FBPA)					
Hourly	22.25				
Bi-Weekly	1,779.67				
Monthly	3,855.96				
Annual	23,135.76				
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
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
Public Works 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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

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Pending Approval 1-27-2020 Per Ordinance 672 Police Department Salary Survey

				Step 1	Step 2	Step 3	Step 4	Step 5
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
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
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective January 1, 2020
Resolution No. XXXX-2020

Pending Approval 1-27-2020 Per Ordinance 672 Police Department Salary Survey

				Step 1	Step 2	Step 3	Step 4	Step 5
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