

**RESOLUTION NO. 4232-2020**

**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 4228-2020 and 4227-2020, both adopted separately on January 27, 2020, which established salary schedules for all Employees; and

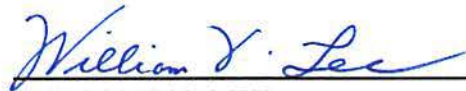
**WHEREAS**, it was necessary to create a single Master Salary Rate Compensation Plan for posting and administration; and

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


**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 February 10, 2020.

The above and foregoing Resolution was introduced by Councilmember Peters, seconded by Councilmember Norvell, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 10th day of February, 2020, by the following vote:

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

  
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**WILLIAM V. LEE**  
Mayor

**ATTEST:**

  
\_\_\_\_\_  
**June Lemos, CMC**  
City Clerk

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 2-10-2020  
Resolution 4232-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Administrative Assistant - Administration (FBE0)</b>								
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
<b>Administrative Assistant - Community Development (FBE0)</b>								
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
<b>Administrative Supervisor - Police (Confidential/Restricted; Non-Bargaining)</b>								
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
<b>Assistant Director of Public Works (Mid-Management; Non-Bargaining)</b>								
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
<b>Assistant Planner (FBE0)</b>								
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
<b>Assistant to the City Manager (Mid-Management; Non-Bargaining)</b>								
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
<b>Associate City Engineer (Mid-Management; Non-Bargaining)</b>								
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
<b>City Clerk (Mid-Management; Non-Bargaining)</b>								
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 2-10-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
<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				5,869.60				
Monthly				12,717.47				
Annual				152,609.60				
<b>Community Services Officer (FBPA)</b>								
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
<b>Construction Project Manager (Mid-Management; Non-Bargaining)</b>								
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
<b>Director - Community Development Department (Executive; At Will)</b>								
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
<b>Director - Finance Department/City Treasurer (Executive; At Will)</b>								
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
<b>Director of Public Works (Executive; At Will)</b>								
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
<b>Engineering Technician (FBEO)</b>								
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 2-10-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Environmental Compliance Coordinator (FBEO)</b>								
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
<b>Finance Technician I (FBEO)</b>								
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
<b>Finance Technician II (FBEO)</b>								
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
<b>Finance Technician III (FBEO)</b>								
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
<b>Government Accountant I (FBEO)</b>								
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
<b>Government Accountant II (FBEO)</b>								
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
<b>Housing and Economic Development Coordinator (FBEO)</b>								
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
<b>Human Resources Analyst (Confidential; Non-Bargaining)</b>								
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
<b>Laborer (Part-time, Less than 20 hours week; Non-Bargaining)</b>								
Hourly				18.00				

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 2-10-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Maintenance Worker I (FBEO)</b>								
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
<b>Maintenance Worker II (FBEO)</b>								
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
<b>Maintenance Worker III (FBEO)</b>								
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
<b>Maintenance Worker IV (FBEO)</b>								
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
<b>Maintenance Worker Lead (FBEO)</b>								
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
<b>Mechanic (FBEO)</b>								
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
<b>Office Assistant (Temporary Position)</b>								
Hourly				15.00000				
<b>Police Chief (Executive; At Will)</b>								
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
<b>Interim Police Chief (Temporary Executive; At Will)</b>								
Hourly				58.14	61.05	64.10	67.31	70.68

# CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 2-10-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Police Sergeant Basic POST (FBPA)</b>								
Hourly				34.92	36.67	38.50	40.43	42.45
Bi-Weekly				2,793.60	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
<b>Police Sergeant Intermediate POST (FBPA)</b>								
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
<b>Police Sergeant Advance POST (FBPA)</b>								
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				80,697.18	85,009.60	89,252.80	93,724.80	98,404.80
<b>Police Officer Basic POST (FBPA)</b>								
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
<b>Police Officer Intermediate POST (FBPA)</b>								
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
<b>Police Officer Advance POST (FBPA)</b>								
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
<b>Police Recruit (1040 hours; FBPA)</b>								
Hourly				22.25				
Bi-Weekly				1,779.67				
Monthly				3,855.96				
Annual				23,135.76				
<b>Police Services Technician (FBPA)</b>								
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 2-10-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
<b>Public Works Administrative Analyst (FBEO)</b>								
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
<b>Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)</b>								
Hourly				14.00000				
<b>Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)</b>								
Hourly				16.00000				
<b>Senior Government Accountant (Mid-Management; Non-Bargaining)</b>								
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
<b>Senior Planner (Mid-Management; Non-Bargaining)</b>								
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
<b>Special Projects Assistant (80%, Part-Time; Non-Bargaining)</b>								
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
<b>Systems Analyst - Lead (Confidential; Non-Bargaining)</b>								
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
<b>Systems Analyst (Part-Time, 1000 Max Annual Hours; Non-Bargaining)</b>								
Hourly				29.52				
<b>Systems Technician (FBEO)</b>								
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
<b>Treatment Plant Operator-in-Training (FBEO)</b>								
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 2-10-2020

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