

RESOLUTION NO. 4255-2020

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 EFFECTIVE MAY 24, 2020

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 4239-2020, adopted on March 9, 2020, which established salary schedules for all employees; and

WHEREAS, on March 13, 2020, the President of the United States issued a proclamation declaring the COVID-19 outbreak in the United States as a national emergency, beginning March 1, 2020; and

WHEREAS, the Governor of the State of California and the Public Health Officer of the County of Mendocino have both issued Shelter-in-Place orders to combat the spread of COVID-19; and

WHEREAS, on March 17, 2020 the City Manager, as the City's Director of Emergency Services, issued Proclamation No. CM-2020-01 declaring a local emergency as authorized by Government Code section 8630 and Fort Bragg Municipal Code section 2.24.040(B); and

WHEREAS, the City, County and State economies have been significantly impacted by the shutdown of nonessential businesses; and

WHEREAS, the City found it necessary to reduce staff levels through a combination of layoffs and furloughs; and

WHEREAS, the City Manager volunteered to reduce her annual salary; and

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

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 May 24, 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 26th day of May, 2020, by the following vote:

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

NOES: None.

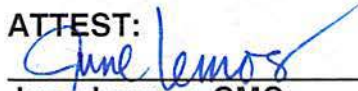
ABSENT: None.

ABSTAIN: None.
RECUSED: None.



WILLIAM V. LEE
Mayor

ATTEST:



June Lemos, CMC
City Clerk

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				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 - Administration (FBEO) - 75% Full-Time								
Hourly				22.42	23.54	24.72	25.96	27.26
Bi-Weekly				1,345.20	1,412.40	1,483.20	1,557.60	1,635.60
Monthly				2,914.60	3,060.20	3,213.60	3,374.80	3,543.80
Annual				34,975.20	36,722.40	38,563.20	40,497.60	42,525.60
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 Assistant - Community Development (FBEO) - 50% Full-Time								
Hourly				22.42	23.54	24.72	25.96	27.26
Bi-Weekly				896.80	941.60	988.80	1,038.40	1,090.40
Monthly				1,943.07	2,040.13	2,142.40	2,249.87	2,362.53
Annual				23,316.80	24,481.60	25,708.80	26,998.40	28,350.40
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 City Engineer (FBEO)								
Hourly				30.27	31.78	33.37	35.04	36.79
Bi-Weekly				2,421.60	2,542.40	2,669.60	2,803.20	2,943.20
Monthly				5,246.80	5,508.53	5,784.13	6,073.60	6,376.93
Annual				62,961.60	66,102.40	69,409.60	72,883.20	76,523.20
Assistant City Engineer (FBEO) - 75% Full-Time								
Hourly				30.27	31.78	33.37	35.04	36.79
Bi-Weekly				1,816.20	1,906.80	2,002.20	2,102.40	2,207.40
Monthly				3,935.10	4,131.40	4,338.10	4,555.20	4,782.70
Annual				47,221.20	49,576.80	52,057.20	54,662.40	57,392.40

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
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 Planner (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
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 Clerk (Mid-Management; Non-Bargaining) - 75% Full-Time								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,010.60	2,111.40	2,217.00	2,328.00	2,444.40
Monthly				4,356.30	4,574.70	4,803.50	5,044.00	5,296.20
Annual				52,275.60	54,896.40	57,642.00	60,528.00	63,554.40
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				5,869.60				
Monthly				11,883.58				
Annual				142,603.00				
Community Services Officer (FBPA)								
Hourly				20.59	21.62	22.70	23.84	25.03
Bi-Weekly				1,647.20	1,729.60	1,816.00	1,907.20	2,002.40
Monthly				3,568.93	3,747.47	3,934.67	4,132.27	4,338.53
Annual				42,827.20	44,969.60	47,216.00	49,587.20	52,062.40

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
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 - Finance Department/City Treasurer (Executive; At Will) - 75% Full-Time								
Hourly				45.77	48.06	50.46	52.98	55.63
Bi-Weekly				2,746.20	2,883.60	3,027.60	3,178.80	3,337.80
Monthly				5,950.10	6,247.80	6,559.80	6,887.40	7,231.90
Annual				71,401.20	74,973.60	78,717.60	82,648.80	86,782.80
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				27.46	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
Engineering Technician (FBEO) - 75% Full-Time								
Hourly				27.46	28.83	30.27	31.78	33.37
Bi-Weekly				1,647.60	1,729.80	1,816.20	1,906.80	2,002.20
Monthly				3,569.80	3,747.90	3,935.10	4,131.40	4,338.10
Annual				42,837.60	44,974.80	47,221.20	49,576.80	52,057.20
Environmental Compliance Coordinator (FBEO)								
Hourly				31.76	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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				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 II (FBEO) - 75% Full-Time								
Hourly				22.28	23.39	24.56	25.79	27.08
Bi-Weekly				1,336.80	1,403.40	1,473.60	1,547.40	1,624.80
Monthly				2,896.40	3,040.70	3,192.80	3,352.70	3,520.40
Annual				34,756.80	36,488.40	38,313.60	40,232.40	42,244.80
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 I (FBEO) - 75% Full-Time								
Hourly				27.08	28.43	29.85	31.34	32.91
Bi-Weekly				1,624.80	1,705.80	1,791.00	1,880.40	1,974.60
Monthly				3,520.40	3,695.90	3,880.50	4,074.20	4,278.30
Annual				42,244.80	44,350.80	46,566.00	48,890.40	51,339.60
Housing and Economic Development Coordinator (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
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

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
Human Resources Analyst (Confidential; Non-Bargaining) - 75% Full-Time								
Hourly				24.32	25.54	26.82	28.16	29.57
Bi-Weekly				1,459.20	1,532.40	1,609.20	1,689.60	1,774.20
Monthly				3,161.60	3,320.20	3,486.60	3,660.80	3,844.10
Annual				37,939.20	39,842.40	41,839.20	43,929.60	46,129.20
Laborer (Part-time, Less than 20 hours week; Non-Bargaining)								
Hourly				18.00				
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
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				15.00				

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
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
Police Sergeant Basic POST (FBPA)								
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
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
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				80,697.18	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				

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
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
Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				16.00				
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 Administrative Analyst (FBEO) - 75% Full-Time								
Hourly				23.08	24.23	25.44	26.71	28.05
Bi-Weekly				1,384.80	1,453.80	1,526.40	1,602.60	1,683.00
Monthly				3,000.40	3,149.90	3,307.20	3,472.30	3,646.50
Annual				36,004.80	37,798.80	39,686.40	41,667.60	43,758.00
Seasonal: Laborer (1000 Maximum Annual Hours; Non-Bargaining)								
Hourly				14.00				
Seasonal: Parking Enforcement Attendant (Part-Time, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				16.00				
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 Government Accountant (Mid-Management; Non-Bargaining) - 75% Full-Time								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				2,010.60	2,111.40	2,217.00	2,328.00	2,444.40
Monthly				4,356.30	4,574.70	4,803.50	5,044.00	5,296.20
Annual				52,275.60	54,896.40	57,642.00	60,528.00	63,554.40
Senior Planner (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)- 50% Full-Time								
Hourly				33.51	35.19	36.95	38.80	40.74
Bi-Weekly				1,340.40	1,407.60	1,478.00	1,552.00	1,629.60
Monthly				2,904.20	3,049.80	3,202.33	3,362.67	3,530.80
Annual				34,850.40	36,597.60	38,428.00	40,352.00	42,369.60

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 5-24-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
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				3,224.00	3,384.85	3,554.03	3,731.52	3,918.72
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
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