

RESOLUTION NO. 4288-2020

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 AUGUST 2, 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, on March 18, 2020, the Mendocino County Health Official issued a Shelter-in-Place Order due to the COVID-19 pandemic emergency, which has been revised several times but remains in place; and

WHEREAS, since March 19, 2020, Governor Newsom has issued several Executive Orders ordering California residents to stay at home except for certain critical activities; 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 by \$10,000, which change was reflected in the First Amendment to City Manager Employment Agreement dated June 4, 2020; and

WHEREAS, the City's Finance Director/Treasurer resigned effective July 3, 2020, and since that date, the City Manager has been performing those duties in addition to her own; and


WHEREAS, the City Council is in unanimous agreement that the City Manager's annual base salary should be reinstated to its original amount due to the additional responsibilities and duties she is now performing;

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 August 2, 2020.

The above and foregoing Resolution was introduced by Councilmember Peters, 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 July, 2020, by the following vote:

AYES: Councilmembers Aibin-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

Exhibit A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 8-2-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Administration (FBEO)								
Hourly				22.98	24.13	25.34	26.61	27.94
Bi-Weekly				1,838.40	1,930.40	2,027.20	2,128.80	2,235.20
Monthly				3,983.20	4,182.53	4,392.27	4,612.40	4,842.93
Annual				47,798.40	50,190.40	52,707.20	55,348.80	58,115.20
Administrative Assistant - Administration (FBEO) - 75% Full-Time								
Hourly				22.98	24.13	25.34	26.61	27.94
Bi-Weekly				1,378.80	1,447.80	1,520.40	1,596.60	1,676.40
Monthly				2,987.40	3,136.90	3,294.20	3,459.30	3,632.20
Annual				35,848.80	37,642.80	39,530.40	41,511.60	43,586.40
Administrative Assistant - Community Development (FBEO)								
Hourly				22.98	24.13	25.34	26.61	27.94
Bi-Weekly				1,838.40	1,930.40	2,027.20	2,128.80	2,235.20
Monthly				3,983.20	4,182.53	4,392.27	4,612.40	4,842.93
Annual				47,798.40	50,190.40	52,707.20	55,348.80	58,115.20
Administrative Assistant - Community Development (FBEO) - 50% Full-Time								
Hourly				22.98	24.13	25.34	26.61	27.94
Bi-Weekly				919.20	965.20	1,013.60	1,064.40	0.00
Monthly				1,991.60	2,091.27	2,196.13	2,306.20	2,421.47
Annual				23,899.20	25,095.20	26,353.60	27,674.40	29,057.60
Assistant Director of Public Works (Mid-Management; Non-Bargaining)								
Hourly				39.56	41.54	43.62	45.80	48.09
Bi-Weekly				3,164.80	3,323.20	3,489.60	3,664.00	3,847.20
Monthly				6,857.07	7,200.27	7,560.80	7,938.67	8,335.60
Annual				82,284.80	86,403.20	90,729.60	95,264.00	100,027.20
Assistant Director - Engineering Division (Mid-Management; Non-Bargaining)								
Hourly				34.01	35.71	37.50	39.38	41.35
Bi-Weekly				2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly				5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual				70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Assistant City Engineer (FBEO)								
Hourly				31.03	32.58	34.21	35.92	37.72
Bi-Weekly				2,482.40	2,606.40	2,736.80	2,873.60	3,017.60
Monthly				5,378.53	5,647.20	5,929.73	6,226.13	6,538.13
Annual				64,542.40	67,766.40	71,156.80	74,713.60	78,457.60
Assistant City Engineer (FBEO) - 75% Full-Time								
Hourly				31.03	32.58	34.21	35.92	37.72
Bi-Weekly				1,861.80	1,954.80	2,052.60	2,155.20	2,263.20
Monthly				4,033.90	4,235.40	4,447.30	4,669.60	4,903.60
Annual				48,406.80	50,824.80	53,367.60	56,035.20	58,843.20

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 8-2-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

		Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Planner (FBEO)						
Hourly		29.56	31.04	32.59	34.22	35.93
Bi-Weekly		2,364.80	2,483.20	2,607.20	2,737.60	2,874.40
Monthly		5,123.73	5,380.27	5,648.93	5,931.47	6,227.87
Annual		61,484.80	64,563.20	67,787.20	71,177.60	74,734.40
Assistant to the City Manager (Mid-Management; Non-Bargaining)						
Hourly		34.01	35.71	37.50	39.38	41.35
Bi-Weekly		2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly		5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual		70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Associate Planner (FBEO)						
Hourly		30.61	32.14	33.75	35.44	37.21
Bi-Weekly		2,448.80	2,571.20	2,700.00	2,835.20	2,976.80
Monthly		5,305.73	5,570.93	5,850.00	6,142.93	6,449.73
Annual		63,668.80	66,851.20	70,200.00	73,715.20	77,396.80
City Clerk (Mid-Management; Non-Bargaining)						
Hourly		34.01	35.71	37.50	39.38	41.35
Bi-Weekly		2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly		5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual		70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
City Clerk (Mid-Management; Non-Bargaining) - 75% Full-Time						
Hourly		34.01	35.71	37.50	39.38	41.35
Bi-Weekly		2,040.60	2,142.60	2,250.00	2,362.80	2,481.00
Monthly		4,421.30	4,642.30	4,875.00	5,119.40	5,375.50
Annual		53,055.60	55,707.60	58,500.00	61,432.80	64,506.00
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		11,883.59				
Annual		152,603.00				
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 8-2-2020 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				39.56	41.54	43.62	45.80	48.09
Bi-Weekly				3,164.80	3,323.20	3,489.60	3,664.00	3,847.20
Monthly				6,857.07	7,200.27	7,560.80	7,938.67	8,335.60
Annual				82,284.80	86,403.20	90,729.60	95,264.00	100,027.20
Director - Community Development Department (Executive; At Will)								
Hourly				46.46	48.78	51.22	53.78	56.47
Bi-Weekly				3,716.80	3,902.40	4,097.60	4,302.40	4,517.60
Monthly				8,053.07	8,455.20	8,878.13	9,321.87	9,788.13
Annual				96,636.80	101,462.40	106,537.60	111,862.40	117,457.60
Director - Finance Department/City Treasurer (Executive; At Will)								
Hourly				46.46	48.78	51.22	53.78	56.47
Bi-Weekly				3,716.80	3,902.40	4,097.60	4,302.40	4,517.60
Monthly				8,053.07	8,455.20	8,878.13	9,321.87	9,788.13
Annual				96,636.80	101,462.40	106,537.60	111,862.40	117,457.60
Director - Finance Department/City Treasurer (Executive; At Will) - 75% Full-Time								
Hourly				46.46	48.78	51.22	53.78	56.47
Bi-Weekly				2,787.60	2,926.80	3,073.20	3,226.80	3,388.20
Monthly				6,039.80	6,341.40	6,658.60	6,991.40	7,341.10
Annual				72,477.60	76,096.80	79,903.20	83,896.80	88,093.20
Director of Public Works (Executive; At Will)								
Hourly				46.46	48.78	51.22	53.78	56.47
Bi-Weekly				3,716.80	3,902.40	4,097.60	4,302.40	4,517.60
Monthly				8,053.07	8,455.20	8,878.13	9,321.87	9,788.13
Annual				96,636.80	101,462.40	106,537.60	111,862.40	117,457.60
Engineering Technician (FBEO)								
Hourly				28.15	29.56	31.04	32.59	34.22
Bi-Weekly				2,252.00	2,364.80	2,483.20	2,607.20	2,737.60
Monthly				4,879.33	5,123.73	5,380.27	5,648.93	5,931.47
Annual				58,552.00	61,484.80	64,563.20	67,787.20	71,177.60
Engineering Technician (FBEO) - 75% Full-Time								
Hourly				28.15	29.56	31.04	32.59	34.22
Bi-Weekly				1,689.00	1,773.60	1,862.40	1,955.40	2,053.20
Monthly				3,659.50	3,842.80	4,035.20	4,236.70	4,448.60
Annual				43,914.00	46,113.60	48,422.40	50,840.40	53,383.20
Environmental Compliance Coordinator (FBEO)								
Hourly				32.55	34.18	35.89	37.68	39.56
Bi-Weekly				2,604.00	2,734.40	2,871.20	3,014.40	3,164.80
Monthly				5,642.00	5,924.53	6,220.93	6,531.20	6,857.07
Annual				67,704.00	71,094.40	74,651.20	78,374.40	82,284.80

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 8-2-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
Finance Technician I (FBE0)								
Hourly				20.72	21.76	22.85	23.99	25.19
Bi-Weekly				1,657.60	1,740.80	1,828.00	1,919.20	2,015.20
Monthly				3,591.47	3,771.73	3,960.67	4,158.27	4,366.27
Annual				43,097.60	45,260.80	47,528.00	49,899.20	52,395.20
Finance Technician II (FBE0)								
Hourly				22.84	23.98	25.18	26.44	27.76
Bi-Weekly				1,827.20	1,918.40	2,014.40	2,115.20	2,220.80
Monthly				3,958.93	4,156.53	4,364.53	4,582.93	4,811.73
Annual				47,507.20	49,878.40	52,374.40	54,995.20	57,740.80
Finance Technician II (FBE0) - 75% Full-Time								
Hourly				22.84	23.98	25.18	26.44	27.76
Bi-Weekly				1,370.40	1,438.80	1,510.80	1,586.40	1,665.60
Monthly				2,969.20	3,117.40	3,273.40	3,437.20	3,608.80
Annual				35,630.40	37,408.80	39,280.80	41,246.40	43,305.60
Finance Technician III (FBE0)								
Hourly				25.17	26.43	27.75	29.14	30.60
Bi-Weekly				2,013.60	2,114.40	2,220.00	2,331.20	2,448.00
Monthly				4,362.80	4,581.20	4,810.00	5,050.93	5,304.00
Annual				52,353.60	54,974.40	57,720.00	60,611.20	63,648.00
Government Accountant I (FBE0)								
Hourly				27.76	29.15	30.61	32.14	33.75
Bi-Weekly				2,220.80	2,332.00	2,448.80	2,571.20	2,700.00
Monthly				4,811.73	5,052.67	5,305.73	5,570.93	5,850.00
Annual				57,740.80	60,632.00	63,668.80	66,851.20	70,200.00
Government Accountant I (FBE0) - 75% Full-Time								
Hourly				27.76	29.15	30.61	32.14	33.75
Bi-Weekly				1,665.60	1,749.00	1,836.60	1,928.40	2,025.00
Monthly				3,608.80	3,789.50	3,979.30	4,178.20	4,387.50
Annual				43,305.60	45,474.00	47,751.60	50,138.40	52,650.00
Housing and Economic Development Coordinator (Confidential; Non-Bargaining)								
Hourly				31.04	32.59	34.22	35.93	37.73
Bi-Weekly				2,483.20	2,607.20	2,737.60	2,874.40	3,018.40
Monthly				5,380.27	5,648.93	5,931.47	6,227.87	6,539.87
Annual				64,563.20	67,787.20	71,177.60	74,734.40	78,478.40
Human Resources Analyst (Confidential; Non-Bargaining)								
Hourly				24.93	26.18	27.49	28.86	30.30
Bi-Weekly				1,994.40	2,094.40	2,199.20	2,308.80	2,424.00
Monthly				4,321.20	4,537.87	4,764.93	5,002.40	5,252.00
Annual				51,854.40	54,454.40	57,179.20	60,028.80	63,024.00

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 8-2-2020 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				24.93	26.18	27.49	28.86	30.30
Bi-Weekly				1,495.80	1,570.80	1,649.40	1,731.60	1,818.00
Monthly				3,240.90	3,403.40	3,573.70	3,751.80	3,939.00
Annual				38,890.80	40,840.80	42,884.40	45,021.60	47,268.00
Laborer (Part-time, Less than 20 hours week; Non-Bargaining)								
Hourly				18.00				
Maintenance Worker II (FBEO)								
Hourly				22.07	23.17	24.33	25.55	26.83
Bi-Weekly				1,765.60	1,853.60	1,946.40	2,044.00	2,146.40
Monthly				3,825.47	4,016.13	4,217.20	4,428.67	4,650.53
Annual				45,905.60	48,193.60	50,606.40	53,144.00	55,806.40
Maintenance Worker III (FBEO)								
Hourly				23.17	24.33	25.55	26.83	28.17
Bi-Weekly				1,853.60	1,946.40	2,044.00	2,146.40	2,253.60
Monthly				4,016.13	4,217.20	4,428.67	4,650.53	4,882.80
Annual				48,193.60	50,606.40	53,144.00	55,806.40	58,593.60
Maintenance Worker IV (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
Maintenance Worker Lead (FBEO)								
Hourly				26.75	28.09	29.49	30.96	32.51
Bi-Weekly				2,140.00	2,247.20	2,359.20	2,476.80	2,600.80
Monthly				4,636.67	4,868.93	5,111.60	5,366.40	5,635.07
Annual				55,640.00	58,427.20	61,339.20	64,396.80	67,620.80
Mechanic (FBEO)								
Hourly				24.93	26.18	27.49	28.86	30.30
Bi-Weekly				1,994.40	2,094.40	2,199.20	2,308.80	2,424.00
Monthly				4,321.20	4,537.87	4,764.93	5,002.40	5,252.00
Annual				51,854.40	54,454.40	57,179.20	60,028.80	63,024.00
Office Assistant (Temporary Position)								
Hourly				15.00				
Operations Supervisor (FBEO)								
Hourly				32.55	34.18	35.89	37.68	39.56
Bi-Weekly				2,604.00	2,734.40	2,871.20	3,014.40	3,164.80
Monthly				5,642.00	5,924.53	6,220.93	6,531.20	6,857.07
Annual				67,704.00	71,094.40	74,651.20	78,374.40	82,284.80

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 8-2-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

				Step 1	Step 2	Step 3	Step 4	Step 5
Police Chief (Executive; At Will)								
Hourly				59.02	61.97	65.07	68.32	71.74
Bi-Weekly				4,721.60	4,957.60	5,205.60	5,465.60	5,739.20
Monthly				10,230.13	10,741.47	11,278.80	11,842.13	12,434.93
Annual				122,761.60	128,897.60	135,345.60	142,105.60	149,219.20
Interim Police Chief (Temporary Executive; At Will)								
Hourly				59.02	61.97	65.07	68.32	71.74
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				22.29				

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 8-2-2020 Resolution XXXX-2020 Voluntary Salary Reduction City Manager

					Step 1	Step 2	Step 3	Step 4	Step 5
Police Services Technician (FBPA)									
Hourly					20.40	21.42	22.49	23.61	24.79
Bi-Weekly					1,632.00	1,713.60	1,799.20	1,888.80	1,983.20
Monthly					3,536.00	3,712.80	3,898.27	4,092.40	4,296.93
Annual					42,432.00	44,553.60	46,779.20	49,108.80	51,563.20
Police Services Transporter: (Part-Time/On-Call, 1000 Max Annual Hours; Non-Bargaining)									
Hourly					16.00				
Public Works Administrative Analyst (FBEO)									
Hourly					23.66	24.84	26.08	27.38	28.75
Bi-Weekly					1,892.80	1,987.20	2,086.40	2,190.40	2,300.00
Monthly					4,101.07	4,305.60	4,520.53	4,745.87	4,983.33
Annual					49,212.80	51,667.20	54,246.40	56,950.40	59,800.00
Public Works Administrative Analyst (FBEO) - 75% Full-Time									
Hourly					23.66	24.84	26.08	27.38	28.75
Bi-Weekly					1,419.60	1,490.40	1,564.80	1,642.80	1,725.00
Monthly					3,075.80	3,229.20	3,390.40	3,559.40	3,737.50
Annual					36,909.60	38,750.40	40,684.80	42,712.80	44,850.00
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					34.01	35.71	37.50	39.38	41.35
Bi-Weekly					2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly					5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual					70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Senior Government Accountant (Mid-Management; Non-Bargaining) - 75% Full-Time									
Hourly					34.01	35.71	37.50	39.38	41.35
Bi-Weekly					2,040.60	2,142.60	2,250.00	2,362.80	2,481.00
Monthly					4,421.30	4,642.30	4,875.00	5,119.40	5,375.50
Annual					53,055.60	55,707.60	58,500.00	61,432.80	64,506.00
Senior Planner (Mid-Management; Non-Bargaining)									
Hourly					34.01	35.71	37.50	39.38	41.35
Bi-Weekly					2,720.80	2,856.80	3,000.00	3,150.40	3,308.00
Monthly					5,895.07	6,189.73	6,500.00	6,825.87	7,167.33
Annual					70,740.80	74,276.80	78,000.00	81,910.40	86,008.00
Senior Planner (Mid-Management; Non-Bargaining)- 50% Full-Time									
Hourly					34.01	35.71	37.50	39.38	41.35
Bi-Weekly					1,360.40	1,428.40	1,500.00	1,575.20	1,654.00
Monthly					2,947.53	3,094.87	3,250.00	3,412.93	3,583.67
Annual					35,370.40	37,138.40	39,000.00	40,955.20	43,004.00

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 8-2-2020 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				23.84	25.03	26.28	27.59	28.97
Bi-Weekly				1,525.76	1,601.92	1,681.92	1,765.76	1,854.08
Monthly				3,305.81	3,470.83	3,644.16	3,825.81	4,017.17
Annual				39,669.76	41,649.92	43,729.92	45,909.76	48,206.08
Systems Analyst - Lead (Confidential; Non-Bargaining)								
Hourly				31.04	32.59	34.22	35.93	37.73
Bi-Weekly				2,483.20	2,607.20	2,737.60	2,874.40	3,018.40
Monthly				5,380.27	5,648.93	5,931.47	6,227.87	6,539.87
Annual				64,563.20	67,787.20	71,177.60	74,734.40	78,478.40
Systems Analyst (Part-Time, 1000 Max Annual Hours; Non-Bargaining)								
Hourly				29.52				
Systems Technician (FBEO)								
Hourly				21.29	22.35	23.47	24.64	25.87
Bi-Weekly				1,703.20	1,788.00	1,877.60	1,971.20	2,069.60
Monthly				3,690.27	3,874.00	4,068.13	4,270.93	4,484.13
Annual				44,283.20	46,488.00	48,817.60	51,251.20	53,809.60
Treatment Plant Operator-In-Training (FBEO)								
Hourly				18.92	19.87	20.86	21.90	23.00
Bi-Weekly				1,513.60	1,589.60	1,668.80	1,752.00	1,840.00
Monthly				3,279.47	3,444.13	3,615.73	3,796.00	3,986.67
Annual				39,353.60	41,329.60	43,388.80	45,552.00	47,840.00
Treatment Plant Operator I (FBEO)								
Hourly				23.49	24.66	25.89	27.18	28.54
Bi-Weekly				1,879.20	1,972.80	2,071.20	2,174.40	2,283.20
Monthly				4,071.60	4,274.40	4,487.60	4,711.20	4,946.93
Annual				48,859.20	51,292.80	53,851.20	56,534.40	59,363.20
Treatment Plant Operator II (FBEO)								
Hourly				24.67	25.90	27.20	28.56	29.99
Biweekly				1,973.60	2,072.00	2,176.00	2,284.80	2,399.20
Monthly				4,276.13	4,489.33	4,714.67	4,950.40	5,198.27
Annual				51,313.60	53,872.00	56,576.00	59,404.80	62,379.20
Treatment Plant Operator - Wastewater, Lead (FBEO)								
Hourly				28.37	29.79	31.28	32.84	34.48
Biweekly				2,269.60	2,383.20	2,502.40	2,627.20	2,758.40
Monthly				4,917.47	5,163.60	5,421.87	5,692.27	5,976.53
Annual				59,009.60	61,963.20	65,062.40	68,307.20	71,718.40
Treatment Plant Operator - Water, Collection and Distribution, Lead (FBEO)								
Hourly				29.79	31.28	32.84	34.48	36.20
Biweekly				2,383.20	2,502.40	2,627.20	2,758.40	2,896.00
Monthly				5,163.60	5,421.87	5,692.27	5,976.53	6,274.67
Annual				61,963.20	65,062.40	68,307.20	71,718.40	75,296.00