

RESOLUTION NO. 4307-2020

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 CLASSIFICATIONS EFFECTIVE SEPTEMBER 28, 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 schedule through Resolution 4288-2020 on July 28, 2020; 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 found it necessary to reduce staff levels through a combination of layoffs and furloughs in May, 2020 as a financial precaution to the economic impact from the Shelter-in-Place Orders; and

WHEREAS, City Transient Occupancy Tax Revenues and Sales Tax Revenues have not been impacted by the pandemic and Shelter-in-Place Orders to the extent projected in April, 2020; and

WHEREAS, the City Council approved a budget amendment which would restore to full-time, all remaining furloughed staff members; and

WHEREAS, in January, 2020, the incumbent in the full-time position of Systems Analyst Lead terminated employment and was not replaced; and

WHEREAS, the part-time temporary position of Systems Analyst was permanently laid off in April, 2020 in response to the pandemic and economic shut down; and

WHEREAS, the incumbent in the full-time position of Systems Technician has absorbed the tasks previously performed by the Systems Analyst Lead; and

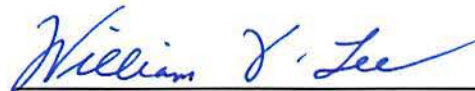
WHEREAS, a new position, to combine the Information Technology tasks performed by the Systems Technician and Systems Analyst Lead is a more accurate job description and fair compensation range for the tasks, now performed by one position, instead of two positions; and

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 September 28, 2020.

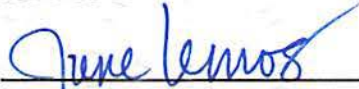
The above and foregoing Resolution was introduced by Councilmember Norvell, seconded by Councilmember Peters, and passed and adopted at a regular meeting of the City Council of the City of Fort Bragg held on the 28th day of September, 2020, by the following vote:

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

Exhibit A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution 4307-2020

	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 - 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
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 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

Exhibit A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution 4307-2020

	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	5,869.35				
Monthly	12,716.92				
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
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 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
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

Exhibit A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution 4307-2020

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

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CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution 4307-2020

	Step 1	Step 2	Step 3	Step 4	Step 5
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
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

Exhibit A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution 4307-2020

		Step 1	Step 2	Step 3	Step 4	Step 5
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				
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
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

Exhibit A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution 4307-2020

	Step 1	Step 2	Step 3	Step 4	Step 5
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
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 (Confidential; Non-Bargaining)					
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
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

Exhibit A

CITY OF FORT BRAGG SALARY RATE COMPENSATION PLAN

Effective 9-28-2020 Resolution 4307-2020

				Step 1	Step 2	Step 3	Step 4	Step 5
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