

RESOLUTION NO. 722

A RESOLUTION ESTABLISHING SALARY COMPENSATION SCALES FOR MANAGEMENT PERSONNEL OF THE CITY OF CANBY, ESTABLISHING VARIOUS RANGES FOR SALARY LEVELS, AND DIRECTING THE CITY ADMINISTRATOR TO PLACE INCUMBENT EMPLOYEES WITHIN THE APPROPRIATE SCALE AND RANGE.

WHEREAS, the City of Canby retained HR Northwest to conduct a salary survey of jobs within the City government; and

WHEREAS, the Canby City Council has reviewed the conclusions of the study; and

WHEREAS, it is in the best interests of the City of Canby to recruit and retain qualified individuals to fill positions within the City government; and

WHEREAS, adequate compensation is one tool that is employed in an effective recruitment and retention effort; and

WHEREAS, the City Council finds that it is in the best interests of the City of Canby that the compensation philosophy of the City be to pay at a level adequate to maintain the effective recruitment and retention of City staff while reflecting the finite resources available for City operations; and

WHEREAS, the City Council finds that is in the best interests of the City of Canby that the compensation philosophy of the City further be to establish compensation at the average of salaries paid by similarly situated cities; and

WHEREAS, the City Council has reviewed the attached salary schedules for management employees, designated as Attachment A, Attachment B, and Attachment C to this Resolution; and

WHEREAS, Attachment A represents the salary ranges and steps for management employees effective December 1, 1999 through June 30, 2000; and

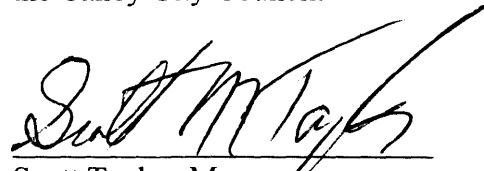
WHEREAS, Attachment B and Attachment C represent the salary ranges and steps for management employees effective July 1, 2000 through June 30, 2001 and July 1, 2001 through June 30, 2002 respectively; and

WHEREAS, the City Council finds that the said Attachment A, Attachment B, and Attachment C comply with the salary philosophy outlined above.

NOW, THEREFORE, the Canby City Council resolves as follows:

- (1.) THAT Attachment A, Attachment B, and Attachment C are adopted for the time periods specified.
- (2.) THAT the City Administrator is directed to take the necessary action to place incumbent employees within the appropriate range and step effective December 1, 1999.
- (3.) THAT placement within the appropriate range and step shall be at that step which most closely matches the employee's present rate of pay without a loss in pay, except where doing so would cause undue harm to the employee or City.
- (4.) THAT all subject employees shall hereafter be eligible for an increase of one step at their anniversary date upon receipt of a satisfactory performance evaluation by their supervisor.

ADOPTED this 1st day of December, 1999, by the Canby City Council.


Scott Taylor, Mayor

ATTEST:


Chaunee Seifried, City Recorder pro tem

ATTACHMENT B

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
City Adm	5773	6062	6365	6683	7017
City Atty	5719	6005	6305	6620	6951
Treas/Rec	4196	4406	4626	4857	5100
C Dev Dir	4460	4683	4917	5163	5421
Plan Dir	3850	4042	4244	4456	4679
Rec Sv Dir	4067	4270	4483	4707	4942
Aqu P Mgr	2848	2990	3140	3297	3462
Pol Chief	4471	4695	4930	5176	5435
Pol Lt	3834	4026	4227	4438	4660
PW Sup	3998	4197	4407	4627	4858
VW Sup	3543	3720	3906	4101	4306
Info S Mgr	3361	3529	3705	3890	4084

ATTACHMENT C

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
City Adm	5888	6182	6491	6816	7157
City Atty	5833	6125	6431	6753	7091
Treas/Rec	4280	4494	4719	4955	5203
C Dev Dir	4549	4776	5015	5266	5529
Plan Dir	3927	4123	4329	4545	4772
Rec S Dir	4148	4355	4573	4802	5042
Aqu Pr Mgr	2905	3050	3202	3362	3530
Pol Chief	4560	4788	5027	5278	5542
Pol Lt	3911	4107	4312	4528	4754
PW Sup	4078	4282	4496	4721	4957
WW Sup	3614	3795	3985	4184	4393
Info S Mgr	3428	3599	3779	3968	4166

ATTACHMENT A

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
City Admin	5660	5943	6240	6552	6880
City Atty	5607	5887	6181	6490	6814
Treas/Rec	4114	4320	4536	4763	5001
C Dev Dir	4373	4592	4822	5063	5316
Plan Dir	3775	3964	4162	4370	4588
Rec Ser Dir	3987	4186	4395	4615	4846
Aqu P Mgr	2792	2932	3079	3233	3395
Pol Chief	4383	4602	4832	5074	5328
Pol Lt	3759	3947	4144	4351	4569
PW Sup	3920	4116	4322	4538	4765
WW Sup	3474	3648	3830	4022	4223
Info S Mgr	3295	3460	3633	3815	4006