

RESOLUTION NO. 19-19

A RESOLUTION ESTABLISHING A BASIC COMPENSATION PLAN FOR THE EMPLOYEES OF THE CITY OF ASTORIA AND ESTABLISHING REGULATIONS FOR THE PLACEMENT OF PRESENT EMPLOYEES WITHIN THE WAGE AND SALARY SCHEDULES PROVIDED

WHEREAS, the establishment of the principles of equal pay for equal work and compensation incentives for continued improvement in service by City employees should result in more efficient and more economical municipal government; now, therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASTORIA:

Section 1. Establishing Pay Plan. That there is hereby established a basic compensation plan for employees of the City of Astoria who are now employed, or will in the future be employed, in any of the classifications of employment listed in Sections 4, 5, 6, and 7, which are arranged in collective bargaining units, and Sections 8 and 9, which include employees not in a bargaining unit.

Section 2. Salary And Wage Schedules. That the following salary and wage schedules shall constitute the basic compensation plan, consisting of a base or entry rate (A) and four merit steps in the corresponding range on the schedule. Stability Pay shall be part of the basic compensation plan. (See Section 4.6 of the Personnel Policies and Procedures).

Section 3. Classified Position Allocation. That the following is a computed salary schedule and position allocation. All increases above the base rate for each range are called merit steps. Step increases are merit increases and are not automatic but must be earned by the employee. (See Section 4.5 of the Personnel Policies and Procedures). Each range is identified by a number. Each step within the range is identified by a letter; A is the entry rate, with Steps B, C, D, and E. The following salary schedules are listed by employee groups:

Section 4. General/Parks Employees. The following positions and ranges comprise the General/Parks Employees Unit. See "Schedule A" for salaries.

GENERAL/PARKS UNION EMPLOYEES SCHEDULE A EFFECTIVE JULY 1, 2018					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Library Assistant	12	A	2,707.02	32,484	15.62
		B	2,842.37	34,108	16.40
		C	2,984.49	35,814	17.22
		D	3,133.71	37,605	18.08
		E	3,290.40	39,485	18.98
Accounting Support Clerk	14	A	2,831.59	33,979	16.34
		B	2,973.17	35,678	17.15
		C	3,121.83	37,462	18.01
		D	3,277.92	39,335	18.91
		E	3,441.81	41,302	19.86
Accounting Clerk Engineering Administrative Assistant Permit Technician	18	A	3,126.73	37,521	18.04
		B	3,283.07	39,397	18.94
		C	3,447.22	41,367	19.89
		D	3,619.58	43,435	20.88
		E	3,800.56	45,607	21.93

Senior Library Assistant Novice Grounds Coordinator	20	A	3,289.01	39,468	18.98
		B	3,453.46	41,441	19.92
		C	3,626.13	43,514	20.92
		D	3,807.44	45,689	21.97
		E	3,997.81	47,974	23.06
Recreation Coordinator	23	A	3,543.85	42,526	20.45
		B	3,721.04	44,653	21.47
		C	3,907.10	46,885	22.54
		D	4,102.45	49,229	23.67
		E	4,307.57	51,691	24.85
CAD Technician Engineering Technician Facility Coordinator Grounds Coordinator	26	A	3,815.01	45,780	22.01
		B	4,005.76	48,069	23.11
		C	4,206.05	50,473	24.27
		D	4,416.35	52,996	25.48
		E	4,637.17	55,646	26.75
Senior Engineering Technician Senior GIS Specialist	30	A	4,205.32	50,464	24.26
		B	4,415.58	52,987	25.47
		C	4,636.36	55,636	26.75
		D	4,868.18	58,418	28.09
		E	5,111.59	61,339	29.49

Section 5. Fire Department. The following Positions and Ranges comprise the Fire Department Unit.

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Firefighter*	22	A	4,866.58	58,399	20.00
		B	5,109.91	61,319	21.00
		C	5,365.40	64,385	22.05
		D	5,633.67	67,604	23.15
		E	5,915.35	70,984	24.31
Includes 2.0% Stability		C	5,483.71	65,804	22.54
		D	5,751.98	69,024	23.64
		E	6,033.66	72,404	24.80
Includes 3.5% Stability		C	5,572.44	66,869	22.90
		D	5,840.71	70,089	24.00
		E	6,122.39	73,469	25.16
Includes 4.5% Stability		C	5,631.59	67,579	23.14
		D	5,899.86	70,798	24.25
		E	6,181.55	74,179	25.40
Includes 6.0% Stability		C	5,720.32	68,644	23.51
		D	5,988.59	71,863	24.61
		E	6,270.28	75,243	25.77
Driver/Engineer*	24	A	5,115.83	61,390	21.02
		B	5,371.62	64,459	22.08
		C	5,640.20	67,682	23.18
		D	5,922.12	71,065	24.34
		E	6,218.23	74,619	25.55
Includes 2.0% Stability		C	5,764.57	69,175	23.69
		D	6,046.49	72,558	24.85
		E	6,342.60	76,111	26.07
Includes 3.5% Stability		C	5,857.84	70,294	24.07
		D	6,139.76	73,677	25.23
		E	6,435.87	77,230	26.45

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Includes 4.5% Stability		C	5,920.02	71,040	24.33
		D	6,201.94	74,423	25.49
		E	6,498.05	77,977	26.70
Includes 6.0% Stability		C	6,013.30	72,160	24.71
		D	6,295.22	75,543	25.87
		E	6,591.32	79,096	27.09
Fire Lieutenant*	28	A	5,636.95	67,643	23.17
		B	5,918.80	71,026	24.32
		C	6,214.74	74,577	25.54
		D	6,525.48	78,306	26.82
		E	6,851.75	82,221	28.16
Includes 2.0% Stability		C	6,351.78	76,221	26.10
		D	6,662.51	79,950	27.38
		E	6,988.79	83,865	28.72
Includes 3.5% Stability		C	6,454.55	77,455	26.53
		D	6,765.29	81,183	27.80
		E	7,091.57	85,099	29.14
Includes 4.5% Stability		C	6,523.07	78,277	26.81
		D	6,833.81	82,006	28.08
		E	7,160.08	85,921	29.43
Includes 6.0% Stability		C	6,625.85	79,510	27.23
		D	6,936.59	83,239	28.51
		E	7,262.86	87,154	29.85

* The salary shown for these positions is for a 56-hour duty week. The conditions set forth below shall be adhered to by the Fire Department personnel:

1. Employees on the off-duty shifts shall be available for emergency service.
2. A shift must be short more than one employee before a replacement is called in. Replacements called in to duty in such a case would receive time and one-half (1/2); every effort must be made by the department to keep overtime pay to a minimum.
3. The duty cycle of the department shall be determined by the Fire Chief with the approval of the City Manager.

FIRE MANAGEMENT SCHEDULE B EFFECTIVE JULY 1, 2018					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Fire Chief	47	A	7,049.28	84,591	40.67
		B	7,401.74	88,821	42.70
		C	7,771.83	93,262	44.84
		D	8,160.42	97,925	47.08
		E	8,568.44	102,821	49.43
Fire Chief	49	A	7,539.27	90,471	43.50
		B	7,916.23	94,995	45.67
		C	8,312.04	99,745	47.95
		D	8,727.65	104,732	50.35
		E	9,164.03	109,968	52.87

**FIRE MANAGEMENT
SCHEDULE B
EFFECTIVE JULY 1, 2019**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Fire Chief	47	A	7,238.72	86,865	41.76
		B	7,600.65	91,208	43.85
		C	7,980.69	95,768	46.04
		D	8,379.72	100,557	48.34
		E	8,798.71	105,585	50.76
Fire Chief	49	A	7,738.52	92,862	44.65
		B	8,125.44	97,505	46.88
		C	8,531.71	102,381	49.22
		D	8,958.30	107,500	51.68
		E	9,406.22	112,875	54.27

Section 6. Police Department. The following Positions and Ranges comprise the Police Department Unit.

POLICE UNION EMPLOYEES SCHEDULE C EFFECTIVE JANUARY 1, 2018					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Records Specialist	12	A	2,867.65	34,411.80	16.54
		B	3,011.04	36,132.48	17.37
		C	3,161.59	37,939.10	18.24
		D	3,319.66	39,836.05	19.15
		E	3,485.65	41,827.86	20.11
Senior Records & Evidence Specialist	14	A	3,011.23	36,134.79	17.37
		B	3,161.79	37,941.53	18.24
		C	3,319.88	39,838.60	19.15
		D	3,485.88	41,830.53	20.11
		E	3,660.17	43,922.06	21.12
Communications Operator	22	A	3,757.04	45,084.50	21.68
		B	3,944.89	47,338.72	22.76
		C	4,142.14	49,705.66	23.90
		D	4,349.25	52,190.94	25.09
		E	4,566.71	54,800.49	26.35
Police Officer	29	A	4,369.68	52,436.16	25.21
		B	4,588.16	55,057.97	26.47
		C	4,817.57	57,810.87	27.79
		D	5,058.45	60,701.41	29.18
		E	5,311.37	63,736.49	30.64
Senior Police Officer (first effective 5/1/17)	30	A	4,937.86	59,254.36	28.49
		B	5,184.76	62,217.08	29.91
		C	5,443.99	65,327.93	31.41
		D	5,716.19	68,594.33	32.98
		E	6,002.00	72,024.05	34.63
Communications Operations Supervisor	32	A	5,456.43	65,477.15	31.48
		B	5,729.25	68,750.98	33.05
		C	6,015.72	72,188.58	34.71
		D	6,316.50	75,798.04	36.44
		E	6,632.33	79,587.91	38.26

POLICE SWORN MANAGEMENT SCHEDULE C EFFECTIVE JANUARY 1, 2018					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Sergeant	36	A	5,678.43	68,141.18	32.76
		B	5,962.35	71,548.19	34.40
		C	6,260.47	75,125.69	36.12
		D	6,573.49	78,881.90	37.92
		E	6,902.17	82,826.00	39.82
Deputy Chief of Police	42	A	6,510.75	78,129.02	37.56
		B	6,836.30	82,035.54	39.44
		C	7,178.11	86,137.29	41.41
		D	7,537.01	90,444.18	43.48
		E	7,913.86	94,966.37	45.66
Chief of Police	48	A	7,250.03	87,000.33	41.83
		B	7,612.53	91,350.30	43.92
		C	7,993.15	95,917.78	46.11
		D	8,392.80	100,713.66	48.42
		E	8,812.45	105,749.44	50.84

**POLICE NON-SWORN MANAGEMENT
SCHEDULE C
EFFECTIVE JULY 1, 2017**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Services Manager	28	A	3,939.74	47,276.88	22.73
		B	4,136.72	49,640.64	23.87
		C	4,343.56	52,122.72	25.06
		D	4,560.74	54,728.88	26.31
		E	4,788.78	57,465.36	27.63
Emergency Communications Manager	40	A	5,973.44	71,681.24	34.46
		B	6,272.11	75,265.31	36.19
		C	6,585.72	79,028.57	37.99
		D	6,914.00	82,980.00	39.89
		E	7,260.75	87,129.00	41.89

Section 7. Public Works. The Following Positions And Ranges Comprise The Public Works Unit. See "Schedule D" for salaries.

PUBLIC WORKS UNION EMPLOYEES SCHEDULE D EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Equipment Servicer	15	A	3,215.75	38,589	18.55
		B	3,376.53	40,518	19.48
		C	3,545.36	42,544	20.45
		D	3,722.63	44,672	21.48
		E	3,608.76	46,905	22.55
Utility Worker I	19	A	3,545.09	42,541	20.45
		B	3,722.35	44,668	21.48
		C	3,908.47	46,902	22.55
		D	4,103.89	49,247	23.68
		E	4,309.08	51,709	24.86
Equipment Mechanic I Sweeper Operator Utility Technician	21	A	3,728.14	44,738	21.51
		B	3,914.55	46,975	22.58
		C	4,110.28	49,323	23.71
		D	4,315.79	51,789	24.90
		E	4,531.58	54,379	26.14
Utility Worker II	23	A	3,927.79	47,133	22.66
		B	4,124.18	49,490	23.79
		C	4,330.39	51,965	24.98
		D	4,546.90	54,563	26.23
		E	4,774.25	57,291	27.54
Wastewater Treatment Plant Operator Water Quality Technician	25	A	4,119.76	49,437	23.77
		B	4,325.75	51,909	24.96
		C	4,542.04	54,504	26.20
		D	4,769.14	57,230	27.51
		E	5,007.60	60,091	28.89
Equipment Mechanic II Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator Senior Building Facilities Technician	27	A	4,330.40	51,965	24.98
		B	4,546.92	54,563	26.23
		C	4,774.27	57,291	27.54
		D	5,012.98	60,156	28.92
		E	5,263.63	63,164	30.37
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	29	A	4,537.60	54,451	26.18
		B	4,764.48	57,174	27.49
		C	5,002.71	60,032	28.86
		D	5,252.84	63,034	30.30
		E	5,515.48	66,186	31.82

Section 8. Management and Confidential. The following Positions and Ranges comprise the Management and Confidential Unit. See "Schedule E" for salaries.

MANAGEMENT AND CONFIDENTIAL EMPLOYEES SCHEDULE E EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Assistant	18	A	3,321.06	39,853	19.16
		B	3,487.12	41,845	20.12
		C	3,661.47	43,938	21.12
		D	3,844.55	46,135	22.18
		E	4,036.77	48,441	23.29
Executive Secretary	20	A	3,487.07	41,845	20.12
		B	3,661.42	43,937	21.12
		C	3,844.49	46,134	22.18
		D	4,036.71	48,441	23.29
		E	4,238.55	50,863	24.45
Accountant	28	A	4,184.55	50,215	24.14
		B	4,393.77	52,725	25.35
		C	4,613.46	55,362	26.62
		D	4,844.14	58,130	27.95
		E	5,086.34	61,036	29.34
Finance Operations Supervisor	30	A	4,393.72	52,725	25.35
		B	4,613.41	55,361	26.62
		C	4,844.08	58,129	27.95
		D	5,086.28	61,035	29.34
		E	5,340.60	64,087	30.81
Equipment Maintenance Supervisor	32	A	4,613.46	55,361	26.62
		B	4,844.13	58,130	27.95
		C	5,086.34	61,036	29.34
		D	5,340.65	64,088	30.81
		E	5,607.68	67,292	32.35
Assistant Public Works Superintendent Financial Report Manager Project Manager/City Planner	34	A	4,844.09	58,129	27.95
		B	5,086.29	61,036	29.34
		C	5,340.61	64,087	30.81
		D	5,607.64	67,292	32.35
		E	5,888.02	70,656	33.97
Aquatic Program Manager	35	A	4,965.20	59,582	28.65
		B	5,213.46	62,562	30.08
		C	5,474.13	65,690	31.58
		D	5,747.84	68,974	33.16
		E	6,035.23	72,423	34.82
Aquatic Center Supervisor Parks Maintenance Supervisor Recreation Manager	36	A	5,089.32	61,072	29.36
		B	5,343.78	64,125	30.83
		C	5,610.97	67,332	32.37
		D	5,891.52	70,698	33.99
		E	6,186.10	74,233	35.69
Public Works Superintendent	38	A	5,343.81	64,126	30.83
		B	5,611.00	67,332	32.37
		C	5,891.55	70,699	33.99
		D	6,186.13	74,234	35.69
		E	6,495.44	77,945	37.47

**MANAGEMENT AND CONFIDENTIAL EMPLOYEES
SCHEDULE E
EFFECTIVE JULY 1, 2019**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Engineer Design Technician	39	A	5,477.37	65,728	31.60
		B	5,751.24	69,015	33.18
		C	6,038.80	72,466	34.84
		D	6,340.74	76,089	36.58
		E	6,657.78	79,893	38.41
Building Official /Code Enforcement Officer	40	A	5,614.36	67,372	32.39
		B	5,895.08	70,741	34.01
		C	6,189.83	74,278	35.71
		D	6,499.32	77,992	37.50
		E	6,824.29	81,891	39.37
Assistant City Engineer Library Director	45	A	6,316.13	75,794	36.44
		B	6,631.94	79,583	38.26
		C	6,963.54	83,562	40.17
		D	7,311.71	87,741	42.18
		E	7,677.30	92,128	44.29
City Engineer	47	A	6,631.91	79,583	38.26
		B	6,963.51	83,562	40.17
		C	7,311.68	87,740	42.18
		D	7,677.27	92,127	44.29
		E	8,061.13	96,734	46.51
Finance Director Parks And Recreation Director Public Works Director	49	A	6,963.49	83,562	40.17
		B	7,311.66	87,740	42.18
		C	7,677.24	92,127	44.29
		D	8,061.11	96,733	46.51
		E	8,464.16	101,570	48.83
Community Development Director	53	A	7,677.28	92,127	44.29
		B	8,061.14	96,734	46.51
		C	8,464.20	101,570	48.83
		D	8,887.41	106,649	51.27
		E	9,331.78	111,981	53.84

Section 9. Part Time and Contingent Seasonal Work Employees. The following are positions for which part time or seasonal employees may be hired. "Schedule F-1" relates to Parks and Recreation part time and seasonal positions, working less than 29 hours per week.

SCHEDULE F-1

DEPARTMENT	JOB TITLES	
PARKS AND RECREATION	RECREATION CLERK LEAD RECREATION CLERK LIFEGUARD LEAD LIFEGUARD SWIM INSTRUCTOR CHILDCARE PROFESSIONAL LEAD CHILDCARE PROFESSIONAL FITNESS INSTRUCTOR LEAD FITNESS INSTRUCTOR	ATHLETIC OFFICIAL RECREATION LEADER YOUTH PROGRAM COUNSELOR LEAD YOUTH PROGRAM COUNSELOR PARK MAINTAINER 1 PARK MAINTAINER 2 PARK MAINTAINER 3

PARKS AND RECREATION PART TIME AND SEASONAL EMPLOYEES SCHEDULE F-1 EFFECTIVE JULY 1, 2019			
POSITION	RANGE	STEP	HOURLY
RECREATION CLERK RECREATION LEADER YOUTH PROGRAM CO UNSELOR	1	1	11.25
		2	11.50
		3	11.75
		4	12.00
		5	12.25
		6	12.50
		7	12.75
		8	13.00
LIFEGUARD	3	1	12.25
		2	12.50
		3	12.75
		4	13.00
		5	13.25
		6	13.50
		7	13.75
		8	14.00
SWIM INSTRUCTOR CHILDCARE PROFESSIONAL	5	1	13.25
		2	13.50
		3	13.75
		4	14.00
		5	14.25
		6	14.50
		7	14.75
		8	15.00
LEAD RECREATION CLERK LEAD FITNESS INSTRUCTOR LEAD YOUTH PROGRAM COUNSELOR	6	1	13.75
		2	14.00
		3	14.25
		4	14.50
		5	14.75
		6	15.00
		7	15.25
		8	15.50

**PARKS AND RECREATION
PART TIME AND SEASONAL EMPLOYEES
SCHEDULE F-1
EFFECTIVE JULY 1, 2019**

POSITION	RANGE	STEP	HOURLY
LEAD LIFEGUARD LEAD CHILDCARE PROFESSIONAL	7	1	14.25
		2	14.50
		3	14.75
		4	15.00
		5	15.25
		6	15.50
		7	15.75
		8	16.00
FITNESS INSTRUCTOR ATHLETIC OFFICIAL	12	1	17.00
		2	17.50
		3	18.00
		4	18.50
		5	19.00
		6	19.50
		7	20.00
		8	20.50
PARK MAINTAINER I	9	1	15.00
		2	15.25
		3	15.75
		4	16.50
PARK MAINTAINER II	12	1	17.00
		2	17.25
		3	17.75
		4	18.50
PARK MAINTAINER III	14	1	18.50
		2	18.75
		3	19.25
		4	20.00

Section 9. Part Time and Contingent Seasonal Work Employees. "Schedule F-2" if for part time or seasonal positions outside of Parks and Recreation departments working less than 29 hours per week.

SCHEDULE F-2

DEPARTMENT	JOB TITLES
ALL DEPARTMENTS	CLERICAL SUPPORT
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR CITY HISTORIAN
FINANCE	HUMAN RESOURCES SUPPORT ACCOUNTING SUPPORT CLERK
FIRE	HAZMAT TEAM MEMBER FIRE DEPARTMENT PROJECT MANAGER
LIBRARY	LIBRARY PAGE I LIBRARY PAGE II LIBRARY ASSISTANT SENIOR LIBRARY ASSISTANT
PARKS	SPECIAL PROJECTS MANAGER (on call position)
POLICE/EMERGENCY DISPATCH	ASSISTANT TO THE EMERGENCY COMMUNICATIONS MANAGER COMMUNITY SERVICE OFFICER
PUBLIC WORKS/ENGINEERING	PUBLIC WORKS LABORER WEEKEND WATER OPERATOR ENGINEERING PROJECT ASSISTANT

**PART TIME AND SEASONAL EMPLOYEES
SCHEDULE F-2
EFFECTIVE JULY 1, 2019**

RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
1A	1	11.25	2A	1	22.50
	2	11.50		2	23.00
	3	11.75		3	23.50
	4	12.00		4	24.00
	5	12.25		5	24.50
	6	12.50		6	25.00
	7	12.75		7	25.50
	8	13.00		8	26.00
	9	13.50		9	26.50
	10	13.75		10	27.00
	11	14.00		11	27.50
	12	14.25		12	28.00
	13	14.50		13	28.50
1B				14	29.00
	1	14.75		15	29.50
	2	15.00	3	1	30.00
	3	15.25		2	32.50
	4	15.50		3	35.00
	5	15.75		4	37.50
	6	16.00		5	40.00
	7	16.25		6	42.50
	8	16.50		7	47.50
	9	16.75		8	50.00
	10	17.00		9	52.50
	11	17.25		10	57.50
	12	17.50		11	60.00
	13	17.75		12	62.50
	14	18.00		13	65.00
	15	18.25		14	67.50
1C				15	70.00
	1	18.50		16	75.00
	2	18.75	4	1	80.00
	3	19.00		2	85.00
	4	19.25		3	90.00
	5	19.50		4	95.00
	6	19.75		5	100.00
	7	20.00		6	105.00
	8	20.25		7	110.00
	9	20.50		8	115.00
	10	20.75		9	120.00
	11	21.00		10	125.00
	12	21.25	5	1	130.00
	13	21.50		2	140.00
	14	21.75		3	150.00
	15	22.00		4	160.00
				5	170.00
				6	180.00
				7	190.00
				8	200.00

Police Reserve: \$11.00 (Schedule F-2, Range 1A / 2) per training session, \$11.00 per hour assigned duty. Police Reserve rate of pay for dances, festivals, and similar duties shall be 1½ times Range 29A (Schedule E). All drills and training sessions must be officially approved.

Section 10. Advancement Within Range. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 4.

Section 11. Exceptional And Additional Increases. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 4.

Section 12. Stability Pay. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 4.6. The table below lists the stability pay for the different employee groups:

General/Parks Union Employees	Step E of pay range	Schedule A
Fire IAFF Union	Step E of pay range	Schedule B
Fire Management	Step E of pay range	Schedule B
Police Union (sworn)	Step E of pay range	Schedule C
Police Union (nonsworn)	Step E of pay range	Schedule C
Police Management	Step E of pay range	Schedule C
Public Works Union	Step E of pay range	Schedule D
Management and Confidential	Step E of pay range	Schedule E


Section 13. Responsibility Pay. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Sections 4.7.

Section 14. Repeal Of Resolutions. Resolution No. 19-17 adopted by the City Council on June 17, 2018 is hereby repealed and superseded by this resolution.

Section 15. Effective Date. The provisions of this resolution shall become effective upon passage.

ADOPTED BY THE CITY COUNCIL THIS 15 DAY OF July, 2019.

APPROVED BY THE MAYOR THIS 15 DAY OF July, 2019.



Mayor

ATTEST:



City Manager

ROLL CALL ON ADOPTION:

YEA

NAY

ABSENT

Councilor Herman
Brownson
Rocka
West
Mayor Jones

x
x
x
x
x