

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 3.12 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 3.11 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, 2016					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Library Assistant	12	A	2,576.59	30,919	14.86
		B	2,705.42	32,465	15.61
		C	2,840.70	34,088	16.39
		D	2,982.73	35,793	17.21
		E	3,131.87	37,582	18.07
Accounting Support Clerk	14	A	2,695.16	32,342	15.55
		B	2,829.92	33,959	16.33
		C	2,971.42	35,657	17.14
		D	3,119.99	37,440	18.00
		E	3,275.99	39,312	18.90
Accounting Clerk Engineering Secretary Permit Technician	18	A	2,976.09	35,713	17.17
		B	3,124.89	37,499	18.03
		C	3,281.13	39,374	18.93
		D	3,445.19	41,342	19.88
		E	3,617.45	43,409	20.87

**GENERAL/PARKS UNION EMPLOYEES
SCHEDULE A
EFFECTIVE JULY 1, 2016**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Senior Library Assistant	20	A	3,130.54	37,567	18.06
		B	3,287.07	39,445	18.96
		C	3,451.42	41,417	19.91
		D	3,624.00	43,488	20.91
		E	3,805.19	45,662	21.95
Recreation Coordinator	23	A	3,373.11	40,477	19.46
		B	3,541.76	42,501	20.43
		C	3,718.85	44,626	21.45
		D	3,904.79	46,858	22.53
		E	4,100.03	49,200	23.65
CAD Technician Engineering Technician Facility Coordinator Grounds Coordinator	26	A	3,631.21	43,574	20.95
		B	3,812.77	45,753	22.00
		C	4,003.40	48,041	23.10
		D	4,203.58	50,443	24.25
		E	4,413.75	52,965	25.46
Senior Engineering Technician	30	A	4,002.70	48,032	23.09
		B	4,202.84	50,434	24.25
		C	4,412.98	52,956	25.46
		D	4,633.63	55,604	26.73
		E	4,865.31	58,384	28.07

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

**FIRE UNION EMPLOYEES
SCHEDULE B
EFFECTIVE JULY 1, 2017**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Firefighter*	22	A	4,677.60	56,131	19.2230
		B	4,911.48	58,938	20.1842
		C	5,157.06	61,885	21.1934
		D	5,414.91	64,979	22.2531
		E	5,685.65	68,228	23.3657
Includes 2.0% Stability		C	5,270.77	63,249	21.6607
		D	5,528.62	66,343	22.7204
		E	5,799.37	69,592	23.8330
Includes 3.5% Stability		C	5,356.05	64,273	22.0112
		D	5,613.91	67,367	23.0709
		E	5,884.65	70,616	24.1835
Includes 4.5% Stability		C	5,412.91	64,955	22.2448
		D	5,670.76	68,049	23.3045
		E	5,941.51	71,298	24.4172
Includes 6.0% Stability		C	5,498.20	65,978	22.5953
		D	5,756.05	69,073	23.6550
		E	6,026.79	72,322	24.7676

**FIRE UNION EMPLOYEES
SCHEDULE B
EFFECTIVE JULY 1, 2017**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Driver/Engineer*	24	A	4,917.18	59,006	20.2076
		B	5,163.04	61,956	21.2180
		C	5,421.19	65,054	22.2789
		D	5,692.16	68,306	23.3924
		E	5,976.77	71,721	24.5621
Includes 2.0% Stability		C	5,540.72	66,489	22.7701
		D	5,811.70	69,740	23.8837
		E	6,096.30	73,156	25.0533
Includes 3.5% Stability		C	5,630.38	67,565	23.1385
		D	5,901.35	70,816	24.2521
		E	6,185.96	74,231	25.4217
Includes 4.5% Stability		C	5,690.14	68,282	23.3842
		D	5,961.12	71,533	24.4977
		E	6,245.72	74,949	25.6674
Includes 6.0% Stability		C	5,779.80	69,358	23.7526
		D	6,050.77	72,609	24.8662
		E	6,335.38	76,025	26.0358
Fire Lieutenant*	28	A	5,418.07	65,017	22.2660
		B	5,688.97	68,268	23.3793
		C	5,973.42	71,681	24.5483
		D	6,272.09	75,265	25.7757
		E	6,585.69	79,028	27.0645
Includes 2.0% Stability		C	6,105.13	73,262	25.0896
		D	6,403.80	76,846	26.3170
		E	6,717.41	80,609	27.6058
Includes 3.5% Stability		C	6,203.92	74,447	25.4955
		D	6,502.59	78,031	26.7230
		E	6,816.19	81,794	28.0117
Includes 4.5% Stability		C	6,269.77	75,237	25.7662
		D	6,568.44	78,821	26.9936
		E	6,882.05	82,585	28.2824
Includes 6.0% Stability		C	6,368.56	76,423	26.1722
		D	6,667.23	80,007	27.3996
		E	6,980.83	83,770	28.6884

* 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, 2017					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Fire Chief	47	A	6,706.00	80,472	38.68
		B	7,041.31	84,496	40.62
		C	7,393.37	88,721	42.65
		D	7,763.04	93,156	44.78
		E	8,151.19	97,815	47.03
Fire Chief	49	A	7,175.43	86,105	41.40
		B	7,534.20	90,410	43.47
		C	7,910.91	94,930	45.64
		D	8,306.46	99,677	47.92
		E	8,721.78	104,662	50.32

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

POLICE UNION EMPLOYEES SCHEDULE C EFFECTIVE JULY 1, 2017					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Records Specialist	12	A	2,811.42	33,737	16.2197
		B	2,951.99	35,424	17.0307
		C	3,099.59	37,195	17.8823
		D	3,254.57	39,055	18.7764
		E	3,417.30	41,008	19.7152
Senior Records Specialist	14	A	2,952.18	35,426	17.0318
		B	3,099.79	37,197	17.8834
		C	3,254.78	39,057	18.7776
		D	3,417.52	41,010	19.7164
		E	3,588.39	43,061	20.7023
Communications Operator	22	A	3,683.37	44,200	21.2502
		B	3,867.54	46,411	22.3127
		C	4,060.92	48,731	23.4284
		D	4,263.97	51,168	24.5998
		E	4,477.16	53,726	25.8298
Police Officer	29	A	4,284.00	51,408	24.7154
		B	4,498.20	53,978	25.9512
		C	4,723.11	56,677	27.2487
		D	4,959.27	59,511	28.6112
		E	5,207.23	62,487	30.0417
Senior Police Officer (effective 5/1/17)	30	A	4,840.95	58,091	27.9285
		B	5,083.00	60,996	29.3250
		C	5,337.15	64,046	30.7912
		D	5,604.00	67,248	32.3308
		E	5,884.20	70,610	33.9473

POLICE SWORN MANAGEMENT SCHEDULE C EFFECTIVE JULY 1, 2017					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Sergeant	36	A	5,567.09	66,805	32.1178
		B	5,845.44	70,145	33.7237
		C	6,137.72	73,653	35.4099
		D	6,444.60	77,335	37.1804
		E	6,766.83	81,202	39.0394
Deputy Chief of Police	42	A	6,383.09	76,597	36,8255
		B	6,702.25	80,427	38,6668
		C	7,037.36	84,448	40.6001
		D	7,389.23	88,671	42.6302
		E	7,758.69	93,104	44.7617
Chief of Police/Assistant City Manager	48	A	7,107.87	85,294	41.0069
		B	7,463.26	89,559	43.0573
		C	7,836.42	94,037	45.2101
		D	8,228.24	98,739	47.4706
		E	8,639.66	103,676	49.8442

POLICE SWORN MANAGEMENT SCHEDULE C EFFECTIVE JULY 1, 2016					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Chief of Police	42	A	6,288.76	75,465	36.2813
		B	6,603.20	79,238	38.0954
		C	6,933.36	83,200	40.0001
		D	7,280.03	87,360	42.0001
		E	7,644.03	91,728	44.1002
Chief of Police/Assistant City Manager	48	A	7,002.82	84,034	40.4009
		B	7,352.97	88,236	42.4210
		C	7,720.61	92,647	44.5420
		D	8,106.64	97,280	46.7691
		E	8,511.98	102,144	49.1076

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, 2016					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Equipment Servicer	14	A	2,899.15	34,790	16.73
		B	3,044.11	36,529	17.56
		C	3,196.31	38,356	18.44
		D	3,356.13	40,274	19.36
		E	3,523.93	42,287	20.33
Utility Worker	18	A	3,196.07	38,353	18.44
		B	3,355.87	40,270	19.36
		C	3,523.67	42,284	20.33
		D	3,699.85	44,398	21.35
		E	3,884.84	46,618	22.41

**PUBLIC WORKS UNION EMPLOYEES
SCHEDULE D
EFFECTIVE JULY 1, 2016**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Equipment Mechanic I Sweeper Operator Utility Technician	20	A	3,361.10	40,333	19.39
		B	3,529.15	42,350	20.36
		C	3,705.61	44,467	21.38
		D	3,890.89	46,691	22.45
		E	4,085.43	49,025	23.57
Utility Worker II	22	A	3,541.09	42,493	20.43
		B	3,718.14	44,618	21.45
		C	3,904.05	46,849	22.52
		D	4,099.25	49,191	23.65
		E	4,304.21	51,651	24.83
Wastewater Treatment Plant Operator Water Quality Technician	24	A	3,714.16	44,570	21.43
		B	3,899.87	46,798	22.50
		C	4,094.86	49,138	23.62
		D	4,299.61	51,595	24.81
		E	4,514.59	54,175	26.05
Equipment Mechanic II Senior Building Facilities Technician Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator	26	A	3,904.06	46,849	22.52
		B	4,099.26	49,191	23.65
		C	4,304.23	51,651	24.83
		D	4,519.44	54,233	26.07
		E	4,745.41	56,945	27.38
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	28	A	4,090.86	49,090	23.60
		B	4,295.41	51,545	24.78
		C	4,510.18	54,122	26.02
		D	4,735.69	56,828	27.32
		E	4,972.47	59,670	28.69

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, 2017					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Assistant	18	A	3,081.06	36,973	17.78
		B	3,235.11	38,821	18.66
		C	3,396.86	40,762	19.60
		D	3,566.71	42,800	20.58
		E	3,745.04	44,941	21.61
Executive Secretary	20	A	3,232.80	38,794	18.65
		B	3,394.44	40,733	19.58
		C	3,564.16	42,770	20.56
		D	3,742.37	44,908	21.59
		E	3,929.49	47,154	22.67
Administrative Services Manager Financial Analyst	28	A	3,939.74	47,277	22.73
		B	4,136.72	49,641	23.87
		C	4,343.56	52,123	25.06
		D	4,560.74	54,729	26.31
		E	4,788.78	57,465	27.63
Finance Operations Supervisor	30	A	4,136.86	49,642	23.87
		B	4,343.71	52,124	25.06
		C	4,560.89	54,731	26.31
		D	4,788.94	57,467	27.63
		E	5,028.38	60,341	29.01
Equipment Maintenance Supervisor	32	A	4,348.59	52,183	25.09
		B	4,566.01	54,792	26.34
		C	4,794.32	57,532	27.66
		D	5,034.03	60,408	29.04
		E	5,285.73	63,429	30.49
Assistant Public Works Superintendent Financial Report Manager Project Manager/City Planner	34	A	4,566.90	54,803	26.35
		B	4,795.25	57,543	27.66
		C	5,035.01	60,420	29.05
		D	5,286.76	63,441	30.50
		E	5,551.10	66,613	32.03
Aquatic Program Manager	35	A	4,685.40	56,225	27.03
		B	4,919.67	59,036	28.38
		C	5,165.66	61,988	29.80
		D	5,423.94	65,087	31.29
		E	5,695.14	68,342	32.86
Aquatic Center Supervisor Parks Maintenance Supervisor	36	A	4,797.22	57,567	27.68
		B	5,037.08	60,445	29.06
		C	5,288.93	63,467	30.51
		D	5,553.38	66,641	32.04
		E	5,831.05	69,973	33.64
Building Official /Code Enforcement Officer Public Works Superintendent	38	A	5,050.13	60,602	29.14
		B	5,302.63	63,632	30.59
		C	5,567.76	66,813	32.12
		D	5,846.15	70,154	33.73
		E	6,138.46	73,662	35.41

MANAGEMENT AND CONFIDENTIAL EMPLOYEES SCHEDULE E EFFECTIVE JULY 1, 2017					
		STEP	MONTHLY	YEARLY	HOURLY
Emergency Communications Manager	40	A	5,311.23	63,735	30.64
		B	5,576.79	66,921	32.17
		C	5,855.63	70,268	33.78
		D	6,148.41	73,781	35.47
		E	6,455.83	77,470	37.25
Assistant City Engineer Library Director	45	A	6,006.17	72,074	34.65
		B	6,306.48	75,678	36.38
		C	6,621.80	79,462	38.20
		D	6,952.89	83,435	40.11
		E	7,300.54	87,606	42.12
City Engineer	47	A	6,308.49	75,702	36.40
		B	6,623.91	79,487	38.21
		C	6,955.11	83,461	40.13
		D	7,302.86	87,634	42.13
		E	7,668.00	92,016	44.24
Finance Director Parks And Recreation Director Public Works Director	49	A	6,627.94	79,535	38.24
		B	6,959.34	83,512	40.15
		C	7,307.30	87,688	42.16
		D	7,672.67	92,072	44.27
		E	8,056.30	96,676	46.48
Community Development Director	51	A	6,959.54	83,514	40.15
		B	7,307.51	87,690	42.16
		C	7,672.89	92,075	44.27
		D	8,056.53	96,678	46.48
		E	8,459.36	101,512	48.80

Section 9. Part Time and Contingent Seasonal Work Employees. The following are positions for which part time or seasonal employees may be hired. See "Schedule F1" and "Schedule F2" for wages.

SCHEDULE F-1

DEPARTMENT	JOB TITLES
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR
FINANCE	HUMAN RESOURCES SUPPORT
LIBRARY	LIBRARY ASSISTANT
PARKS & RECREATION	LIFEGUARD SWIM INSTRUCTOR RECREATION LEADER I RECREATION LEADER II PARKS LABORER
POLICE/EMERGENCY DISPATCH	ASSISTANT TO THE EMERGENCY COMMUNICATIONS MANAGER COMMUNITY SERVICE OFFICER
PUBLIC WORKS	PUBLIC WORKS LABORER WEEKEND WATER OPERATOR

SCHEDULE F-2

DEPARTMENT	JOB TITLES	RANGE
ALL DEPARTMENTS	CLERICAL AIDE	14
FINANCE	ACCOUNTING SUPPORT CLERK	19
	PARKING CONTROL OFFICER	24
LIBRARY	LIBRARY PAGE I	14
	LIBRARY PAGE II	16
	LIBRARY ASSISTANT	19
	SENIOR LIBRARY ASSISTANT	31
PARKS & RECREATION	CASHIER	14
	HEAD CASHIER	16

**TEMPORARY EMPLOYEES
SCHEDULE F-1
EFFECTIVE JULY 1, 2017**

RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
1A	1	10.25	2	1	21.00
	2	10.50		2	22.00
	3	10.75		3	23.00
	4	11.00		4	24.00
	5	11.25		5	25.00
	6	11.50		6	26.00
	7	11.75		7	27.00
	8	12.00		8	28.00
	9	12.25		9	29.00
	10	12.50		10	30.00
1B				11	31.00
	1	12.75		12	32.00
	2	13.00		13	33.00
	3	13.25		14	34.00
	4	13.50		15	35.00
	5	13.75	3	1	37.50
	6	14.00		2	40.00
	7	14.25		3	42.50
	8	14.50		4	45.00
	9	14.75		5	47.50
	10	15.00		6	50.00
	11	15.25		7	52.50
	12	15.50		8	55.00
	13	15.75		9	57.50
	14	16.00		10	60.00
	15	16.25		11	62.50
1C				12	65.00
	1	16.50		13	67.50
	2	16.75		14	70.00
	3	17.00		15	72.50
	4	17.25		16	75.00
	5	17.50	4	1	80.00
	6	17.75		2	85.00
	7	18.00		3	90.00
	8	18.25		4	95.00
	9	18.50		5	100.00
	10	18.75		6	105.00
	11	19.00		7	110.00
	12	19.25		8	115.00
	13	19.50		9	120.00
	14	19.75		10	125.00
	15	20.00	5	1	130.00
				2	140.00
				3	150.00
				4	160.00
				5	170.00
				6	180.00
				7	190.00
				8	200.00

**GENERAL TEMPORARY EMPLOYEES
SCHEDULE F2
EFFECTIVE JULY 1, 2017**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Clerical Aide (all depts.) Library Page I Parks Cashier	14	A	1,690.00	20,280	9.7500
		B	1,774.50	21,294	10.2375
		C	1,863.23	22,359	10.7494
		D	1,956.39	23,477	11.2868
		E	2,054.21	24,650	11.8512
Library Page II Parks Head Cashier	16	A	1,666.40	19,997	9.6139
		B	1,749.72	20,997	10.0950
		C	1,837.21	22,047	10.5990
		D	1,929.07	23,149	11.1290
		E	2,025.52	24,306	11.6860
Finance Accounting Support Clerk Library Assistant	19	A	1,792.86	21,514	10.3430
		B	1,882.50	22,590	10.8610
		C	1,976.63	23,720	11.4040
		D	2,075.46	24,906	11.9740
		E	2,179.23	26,151	12.5730
Parking Control Officer	24	A	2,029.61	24,355	11.7090
		B	2,131.09	25,573	12.2950
		C	2,237.65	26,852	12.9100
		D	2,349.53	28,194	13.5550
		E	2,467.01	29,604	14.2330
Senior Library Assistant	31	A	2,380.73	28,569	13.7350
		B	2,499.77	29,997	14.4220
		C	2,624.75	31,497	15.1430
		D	2,755.99	33,072	15.9000
		E	2,893.79	34,726	16.6950

Police Reserve: \$11.00 (Schedule F-1, Range 1A / 4) per training session, \$11.00 per hour assigned duty. Police Reserve rate of pay for dances, festivals, and similar duties shall be 1¹/₂ 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 3.

Section 11. Exceptional And Additional Increases. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 3.

Section 12. Stability Pay. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 3.12. 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 3.13.

Section 14. Repeal Of Resolutions. Resolution No. 17-12 adopted by the City Council on July 5, 2016 is hereby repealed and superseded by this resolution.


Section 15. Effective Date. The provisions of this resolution shall become effective upon passage and are retroactive to July 1, 2017.

ADOPTED BY THE CITY COUNCIL THIS 3 DAY OF July, 2017.

APPROVED BY THE MAYOR THIS 3 DAY OF July, 2017.

Asline LaMear
Mayor

ATTEST:



City Manager

ROLL CALL ON ADOPTION:

YEA

NAY

ABSENT

Councilor Nemlowill
Brownson
Price
Jones
Mayor LaMear

X
X
X
X
X