

RESOLUTION NO. 17-¹²

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, 2016					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Firefighter*	22	A	4,563.51	54,762	18.7542
		B	4,791.69	57,500	19.6919
		C	5,031.27	60,375	20.6765
		D	5,282.84	63,394	21.7103
		E	5,546.98	66,564	22.7958
Includes 2.0% Stability		C	5,142.21	61,707	21.1324
		D	5,393.78	64,725	22.1662
		E	5,657.92	67,895	23.2517
Includes 3.5% Stability		C	5,225.42	62,705	21.4743
		D	5,476.98	65,724	22.5081
		E	5,741.12	68,893	23.5937
Includes 4.5% Stability		C	5,280.89	63,371	21.7023
		D	5,532.45	66,389	22.7361
		E	5,796.59	69,559	23.8216
Includes 6.0% Stability		C	5,364.09	64,369	22.0442
		D	5,615.66	67,388	23.0780
		E	5,879.80	70,558	24.1636

**FIRE UNION EMPLOYEES
SCHEDULE B
EFFECTIVE JULY 1, 2016**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Driver/Engineer*	24	A	4,797.25	57,567	19.7147
		B	5,037.11	60,445	20.7005
		C	5,288.97	63,468	21.7355
		D	5,553.33	66,640	22.8219
		E	5,830.99	69,972	23.9630
Includes 2.0% Stability		C	5,405.59	64,867	22.2147
		D	5,669.95	68,039	23.3012
		E	5,947.61	71,371	24.4423
Includes 3.5% Stability		C	5,493.05	65,917	22.5742
		D	5,757.41	69,089	23.6606
		E	6,035.08	72,421	24.8017
Includes 4.5% Stability		C	5,551.36	66,616	22.8138
		D	5,815.72	69,789	23.9002
		E	6,093.39	73,121	25.0413
Includes 6.0% Stability		C	5,638.83	67,666	23.1733
		D	5,903.19	70,838	24.2597
		E	6,180.85	74,170	25.4008
Fire Lieutenant*	28	A	5,285.92	63,431	21.7229
		B	5,550.21	66,603	22.8091
		C	5,827.72	69,933	23.9496
		D	6,119.11	73,429	25.1470
		E	6,425.07	77,101	26.4044
Includes 2.0% Stability		C	5,956.22	71,475	24.4776
		D	6,247.61	74,971	25.6751
		E	6,553.57	78,643	26.9325
Includes 3.5% Stability		C	6,052.60	72,631	24.8737
		D	6,343.99	76,128	26.0712
		E	6,649.94	79,799	27.3285
Includes 4.5% Stability		C	6,116.85	73,402	25.1377
		D	6,408.24	76,899	26.3352
		E	6,714.19	80,570	27.5926
Includes 6.0% Stability		C	6,213.23	74,559	25.5338
		D	6,504.61	78,055	26.7313
		E	6,810.57	81,727	27.9886

* 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, 2016					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Fire Chief	42	A	6,542.44	78,509	37.74
		B	6,869.57	82,435	39.63
		C	7,213.04	86,557	41.61
		D	7,573.70	90,884	43.69
		E	7,952.38	95,429	45.88
Fire Chief	48	A	7,000.42	84,005	40.39
		B	7,350.44	88,205	42.41
		C	7,717.96	92,615	44.53
		D	8,103.86	97,246	46.75
		E	8,509.05	102,109	49.09

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

POLICE UNION EMPLOYEES SCHEDULE C EFFECTIVE JULY 1, 2016					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Records Specialist	12	A	2,769.88	33,238.56	15.98
		B	2,908.37	34,900.49	16.78
		C	3,053.79	36,645.51	17.62
		D	3,206.87	38,477.79	18.50
		E	3,366.81	40,401.68	19.42
Senior Records Specialist	14	A	2,908.56	34,902.72	16.78
		B	3,053.99	36,647.86	17.62
		C	3,206.69	38,480.25	18.50
		D	3,367.02	40,404.26	19.43
		E	3,535.37	42,424.47	20.40
Communications Operator	22	A	3,628.94	43,547.28	20.94
		B	3,810.39	45,724.64	21.98
		C	4,000.91	48,010.88	23.08
		D	4,200.95	50,411.42	24.24
		E	4,411.00	52,931.99	25.45
Police Officer	29	A	4,220.69	50,648.28	24.35
		B	4,431.72	53,180.69	25.57
		C	4,653.31	55,839.73	26.85
		D	4,885.98	58,631.72	28.19
		E	5,130.28	61,563.3	29.60
Senior Police Officer (effective 5/1/17)	30	A	4,769.50	57,234.00	27.52
		B	5,007.98	60,095.70	28.89
		C	5,258.37	63,100.49	30.34
		D	5,521.29	66,255.51	31.85
		E	5,797.36	69,568.28	33.45

POLICE SWORN MANAGEMENT SCHEDULE C EFFECTIVE JANUARY 1, 2016					
Sergeant	36	A	5,484.82	65,818	31.6432
		B	5,759.06	69,109	33.2253
		C	6,047.01	72,564	34.8866
		D	6,349.36	76,192	36.6309
		E	6,666.83	80,002	38.4625
Deputy Chief of Police	42	A	5,720.50	68,646	33.0029
		B	6,006.53	72,078	34.6530
		C	6,306.85	75,682	36.3857
		D	6,622.20	79,466	38.2050
		E	6,953.31	83,440	40.1152
Chief of Police/Assistant City Manager	48	A	6,370.04	76,441	36.7502
		B	6,688.54	80,263	38.5878
		C	7,022.97	84,276	40.5171
		D	7,374.12	88,489	42.5430
		E	7,742.83	92,914	44.6702

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
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	26	A	3,904.06	46,849	22.52
Senior Building Facilities Technician		B	4,099.26	49,191	23.65
Senior Utility Technician		C	4,304.23	51,651	24.83
Senior Utility Worker		D	4,519.44	54,233	26.07
Stores Supervisor		E	4,745.41	56,945	27.38
Water Source Operator					
Lead Utility Worker	28	A	4,090.86	49,090	23.60
Wastewater Treatment Plant Supervisor		B	4,295.41	51,545	24.78
Water Quality Supervisor		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, 2016					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Assistant	18	A	3,005.91	36,071	17.34
		B	3,156.20	37,874	18.21
		C	3,314.01	39,768	19.12
		D	3,479.71	41,757	20.08
		E	3,653.70	43,844	21.08
Executive Secretary	20	A	3,153.95	37,847	18.20
		B	3,311.65	39,740	19.11
		C	3,477.23	41,727	20.06
		D	3,651.09	43,813	21.06
		E	3,833.65	46,004	22.12
Administrative Services Manager Financial Analyst	28	A	3,843.65	46,124	22.17
		B	4,035.83	48,430	23.28
		C	4,237.62	50,851	24.45
		D	4,449.50	53,394	25.67
		E	4,671.98	56,064	26.95
Finance Operations Supervisor	30	A	4,035.97	48,432	23.28
		B	4,237.76	50,853	24.45
		C	4,449.65	53,396	25.67
		D	4,672.13	56,066	26.95
		E	4,905.74	58,869	28.30
Equipment Maintenance Supervisor	32	A	4,242.52	50,910	24.48
		B	4,454.65	53,456	25.70
		C	4,677.38	56,129	26.98
		D	4,911.25	58,935	28.33
		E	5,156.81	61,882	29.75
Assistant Public Works Superintendent Financial Report Manager Project Manager/City Planner	34	A	4,455.52	53,466	25.70
		B	4,678.29	56,140	26.99
		C	4,912.21	58,946	28.34
		D	5,157.82	61,894	29.76
		E	5,415.71	64,989	31.24
Aquatic Program Manager	35	A	4,571.13	54,854	26.37
		B	4,799.68	57,596	27.69
		C	5,039.67	60,476	29.08
		D	5,291.65	63,500	30.53
		E	5,556.23	66,675	32.06
Aquatic Center Supervisor Parks Maintenance Supervisor	36	A	4,680.21	56,163	27.00
		B	4,914.22	58,971	28.35
		C	5,159.94	61,919	29.77
		D	5,417.93	65,015	31.26
		E	5,688.83	68,266	32.82
Building Official /Code Enforcement Officer Public Works Superintendent	38	A	4,926.95	59,123	28.42
		B	5,173.30	62,080	29.85
		C	5,431.96	65,184	31.34

MANAGEMENT AND CONFIDENTIAL EMPLOYEES SCHEDULE E EFFECTIVE JULY 1, 2016					
		D	5,703.56	68,443	32.91
		E	5,988.74	71,865	34.55
Emergency Communications Manager	40	A	5,181.69	62,180	29.89
		B	5,440.77	65,289	31.39
		C	5,712.81	68,554	32.96
		D	5,998.45	71,981	34.61
		E	6,298.37	75,580	36.34
Assistant City Engineer Library Director	45	A	5,859.68	70,316	33.81
		B	6,152.66	73,832	35.50
		C	6,460.30	77,524	37.27
		D	6,783.31	81,400	39.13
		E	7,122.48	85,470	41.09
City Engineer	47	A	6,154.62	73,855	35.51
		B	6,462.35	77,548	37.28
		C	6,785.47	81,426	39.15
		D	7,124.74	85,497	41.10
		E	7,480.98	89,772	43.16
Finance Director Parks And Recreation Director Public Works Director	49	A	6,466.28	77,595	37.31
		B	6,789.60	81,475	39.17
		C	7,129.08	85,549	41.13
		D	7,485.53	89,826	43.19
		E	7,859.81	94,318	45.35
Community Development Director	51	A	6,789.79	81,478	39.17
		B	7,129.28	85,551	41.13
		C	7,485.75	89,829	43.19
		D	7,860.03	94,320	45.35
		E	8,253.04	99,036	47.61

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 salaries.

PART TIME AND CONTINGENT SEASONAL WORK EMPLOYEES SCHEDULE F1 EFFECTIVE JULY 1, 2016					
RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
1A	1	9.75	2	1	21.00
	2	10.00		2	22.00
	3	10.25		3	23.00
	4	10.50		4	24.00
	5	10.75		5	25.00
	6	11.00		6	26.00
	7	11.25		7	27.00
	8	11.50		8	28.00
	9	11.75		9	29.00
	10	12.00		10	30.00
	11	12.25		11	31.00
	12	12.50		12	32.00
				13	33.00

**PART TIME AND CONTINGENT SEASONAL WORK EMPLOYEES
SCHEDULE F1
EFFECTIVE JULY 1, 2016**

				14	34.00
				15	35.00
RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
1B	1	12.75	3	1	37.50
	2	13.00		2	40.00
	3	13.25		3	42.50
	4	13.50		4	45.00
	5	13.75		5	47.50
	6	14.00		6	50.00
	7	14.25		7	52.50
	8	14.50		8	55.00
	9	14.75		9	57.50
	10	15.00		10	60.00
	11	15.25		11	62.50
	12	15.50		12	65.00
	13	15.75		13	67.50
	14	16.00		14	70.00
	15	16.25		15	72.50
				16	75.00
RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
1C	1	16.50	4	1	80.00
	2	16.75		2	85.00
	3	17.00		3	90.00
	4	17.25		4	95.00
	5	17.50		5	100.00
	6	17.75		6	105.00
	7	18.00		7	110.00
	8	18.25		8	115.00
	9	18.50		9	120.00
	10	18.75		10	125.00
	11	19.00	RANGE	STEP	HOURLY
	12	19.25	5	1	130.00
	13	19.50		2	140.00
	14	19.75		3	150.00
	15	20.00		4	160.00
				5	170.00
				6	180.00
				7	190.00
				8	200.00

GENERAL TEMPORARY EMPLOYEES SCHEDULE F2 EFFECTIVE JULY 1, 2016					
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, Range 1A / 6) per training session, \$11.00 per hour assigned duty. Police Reserve rate of pay for dances, festivals, and similar duties shall be 1-1/2 times Range 29A. 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. 16-12 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, 2016.

ADOPTED BY THE CITY COUNCIL THIS 15 DAY OF May, 2017.

APPROVED BY THE MAYOR THIS 15 DAY OF May, 2017.

Arlene LaMear
Mayor

ATTEST:

[Signature]
City Manager

ROLL CALL ON ADOPTION:

YEA

NAY

ABSENT

Councilor Nemlowill

Brownson

Price

Jones

Mayor LaMear

X
X
X
X
X
X

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

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2015					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Firefighter*	22	A	4,430.60	53,167	18.2079
		B	4,652.13	55,826	19.1183
		C	4,884.73	58,617	20.0742
		D	5,128.97	61,548	21.0780
		E	5,385.42	64,625	22.1319
Includes 2.0% Stability		C	4,992.44	59,909	20.5169
		D	5,236.68	62,840	21.5206
		E	5,493.13	65,918	22.5745
Includes 3.5% Stability		C	5,073.22	60,879	20.8489
		D	5,317.46	63,810	21.8526
		E	5,573.91	66,887	22.9065
Includes 4.5% Stability		C	5,127.08	61,525	21.0702
		D	5,371.31	64,456	22.0739
		E	5,627.76	67,533	23.1278
Includes 6.0% Stability		C	5,207.86	62,494	21.4022
		D	5,452.09	65,425	22.4059
		E	5,708.54	68,503	23.4598
Driver/Engineer*	24	A	4,657.53	55,890	19.1405
		B	4,890.40	58,685	20.0975
		C	5,134.92	61,619	21.1024
		D	5,391.58	64,699	22.1572
		E	5,661.16	67,934	23.2650
Includes 2.0% Stability		C	5,248.15	62,978	21.5677
		D	5,504.80	66,058	22.6225
		E	5,774.38	69,293	23.7303
Includes 3.5% Stability		C	5,333.06	63,997	21.9167
		D	5,589.72	67,077	22.9715
		E	5,859.30	70,312	24.0793
Includes 4.5% Stability		C	5,389.67	64,676	22.1493
		D	5,646.33	67,756	23.2041
		E	5,915.91	70,991	24.3120
Includes 6.0% Stability		C	5,474.59	65,695	22.4983
		D	5,731.25	68,775	23.5531
		E	6,000.83	72,010	24.6609
Fire Lieutenant*	28	A	5,131.96	61,584	21.0902
		B	5,388.56	64,663	22.1448
		C	5,657.98	67,896	23.2520
		D	5,940.88	71,291	24.4146
		E	6,237.93	74,855	25.6353
Includes 2.0% Stability		C	5,782.74	69,393	23.7647
		D	6,065.64	72,788	24.9273
		E	6,362.69	76,352	26.1480

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2015					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Includes 3.5% Stability		C	5,876.31	70,516	24.1492
		D	6,159.21	73,911	25.3118
		E	6,456.25	77,475	26.5326
Includes 4.5% Stability		C	5,938.69	71,264	24.4056
		D	6,221.59	74,659	25.5682
		E	6,518.63	78,224	26.7889
Includes 6.0% Stability		C	6,032.26	72,387	24.7901
		D	6,315.16	75,782	25.9527
		E	6,612.20	79,346	27.1734

* 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, 2016					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Fire Chief	42	A	6,382.87	76,594	36.82
		B	6,702.02	80,424	38.67
		C	7,037.12	84,445	40.60
		D	7,388.97	88,668	42.63
		E	7,758.42	93,101	44.76
Fire Chief	48	A	6,829.67	81,956	39.40
		B	7,171.16	86,054	41.37
		C	7,529.71	90,357	43.44
		D	7,906.20	94,874	45.61
		E	8,301.51	99,618	47.89