

# RESOLUTION NO. 17- ~~28~~

## 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<br>SCHEDULE A<br>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<br>Engineering Secretary<br>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<br>SCHEDULE A<br>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<br>Engineering Technician<br>Facility Coordinator<br>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<br>SCHEDULE B<br>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<br>SCHEDULE B<br>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<br>SCHEDULE C<br>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 |
| Communications Operations Supervisor                           | 32    | A    | 5,349.44 | 64,193 | 30.86   |
|  |       | B    | 5,616.91 | 67,403 | 32.41   |
|  |       | C    | 5,897.76 | 70,773 | 34.03   |
|  |       | D    | 6,192.65 | 74,312 | 35.73   |
|  |       | E    | 6,502.28 | 78,027 | 37.51   |

| POLICE SWORN MANAGEMENT<br>SCHEDULE C<br>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 |

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

| PUBLIC WORKS UNION EMPLOYEES<br>SCHEDULE D<br>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<br>SCHEDULE D<br>EFFECTIVE JULY 1, 2016 |       |      |          |        |        |
| POSITION   | RANGE | STEP | MONTHLY  | YEARLY | HOURLY |
| Equipment Mechanic I<br>Sweeper Operator<br>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  |

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

| POSITION   | RANGE | STEP | MONTHLY  | YEARLY | HOURLY |
|--|-------|------|----------|--------|--------|
| Wastewater Treatment Plant Operator<br>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<br>Senior Building Facilities Technician<br>Senior Utility Technician<br>Senior Utility Worker<br>Stores Supervisor<br>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<br>Wastewater Treatment Plant Supervisor<br>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<br>SCHEDULE E<br>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<br>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<br>Financial Report Manager<br>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<br>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<br>Officer<br>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<br>SCHEDULE E<br>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<br>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<br>Parks And Recreation Director<br>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

| DEPARTMENT            | JOB TITLES   |
|-----------------------|--|
| ALL DEPARTMENTS       | CLERICAL SUPPORT   |
| COMMUNITY DEVELOPMENT | BUILDING INSPECTOR   |
| FINANCE               | HUMAN RESOURCES SUPPORT<br>ACCOUNTING SUPPORT CLERK                                |
| LIBRARY               | LIBRARY PAGE I<br>LIBRARY PAGE II<br>LIBRARY ASSISTANT<br>SENIOR LIBRARY ASSISTANT |
| PARKS & RECREATION    | CASHIER<br>HEAD CASHIER<br>LIFEGUARD<br>SWIM INSTRUCTOR                            |



|                           |   |
|---------------------------|---|
| PARKS & RECREATION        | RECREATION LEADER I<br>RECREATION LEADER II<br>PARKS LABORER                      |
| POLICE/EMERGENCY DISPATCH | ASSISTANT TO THE EMERGENCY<br>COMMUNICATIONS MANAGER<br>COMMUNITY SERVICE OFFICER |
| PUBLIC WORKS              | PUBLIC WORKS LABORER<br>WEEKEND WATER OPERATOR                                    |

**TEMPORARY EMPLOYEES  
SCHEDULE F  
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 |

Police Reserve: \$11.00 (Schedule F, 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 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. 17-25 adopted by the City Council on July 3, 2017 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 5 DAY OF September, 2017.

APPROVED BY THE MAYOR THIS 5 DAY OF September, 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