RESOLUTION NO. 18- 15

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 Secretary 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	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, 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
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

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2017					
POSITION	**RANGE**	**STEP**	**MONTHLY**	**YEARLY**	**HOURLY**
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 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 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, 2018					
POSITION	**RANGE**	**STEP**	**MONTHLY**	**YEARLY**	**HOURLY**
Equipment Servicer	15	A	3,129.68	37,556	18.06
		B	3,286.16	39,434	18.96
		C	3,450.47	41,406	19.91
		D	3,623.00	43,476	20.90
		E	3,804.15	45,650	21.95
Utility Worker I	19	A	3,450.21	41,403	19.91
		B	3,622.72	43,473	20.90
		C	3,803.86	45,646	21.95
		D	3,994.05	47,929	23.04
		E	4,193.76	50,325	24.19
Equipment Mechanic I Sweeper Operator Utility Technician	21	A	3,628.36	43,540	20.93
		B	3,809.78	45,717	21.98
		C	4,000.27	48,003	23.08
		D	4,200.28	50,403	24.23
		E	4,410.30	52,924	25.44
Utility Worker II	23	A	3,822.66	45,872	22.05
		B	4,013.80	48,166	23.16
		C	4,214.49	50,574	24.31
		D	4,425.21	53,103	25.53
		E	4,646.47	55,758	26.81
Wastewater Treatment Plant Operator Water Quality Technician	25	A	4,009.50	48,114	23.13
		B	4,209.98	50,520	24.29
		C	4,420.48	53,046	25.50
		D	4,641.50	55,698	26.78
		E	4,873.58	58,483	28.12
Equipment Mechanic II Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator Senior Building Facilities Technician	27	A	4,214.50	50,574	24.31
		B	4,425.23	53,103	25.53
		C	4,646.49	55,758	26.81
		D	4,878.81	58,546	28.15
		E	5,122.75	61,473	29.55
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	29	A	4,416.16	52,994	25.48
		B	4,636.96	55,644	26.75
		C	4,868.81	58,426	28.09
		D	5,112.25	61,347	29.49
		E	5,367.87	64,414	30.97

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, 2018					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Assistant	18	A	3,142.68	37,712	18.13
		B	3,299.81	39,598	19.04
		C	3,464.80	41,578	19.99
		D	3,638.04	43,657	20.99
		E	3,819.94	45,839	22.04
Executive Secretary	20	A	3,297.46	39,569	19.02
		B	3,462.33	41,548	19.97
		C	3,635.45	43,625	20.97
		D	3,817.22	45,807	22.02
		E	4,008.08	48,097	23.12
Financial Analyst	28	A	4,018.53	48,222	23.18
		B	4,219.46	50,634	24.34
		C	4,430.43	53,165	25.56
		D	4,651.95	55,823	26.84
		E	4,884.55	58,615	28.18
Finance Operations Supervisor	30	A	4,219.60	50,635	24.34
		B	4,430.58	53,167	25.56
		C	4,652.11	55,825	26.84
		D	4,884.72	58,617	28.18
		E	5,128.95	61,547	29.59
Equipment Maintenance Supervisor	32	A	4,435.56	53,227	25.59
		B	4,657.34	55,888	26.87
		C	4,890.20	58,682	28.21
		D	5,134.71	61,617	29.62
		E	5,391.45	64,697	31.10
Assistant Public Works Superintendent Financial Report Manager Project Manager/City Planner	34	A	4,658.24	55,899	26.87
		B	4,891.15	58,694	28.22
		C	5,135.71	61,629	29.63
		D	5,392.50	64,710	31.11
		E	5,662.12	67,945	32.67
Aquatic Program Manager	35	A	4,779.11	57,349	27.57
		B	5,018.07	60,217	28.95
		C	5,268.97	63,228	30.40
		D	5,532.42	66,389	31.92
		E	5,809.04	69,708	33.51
Aquatic Center Supervisor Parks Maintenance Supervisor Recreation Manager	36	A	4,893.16	58,718	28.23
		B	5,137.82	61,654	29.64
		C	5,394.71	64,737	31.12
		D	5,664.45	67,973	32.68
		E	5,947.67	71,372	34.31
Building Official /Code Enforcement Officer Public Works Superintendent	38	A	5,151.13	61,814	29.72
		B	5,408.68	64,904	31.20
		C	5,679.12	68,149	32.76
		D	5,963.07	71,557	34.40
		E	6,261.23	75,135	36.12

MANAGEMENT AND CONFIDENTIAL EMPLOYEES SCHEDULE E EFFECTIVE JULY 1, 2018					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Engineer Design Technician	39	A	5,279.91	63,359	30.46
		B	5,543.90	66,527	31.98
		C	5,821.10	69,853	33.58
		D	6,112.15	73,346	35.26
		E	6,417.76	77,013	37.03
Assistant City Engineer Library Director	45	A	6,126.29	73,516	35.34
		B	6,432.61	77,191	37.11
		C	6,754.24	81,051	38.97
		D	7,091.95	85,103	40.92
		E	7,446.55	89,359	42.96
City Engineer	47	A	6,434.66	77,216	37.12
		B	6,756.39	81,077	38.98
		C	7,094.21	85,131	40.93
		D	7,448.92	89,387	42.97
		E	7,821.36	93,856	45.12
Finance Director Parks And Recreation Director Public Works Director	49	A	6,760.50	81,126	39.00
		B	7,098.52	85,182	40.95
		C	7,453.45	89,441	43.00
		D	7,826.12	93,913	45.15
		E	8,217.43	98,609	47.41
Community Development Director	51	A	7,098.73	85,185	40.95
		B	7,453.66	89,444	43.00
		C	7,826.35	93,916	45.15
		D	8,217.67	98,612	47.41
		E	8,628.55	103,543	49.78

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, 2018			
POSITION	**RANGE**	**STEP**	**HOURLY**
RECREATION CLERK RECREATION LEADER YOUTH PROGRAM COUNSELOR	1	1	10.75
		2	11.00
		3	11.25
		4	11.50
		5	11.75
		6	12.00
		7	12.25
		8	12.50
LIFEGUARD	3	1	11.75
		2	12.00
		3	12.25
		4	12.50
		5	12.75
		6	13.00
		7	13.25
		8	13.50
SWIM INSTRUCTOR CHILDCARE PROFESSIONAL	5	1	12.75
		2	13.00
		3	13.25
		4	13.50
		5	13.75
		6	14.00
		7	14.25
		8	14.50
LEAD RECREATION CLERK LEAD FITNESS INSTRUCTOR LEAD YOUTH PROGRAM COUNSELOR	6	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 LIFEGUARD LEAD CHILDCARE PROFESSIONAL	7	1	13.75
		2	14.00
		3	14.25
		4	14.50
		5	14.75
		6	15.00
		7	15.25
		8	15.50
FITNESS INSTRUCTOR ATHLETIC OFFICIAL	12	1	16.50
		2	17.00
		3	17.50
		4	18.00
		5	18.50
		6	19.00
		7	19.50
		8	20.00

PARKS AND RECREATION PART TIME AND SEASONAL EMPLOYEES SCHEDULE F-1 EFFECTIVE JULY 1, 2018			
POSITION	**RANGE**	**STEP**	**HOURLY**
PARK MAINTAINER I	9	1	14.50
		2	14.75
		3	15.25
		4	16.00
PARK MAINTAINER II	12	1	16.50
		2	16.75
		3	17.25
		4	18.00
PARK MAINTAINER III	14	1	18.00
		2	18.25
		3	18.75
		4	19.50

"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
FINANCE	HUMAN RESOURCES SUPPORT ACCOUNTING SUPPORT CLERK
FIRE	HAZMAT TEAM MEMBER
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	PUBLIC WORKS LABORER WEEKEND WATER OPERATOR

PART TIME AND SEASONAL EMPLOYEES
SCHEDULE F-2
EFFECTIVE JULY 1, 2018

RANGE	STEP	HOURLY
1A	1	10.75
	2	11.00
	3	11.25
	4	11.50
	5	11.75
	6	12.00
	7	12.25
	8	12.50
	9	12.75
	10	13.00
	11	13.50
	12	13.75
	13	14.00
	14	14.25
	15	14.50

RANGE	STEP	HOURLY
1B	1	14.75
	2	15.00
	3	15.25
	4	15.50
	5	15.75
	6	16.00
	7	16.25
	8	16.50
	9	16.75
	10	17.00
	11	17.25
	12	17.50
	13	17.75
	14	18.00
	15	18.25

RANGE	STEP	HOURLY
1C	1	18.50
	2	18.75
	3	19.00
	4	19.25
	5	19.50
	6	19.75
	7	20.00
	8	20.25
	9	20.50
	10	20.75
	11	21.00
	12	21.25
	13	21.50
	14	21.75
	15	22.00

RANGE	STEP	HOURLY
2A	1	22.50
	2	23.00
	3	23.50
	4	24.00
	5	24.50
	6	25.00
	7	25.50
	8	26.00
	9	26.50
	10	27.00
	11	27.50
	12	28.00
	13	28.50
	14	29.00
	15	29.50

RANGE	STEP	HOURLY
3	1	30.00
	2	32.50
	3	35.00
	4	37.50
	5	40.00
	6	42.50
	7	47.50
	8	50.00
	9	52.50
	10	57.50
	11	60.00
	12	62.50
	13	65.00
	14	67.50
	15	70.00
	16	75.00

RANGE	STEP	HOURLY
4	1	80.00
	2	85.00
	3	90.00
	4	95.00
	5	100.00
	6	105.00
	7	110.00
	8	115.00
	9	120.00
	10	125.00

RANGE	STEP	HOURLY
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-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. 18-01 adopted by the City Council on January 2, 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 18 DAY OF June, 2018.

APPROVED BY THE MAYOR THIS 18 DAY OF June, 2018.

Arline LaMear
Mayor

ATTEST:

City Manager

ROLL CALL ON ADOPTION: YEA NAY ABSENT

Councilor Nemlowill X
Brownson X
Price X
Jones X
Mayor LaMear X