

RESOLUTION NO. 18- |

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, 2017					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Library Assistant	12	A	2,634.57	31,615	15.20
		B	2,766.30	33,196	15.96
		C	2,904.61	34,855	16.76
		D	3,049.84	36,598	17.60
		E	3,202.33	38,428	18.48
Accounting Support Clerk	14	A	2,755.80	33,070	15.90
		B	2,893.59	34,723	16.69
		C	3,038.27	36,459	17.53
		D	3,190.19	38,282	18.40
		E	3,349.70	40,196	19.33
Accounting Clerk Engineering Secretary Permit Technician	18	A	3,043.05	36,517	17.56
		B	3,195.20	38,342	18.43
		C	3,354.96	40,260	19.36
		D	3,522.71	42,272	20.32
		E	3,698.84	44,386	21.34

Senior Library Assistant	20	A	3,200.98	38,412	18.47
		B	3,361.03	40,332	19.39
		C	3,529.08	42,349	20.36
		D	3,705.54	44,466	21.38
		E	3,890.81	46,690	22.45
Recreation Coordinator	23	A	3,449.00	41,388	19.90
		B	3,621.45	43,457	20.89
		C	3,802.53	45,630	21.94
		D	3,992.65	47,912	23.03
		E	4,192.29	50,307	24.19
CAD Technician Engineering Technician Facility Coordinator Grounds Coordinator	26	A	3,712.91	44,555	21.42
		B	3,898.55	46,783	22.49
		C	4,093.48	49,122	23.62
		D	4,298.16	51,578	24.80
		E	4,513.06	54,157	26.04
Senior Engineering Technician Senior GIS Specialist	30	A	4,092.77	49,113	23.61
		B	4,297.40	51,569	24.79
		C	4,512.27	54,147	26.03
		D	4,737.89	56,855	27.33
		E	4,974.78	59,697	28.70

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 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/Assistant City Manager	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 JANUARY 1, 2018					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Equipment Servicer	15	A	3,045.92	36,551	17.57
		B	3,198.21	38,379	18.45
		C	3,358.12	40,297	19.37
		D	3,526.03	42,312	20.34
		E	3,702.33	44,428	21.36
Utility Worker I	19	A	3,357.87	40,294	19.37
		B	3,525.77	42,309	20.34
		C	3,702.05	44,425	21.36
		D	3,887.16	46,646	22.43
		E	4,081.51	48,978	23.55
Equipment Mechanic I Sweeper Operator Utility Technician	21	A	3,531.25	42,375	20.37
		B	3,707.81	44,494	21.39
		C	3,893.21	46,718	22.46
		D	4,087.87	49,054	23.58
		E	4,292.26	51,507	24.76
Utility Worker II	23	A	3,720.35	44,644	21.46
		B	3,906.37	46,876	22.54
		C	4,101.69	49,220	23.66
		D	4,306.78	51,681	24.85
		E	4,522.11	54,265	26.09
Wastewater Treatment Plant Operator Water Quality Technician	25	A	3,902.19	46,826	22.51
		B	4,097.30	49,168	23.64
		C	4,302.17	51,626	24.82
		D	4,517.28	54,207	26.06
		E	4,743.14	56,918	27.36
Equipment Mechanic II Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator	27	A	4,101.70	49,220	23.66
		B	4,306.79	51,681	24.85
		C	4,522.13	54,266	26.09
		D	4,748.24	56,979	27.39
		E	4,985.65	59,828	28.76
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	29	A	4,297.96	51,576	24.80
		B	4,512.86	54,154	26.04
		C	4,738.50	56,862	27.34
		D	4,975.43	59,705	28.70
		E	5,224.20	62,690	30.14

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
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 Recreation Manager	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**

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 F" for wages.

SCHEDULE F

DEPARTMENT	JOB TITLES
ALL DEPARTMENTS	CLERICAL SUPPORT
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR
FINANCE	HUMAN RESOURCES SUPPORT ACCOUNTING SUPPORT CLERK
LIBRARY	LIBRARY PAGE I LIBRARY PAGE II LIBRARY ASSISTANT SENIOR LIBRARY ASSISTANT
PARKS & RECREATION	CASHIER HEAD CASHIER 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

**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
				11	31.00
				12	32.00
				13	33.00
				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	

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 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 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. 17-34 adopted by the City Council on September 5, 2017 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 2 DAY OF January, 2018.

APPROVED BY THE MAYOR THIS 2 DAY OF January, 2018.

Arlene LaMear
Mayor

ATTEST:
[Signature]
City Manager

ROLL CALL ON ADOPTION: YEA NAY ABSENT

Councilor Nemlowill X
 Brownson X
 Price X
 Jones X
 Mayor LaMear