

## RESOLUTION NO. 19- 22

### 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 JANUARY 1, 2020					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Library Assistant	12	A	2,781.46	33,378	16.05
		B	2,920.54	35,046	16.85
		C	3,066.56	36,799	17.69
		D	3,219.89	38,639	18.58
		E	3,380.88	40,571	19.51
Accounting Support Clerk	14	A	2,909.46	34,913	16.79
		B	3,054.93	36,659	17.62
		C	3,207.68	38,492	18.51
		D	3,368.06	40,417	19.43
		E	3,536.46	42,438	20.40
Senior Library Assistant Accounting Clerk Engineering Administrative Assistant Permit Technician Novice Grounds Coordinator	20	A	3,379.46	40,553	19.50
		B	3,548.43	42,581	20.47
		C	3,725.85	44,710	21.50
		D	3,912.14	46,946	22.57
		E	4,107.75	49,293	23.70

Recreation Coordinator	23	A	3,641.31	43,696	21.01
		B	3,823.37	45,880	22.06
		C	4,014.54	48,174	23.16
		D	4,215.27	50,583	24.32
		E	4,426.03	53,112	25.53
CAD Technician Grounds Coordinator	26	A	3,919.93	47,039	22.61
		B	4,115.92	49,391	23.75
		C	4,321.72	51,861	24.93
		D	4,537.80	54,454	26.18
		E	4,764.69	57,176	27.49
Facility Coordinator	27	A	4,017.92	48,215	23.18
		B	4,218.82	50,626	24.34
		C	4,429.76	53,157	25.56
		D	4,651.25	55,815	26.83
		E	4,883.81	58,606	28.18
Engineering Technician	30 <sup>[AH1]</sup>	A	4326.83	51,922	24.96
		B	4543.17	54,518	26.21
		C	4770.33	57,244	27.52
		D	5008.85	60,106	28.90
		E	5259.29	63,112	30.34
Senior Engineering Technician Senior GIS Specialist	34 <sup>[AH2]</sup>	A	4776.00	57,312	27.55
		B	5014.80	60,178	28.93
		C	5265.54	63,187	30.38
		D	5528.82	66,346	31.90
		E	5805.26	69,664	33.49

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

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Firefighter*	22	A	4,866.58	58,399	20.00
		B	5,109.91	61,319	21.00
		C	5,365.40	64,385	22.05
		D	5,633.67	67,604	23.15
		E	5,915.35	70,984	24.31
Includes 2.0% Stability		C	5,483.71	65,804	22.54
		D	5,751.98	69,024	23.64
		E	6,033.66	72,404	24.80
Includes 3.5% Stability		C	5,572.44	66,869	22.90
		D	5,840.71	70,089	24.00
		E	6,122.39	73,469	25.16
Includes 4.5% Stability		C	5,631.59	67,579	23.14
		D	5,899.86	70,798	24.25
		E	6,181.55	74,179	25.40
Includes 6.0% Stability		C	5,720.32	68,644	23.51
		D	5,988.59	71,863	24.61
		E	6,270.28	75,243	25.77
Driver/Engineer*	24	A	5,115.83	61,390	21.02
		B	5,371.62	64,459	22.08
		C	5,640.20	67,682	23.18
		D	5,922.12	71,065	24.34
		E	6,218.23	74,619	25.55
Includes 2.0% Stability		C	5,764.57	69,175	23.69
		D	6,046.49	72,558	24.85
		E	6,342.60	76,111	26.07
Includes 3.5% Stability		C	5,857.84	70,294	24.07
		D	6,139.76	73,677	25.23
		E	6,435.87	77,230	26.45
Includes 4.5% Stability		C	5,920.02	71,040	24.33
		D	6,201.94	74,423	25.49
		E	6,498.05	77,977	26.70
Includes 6.0% Stability		C	6,013.30	72,160	24.71
		D	6,295.22	75,543	25.87
		E	6,591.32	79,096	27.09
Fire Lieutenant*	28	A	5,636.95	67,643	23.17
		B	5,918.80	71,026	24.32
		C	6,214.74	74,577	25.54
		D	6,525.48	78,306	26.82
		E	6,851.75	82,221	28.16
Includes 2.0% Stability		C	6,351.78	76,221	26.10
		D	6,662.51	79,950	27.38
		E	6,988.79	83,865	28.72
Includes 3.5% Stability		C	6,454.55	77,455	26.53
		D	6,765.29	81,183	27.80
		E	7,091.57	85,099	29.14
Includes 4.5% Stability		C	6,523.07	78,277	26.81
		D	6,833.81	82,006	28.08
		E	7,160.08	85,921	29.43

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Includes 6.0% Stability		C	6,625.85	79,510	27.23
		D	6,936.59	83,239	28.51
		E	7,262.86	87,154	29.85

\* 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, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Fire Chief	47	A	7,238.72	86,865	41.76
		B	7,600.65	91,208	43.85
		C	7,980.69	95,768	46.04
		D	8,379.72	100,557	48.34
		E	8,798.71	105,585	50.76
Fire Chief	49	A	7,738.52	92,862	44.65
		B	8,125.44	97,505	46.88
		C	8,531.71	102,381	49.22
		D	8,958.30	107,500	51.68
		E	9,406.22	112,875	54.27

**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 & Evidence 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.

<b>PUBLIC WORKS UNION EMPLOYEES</b> <b>SCHEDULE D</b> <b>EFFECTIVE JULY 1, 2019</b>					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Equipment Servicer	15	A	3,215.75	38,589	18.55
		B	3,376.53	40,518	19.48
		C	3,545.36	42,544	20.45
		D	3,722.63	44,672	21.48
		E	3,608.76	46,905	22.55
Utility Worker I	19	A	3,545.09	42,541	20.45
		B	3,722.35	44,668	21.48
		C	3,908.47	46,902	22.55
		D	4,103.89	49,247	23.68
		E	4,309.08	51,709	24.86
Equipment Mechanic I Sweeper Operator Utility Technician	21	A	3,728.14	44,738	21.51
		B	3,914.55	46,975	22.58
		C	4,110.28	49,323	23.71
		D	4,315.79	51,789	24.90
		E	4,531.58	54,379	26.14
Utility Worker II	23	A	3,927.79	47,133	22.66
		B	4,124.18	49,490	23.79
		C	4,330.39	51,965	24.98
		D	4,546.90	54,563	26.23
		E	4,774.25	57,291	27.54
Wastewater Treatment Plant Operator Water Quality Technician	25	A	4,119.76	49,437	23.77
		B	4,325.75	51,909	24.96
		C	4,542.04	54,504	26.20
		D	4,769.14	57,230	27.51
		E	5,007.60	60,091	28.89
Equipment Mechanic II Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator Senior Building Facilities Technician	27	A	4,330.40	51,965	24.98
		B	4,546.92	54,563	26.23
		C	4,774.27	57,291	27.54
		D	5,012.98	60,156	28.92
		E	5,263.63	63,164	30.37
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	29	A	4,537.60	54,451	26.18
		B	4,764.48	57,174	27.49
		C	5,002.71	60,032	28.86
		D	5,252.84	63,034	30.30
		E	5,515.48	66,186	31.82

**Section 8. Management and Confidential.** The following Positions and Ranges comprise the Management and Confidential Unit. See "Schedule E" for salaries.

<b>MANAGEMENT AND CONFIDENTIAL EMPLOYEES SCHEDULE E EFFECTIVE SEPTEMBER 1, 2019</b>					
<b>POSITION</b>	<b>RANGE</b>	<b>STEP</b>	<b>MONTHLY</b>	<b>YEARLY</b>	<b>HOURLY</b>
Administrative Assistant	20	A	3,487.07	41,845	20.12
		B	3,661.42	43,937	21.12
		C	3,844.49	46,134	22.18
		D	4,036.71	48,441	23.29
		E	4,238.55	50,863	24.45
Executive Assistant	23	A	3,719.60	44,635	21.46
		B	3,905.58	46,867	22.53
		C	4,100.86	49,210	23.66
		D	4,305.90	51,671	24.84
		E	4,521.19	54,254	26.08
Accountant	28	A	4,184.55	50,215	24.14
		B	4,393.77	52,725	25.35
		C	4,613.46	55,362	26.62
		D	4,844.14	58,130	27.95
		E	5,086.34	61,036	29.34
Finance Operations Supervisor	30	A	4,393.72	52,725	25.35
		B	4,613.41	55,361	26.62
		C	4,844.08	58,129	27.95
		D	5,086.28	61,035	29.34
		E	5,340.60	64,087	30.81
Equipment Maintenance Supervisor Project Manager/City Planner	34	A	4,844.09	58,129	27.95
		B	5,086.29	61,036	29.34
		C	5,340.61	64,087	30.81
		D	5,607.64	67,292	32.35
		E	5,888.02	70,656	33.97
Aquatic Program Manager	35	A	4,965.20	59,582	28.65
		B	5,213.46	62,562	30.08
		C	5,474.13	65,690	31.58
		D	5,747.84	68,974	33.16
		E	6,035.23	72,423	34.82
Aquatic Center Supervisor Parks Maintenance Supervisor Recreation Manager	36	A	5,089.32	61,072	29.36
		B	5,343.78	64,125	30.83
		C	5,610.97	67,332	32.37
		D	5,891.52	70,698	33.99
		E	6,186.10	74,233	35.69
Assistant Public Works Superintendent Financial Report Manager	38	A	5,343.81	64,126	30.83
		B	5,611.00	67,332	32.37
		C	5,891.55	70,699	33.99
		D	6,186.13	74,234	35.69
		E	6,495.44	77,945	37.47
Engineer Design Technician	39	A	5,477.37	65,728	31.60
		B	5,751.24	69,015	33.18
		C	6,038.80	72,466	34.84
		D	6,340.74	76,089	36.58
		E	6,657.78	79,893	38.41

**MANAGEMENT AND CONFIDENTIAL EMPLOYEES  
SCHEDULE E  
EFFECTIVE SEPTEMBER 1, 2019**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Building Official /Code Enforcement Officer	40	A	5,614.36	67,372	32.39
		B	5,895.08	70,741	34.01
		C	6,189.83	74,278	35.71
		D	6,499.32	77,992	37.50
		E	6,824.29	81,891	39.37
Public Works Superintendent	42	A	5,895.08	70,741	34.01
		B	6,189.83	74,278	35.71
		C	6,499.32	77,992	37.50
		D	6,824.29	81,891	39.37
		E	7,165.50	85,986	41.34
Library Director	45	A	6,316.13	75,794	36.44
		B	6,631.94	79,583	38.26
		C	6,963.54	83,562	40.17
		D	7,311.71	87,741	42.18
		E	7,677.30	92,128	44.29
Assistant City Engineer	47	A	6,631.91	79,583	38.26
		B	6,963.51	83,562	40.17
		C	7,311.68	87,740	42.18
		D	7,677.27	92,127	44.29
		E	8,061.13	96,734	46.51
City Engineer Parks And Recreation Director	49	A	6,963.49	83,562	40.17
		B	7,311.66	87,740	42.18
		C	7,677.24	92,127	44.29
		D	8,061.11	96,733	46.51
		E	8,464.16	101,570	48.83
Community Development Director Finance & Administrative Services Director Public Works Director	53	A	7,677.28	92,127	44.29
		B	8,061.14	96,734	46.51
		C	8,464.20	101,570	48.83
		D	8,887.41	106,649	51.27
		E	9,331.78	111,981	53.84

**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**

<b>DEPARTMENT</b>	<b>JOB TITLES</b>	
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

<b>PARKS AND RECREATION PART TIME AND SEASONAL EMPLOYEES SCHEDULE F-1 EFFECTIVE JULY 1, 2019</b>			
<b>POSITION</b>	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>
RECREATION CLERK RECREATION LEADER YOUTH PROGRAM COUNSELOR	1	1	11.25
		2	11.50
		3	11.75
		4	12.00
		5	12.25
		6	12.50
		7	12.75
		8	13.00
LIFEGUARD	3	1	12.25
		2	12.50
		3	12.75
		4	13.00
		5	13.25
		6	13.50
		7	13.75
		8	14.00
SWIM INSTRUCTOR CHILDCARE PROFESSIONAL	5	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 RECREATION CLERK LEAD FITNESS INSTRUCTOR LEAD YOUTH PROGRAM COUNSELOR	6	1	13.75
		2	14.00
		3	14.25
		4	14.50
		5	14.75
		6	15.00
		7	15.25
		8	15.50

**PARKS AND RECREATION  
PART TIME AND SEASONAL EMPLOYEES  
SCHEDULE F-1  
EFFECTIVE JULY 1, 2019**

POSITION	RANGE	STEP	HOURLY
LEAD LIFEGUARD LEAD CHILDCARE PROFESSIONAL	7	1	14.25
		2	14.50
		3	14.75
		4	15.00
		5	15.25
		6	15.50
		7	15.75
		8	16.00
FITNESS INSTRUCTOR ATHLETIC OFFICIAL	12	1	17.00
		2	17.50
		3	18.00
		4	18.50
		5	19.00
		6	19.50
		7	20.00
		8	20.50
PARK MAINTAINER I	9	1	15.00
		2	15.25
		3	15.75
		4	16.50
PARK MAINTAINER II	12	1	17.00
		2	17.25
		3	17.75
		4	18.50
PARK MAINTAINER III	14	1	18.50
		2	18.75
		3	19.25
		4	20.00

**Section 9. Part Time and Contingent Seasonal Work Employees.** “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 CITY HISTORIAN
FINANCE	HUMAN RESOURCES SUPPORT ACCOUNTING SUPPORT CLERK
FIRE	HAZMAT TEAM MEMBER FIRE DEPARTMENT PROJECT MANAGER
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/ENGINEERING	PUBLIC WORKS LABORER WEEKEND WATER OPERATOR ENGINEERING PROJECT ASSISTANT

**PART TIME AND SEASONAL EMPLOYEES  
SCHEDULE F-2  
EFFECTIVE JULY 1, 2019**

<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>
1A	1	11.25	2A	1	22.50
	2	11.50		2	23.00
	3	11.75		3	23.50
	4	12.00		4	24.00
	5	12.25		5	24.50
	6	12.50		6	25.00
	7	12.75		7	25.50
	8	13.00		8	26.00
	9	13.50		9	26.50
	10	13.75		10	27.00
	11	14.00		11	27.50
	12	14.25		12	28.00
	13	14.50		13	28.50
				14	29.00
				15	29.50
<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>
1B	1	14.75	3	1	30.00
	2	15.00		2	32.50
	3	15.25		3	35.00
	4	15.50		4	37.50
	5	15.75		5	40.00
	6	16.00		6	42.50
	7	16.25		7	47.50
	8	16.50		8	50.00
	9	16.75		9	52.50
	10	17.00		10	57.50
	11	17.25		11	60.00
	12	17.50		12	62.50
	13	17.75		13	65.00
	14	18.00		14	67.50
	15	18.25		15	70.00
				16	75.00
<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>
1C	1	18.50	4	1	80.00
	2	18.75		2	85.00
	3	19.00		3	90.00
	4	19.25		4	95.00
	5	19.50		5	100.00
	6	19.75		6	105.00
	7	20.00		7	110.00
	8	20.25		8	115.00
	9	20.50		9	120.00
	10	20.75		10	125.00
	11	21.00	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>
	12	21.25	5	1	130.00
	13	21.50		2	140.00
	14	21.75		3	150.00
	15	22.00		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

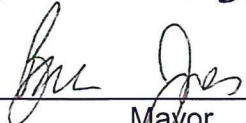
**Section 13. Responsibility Pay.** As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Sections 4.7.

**Section 14. Repeal Of Resolutions.** Resolution No. 19-20 adopted by the City Council on September 10, 2019 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 16 DAY OF Dec, 2019.

APPROVED BY THE MAYOR THIS 16 DAY OF Dec, 2019.

  
\_\_\_\_\_  
Mayor

ATTEST:

  
\_\_\_\_\_  
City Manager

ROLL CALL ON ADOPTION:

YEA

NAY

ABSENT

Councilor Herman  
Brownson  
Rocka  
West  
Mayor Jones



*Res. 19-22*