

RESOLUTION NO. 21-04

**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, 2020					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Library Assistant	12	A	2,837.13	34,046	16.37
		B	2,978.99	35,748	17.19
		C	3,127.94	37,535	18.05
		D	3,284.33	39,412	18.95
		E	3,448.55	41,383	19.90
Accounting Support Clerk	14	A	2,967.61	35,611	17.12
		B	3,115.99	37,392	17.98
		C	3,271.78	39,261	18.88
		D	3,435.37	41,224	19.82
		E	3,607.14	43,286	20.81

**GENERAL/PARKS UNION EMPLOYEES  
SCHEDULE A  
EFFECTIVE JULY 1, 2020**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Senior Library Assistant	20	A	3,447.01	41,364	19.89
Accounting Clerk		B	3,619.36	43,432	20.88
Engineering Administrative Assistant		C	3,800.32	45,604	21.93
Permit Technician		D	3,990.34	47,884	23.02
Novice Grounds Coordinator		E	4,189.86	50,278	24.17
Recreation Coordinator	23	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	4,299.60	51,595	24.81
		E	4,514.58	54,175	26.05
CAD Technician Grounds Coordinator	26	A	3,998.32	47,980	23.07
		B	4,198.23	50,379	24.22
		C	4,408.14	52,898	25.43
		D	4,628.55	55,543	26.70
		E	4,859.98	58,320	28.04
Facility Coordinator	27	A	4,098.28	49,179	23.64
		B	4,303.19	51,638	24.83
		C	4,518.35	54,220	26.07
		D	4,744.27	56,931	27.37
		E	4,981.48	59,778	28.74
Engineering Technician	30	A	4,413.37	52,960	25.46
		B	4,634.04	55,608	26.74
		C	4,865.74	58,389	28.07
		D	5,109.03	61,308	29.48
		E	5,364.48	64,374	30.95
Senior Engineering Technician Senior GIS Specialist	34	A	4,871.52	58,458	28.11
		B	5,115.10	61,381	29.51
		C	5,370.85	64,450	30.99
		D	5,639.39	67,673	32.54
		E	5,921.36	71,056	34.16

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

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2020					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Firefighter*	22	A	4,963.91	59,567	20.40
		B	5,212.10	62,545	21.42
		C	5,472.71	65,672	22.49
		D	5,746.34	68,956	23.62
		E	6,033.66	72,404	24.80
Includes 2.0% Stability		C	5,593.38	67,121	22.99
		D	5,867.02	70,404	24.11
		E	6,154.34	73,852	25.29
Includes 3.5% Stability		C	5,683.89	68,207	23.36
		D	5,957.52	71,490	24.48
		E	6,244.84	74,938	25.66
Includes 4.5% Stability		C	5,744.22	68,931	23.61
		D	6,017.86	72,214	24.73
		E	6,305.18	75,662	25.91
Includes 6.0% Stability		C	5,834.73	70,017	23.98
		D	6,108.36	73,300	25.10
		E	6,395.68	76,748	26.28
Driver/Engineer*	24	A	5,218.14	62,618	21.44
		B	5,479.05	65,749	22.52
		C	5,753.00	69,036	23.64
		D	6,040.57	72,487	24.82
		E	6,342.60	76,111	26.07
Includes 2.0% Stability		C	5,879.86	70,558	24.16
		D	6,167.42	74,009	25.35
		E	6,469.45	77,633	26.59
Includes 3.5% Stability		C	5,975.00	71,700	24.55
		D	6,262.56	75,151	25.74
		E	6,564.59	78,775	26.98
Includes 4.5% Stability		C	6,038.42	72,461	24.82
		D	6,325.98	75,912	26.00
		E	6,628.01	79,536	27.24
Includes 6.0% Stability		C	6,133.56	73,603	25.21
		D	6,421.12	77,053	26.39
		E	6,723.15	80,678	27.63
Fire Lieutenant*	28	A	5,749.69	68,996	23.63
		B	6,037.18	72,446	24.81
		C	6,339.04	76,068	26.05
		D	6,655.99	79,872	27.35
		E	6,988.79	83,865	28.72
Includes 2.0% Stability		C	6,478.81	77,746	26.63
		D	6,795.77	81,549	27.93
		E	7,128.56	85,543	29.30
Includes 3.5% Stability		C	6,583.65	79,004	27.06
		D	6,900.60	82,807	28.36
		E	7,233.40	86,801	29.73
Includes 4.5% Stability		C	6,653.53	79,842	27.34
		D	6,970.48	83,646	28.65
		E	7,303.28	87,639	30.01

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2020					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Includes 6.0% Stability		C	6,758.36	81,100	27.77
		D	7,075.32	84,904	29.08
		E	7,408.12	88,897	30.44

\* 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, 2020					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Fire Chief	47	A	7,383.53	88,602	42.60
		B	7,752.70	93,032	44.73
		C	8,140.34	97,684	46.96
		D	8,547.35	102,568	49.31
		E	8,974.72	107,697	51.78
Fire Chief	49	A	7,893.27	94,719	45.54
		B	8,287.93	99,455	47.82
		C	8,702.33	104,428	50.21
		D	9,137.45	109,649	52.72
		E	9,594.32	115,132	55.35

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

POLICE UNION EMPLOYEES SCHEDULE C EFFECTIVE JANUARY 1, 2021					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Records Specialist	12	A	3,149.91	37,798.90	18.17
		B	3,307.40	39,688.84	19.08
		C	3,472.77	41,673.29	20.04
		D	3,646.41	43,756.95	21.04
		E	3,828.73	45,944.80	22.09
Senior Records & Evidence Specialist	14	A	3,307.62	39,691.48	19.08
		B	3,473.00	41,676.05	20.04
		C	3,646.65	43,759.86	21.04
		D	3,828.99	45,947.85	22.09
		E	4,020.44	48,245.24	23.20
Communications Operator	22	A	3,927.99	47,135.84	22.66
		B	4,124.39	49,492.64	23.79
		C	4,330.61	51,967.27	24.98
		D	4,547.14	54,565.63	26.23
		E	4,774.49	57,293.91	27.55
Police Officer	29	A	4,568.50	54,822.01	26.36
		B	4,796.93	57,563.11	27.68
		C	5,036.77	60,441.26	29.06
		D	5,288.61	63,463.32	30.51
		E	5,553.04	66,636.49	32.04
Senior Police Officer	30	A	5,162.54	61,950.43	29.78
		B	5,420.66	65,047.96	31.27
		C	5,691.70	68,300.35	32.84
		D	5,976.28	71,715.37	34.48
		E	6,275.09	75,301.14	36.20
Communications Operations Supervisor	32	A	5,704.70	68,456.36	32.91
		B	5,989.93	71,879.18	34.56
		C	6,289.43	75,473.14	36.29
		D	6,603.90	79,246.79	38.10
		E	6,934.09	83,209.13	40.01

POLICE NON-SWORN MANAGEMENT SCHEDULE C EFFECTIVE JULY 1, 2020					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Services Manager	28	A	4,119.00	49,427.98	23.76
		B	4,324.95	51,899.37	24.95
		C	4,541.20	54,494.34	26.20
		D	4,768.26	57,219.06	27.51
		E	5,006.67	60,080.01	28.89
Emergency Communications Manager	40	A	6,245.23	74,942.74	36.03
		B	6,557.49	78,689.87	37.83
		C	6,885.36	82,624.37	39.72
		D	7,229.63	86,755.58	41.71
		E	7,591.11	91,093.36	43.80

POLICE SWORN MANAGEMENT SCHEDULE C EFFECTIVE JULY 1, 2020					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Sergeant	36	A	5,936.80	71,241.60	34.25
		B	6,233.64	74,803.68	35.96
		C	6,545.32	78,543.87	37.76
		D	6,872.59	82,471.06	39.65
		E	7,216.22	86,594.62	41.63

POLICE SWORN MANAGEMENT SCHEDULE C EFFECTIVE JULY 1, 2020					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Chief of Police	42	A	6,806.99	81,683.90	39.27
		B	7,147.34	85,768.09	41.24
		C	7,504.71	90,056.49	43.30
		D	7,879.94	94,559.32	45.46
		E	8,273.94	99,287.28	47.74
Chief of Police	48	A	7,579.90	90,958.85	43.73
		B	7,958.90	95,506.79	45.92
		C	8,356.84	100,282.13	48.21
		D	8,774.69	105,296.24	50.62
		E	9,213.42	110,561.05	53.16

**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, 2020					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Equipment Servicer	15	A	3,280.07	39,361	18.92
		B	3,444.07	41,329	19.87
		C	3,616.27	43,395	20.86
		D	3,797.09	45,565	21.91
		E	3,986.94	47,843	23.00
Utility Worker I	19	A	3,615.99	43,392	20.86
		B	3,796.78	45,561	21.90
		C	3,986.62	47,839	23.00
		D	4,185.95	50,231	24.15
		E	4,395.25	52,743	25.36
Equipment Mechanic I Sweeper Operator Utility Technician	21	A	3,802.73	45,633	21.94
		B	3,992.87	47,914	23.04
		C	4,192.51	50,310	24.19
		D	4,402.14	52,826	25.40
		E	4,622.24	55,467	26.67
Utility Worker II	23	A	4,006.31	48,076	23.11
		B	4,206.62	50,479	24.27
		C	4,416.95	53,003	25.48
		D	4,637.80	55,654	26.76
		E	4,869.69	58,436	28.09
Wastewater Treatment Plant Operator Water Quality Technician	25	A	4,202.15	50,426	24.24
		B	4,412.25	52,947	25.46
		C	4,632.86	55,594	26.73
		D	4,864.51	58,374	28.07
		E	5,107.73	61,293	29.47
Equipment Mechanic II Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator Senior Building Facilities Technician	27	A	4,417.03	53,004	25.48
		B	4,637.88	55,655	26.76
		C	4,869.77	58,437	28.10
		D	5,113.26	61,359	29.50
		E	5,368.92	64,427	30.98
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	29	A	4,628.34	55,540	26.70
		B	4,859.75	58,317	28.04
		C	5,102.74	61,233	29.44
		D	5,357.88	64,295	30.91
		E	5,625.77	67,509	32.46

**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, 2020					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Assistant	20	A	3,556.83	42,682	20.52
		B	3,734.67	44,816	21.55
		C	3,921.40	47,057	22.62
		D	4,117.47	49,410	23.76
		E	4,323.34	51,880	24.94
Executive Assistant	23	A	3,793.98	45,528	21.89
		B	3,983.67	47,804	22.98
		C	4,182.86	50,194	24.13
		D	4,392.00	52,704	25.34
		E	4,611.60	55,339	26.61
Accountant	28	A	4,268.28	51,219	24.63
		B	4,481.69	53,780	25.86
		C	4,705.77	56,469	27.15
		D	4,941.06	59,293	28.51
		E	5,188.11	62,257	29.93
Finance Operations Supervisor	30	A	4,481.63	53,780	25.86
		B	4,705.71	56,468	27.15
		C	4,940.99	59,292	28.51
		D	5,188.04	62,256	29.93
		E	5,447.44	65,369	31.43
Equipment Maintenance Supervisor City Planner	34	A	4,940.97	59,292	28.51
		B	5,188.01	62,256	29.93
		C	5,447.41	65,369	31.43
		D	5,719.78	68,637	33.00
		E	6,005.77	72,069	34.65
Aquatic Program Manager	35	A	5,064.47	60,774	29.22
		B	5,317.69	63,812	30.68
		C	5,583.58	67,003	32.21
		D	5,862.76	70,353	33.82
		E	6,155.89	73,871	35.52
Aquatic Center Supervisor Parks Maintenance Supervisor Recreation Manager	36	A	5,191.12	62,293	29.95
		B	5,450.68	65,408	31.45
		C	5,723.21	68,679	33.02
		D	6,009.37	72,112	34.67
		E	6,309.84	75,718	36.40
Assistant Public Works Superintendent Financial Report Manager Human Resources Manager	38	A	5,450.71	65,409	31.45
		B	5,723.25	68,679	33.02
		C	6,009.41	72,113	34.67
		D	6,309.88	75,719	36.40
		E	6,625.37	79,504	38.22
Project Engineer	39	A	5,586.88	67,043	32.23
		B	5,866.22	70,395	33.84
		C	6,159.54	73,914	35.54
		D	6,467.51	77,610	37.31
		E	6,790.89	81,491	39.18



**MANAGEMENT AND CONFIDENTIAL EMPLOYEES  
SCHEDULE E  
EFFECTIVE JULY 1, 2020**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Building Official /Code Enforcement Officer	40	A	5,726.62	68,719	33.04
		B	6,012.95	72,155	34.69
		C	6,313.60	75,763	36.43
		D	6,629.28	79,551	38.25
		E	6,960.74	83,529	40.16
Public Works Superintendent	42	A	6,012.99	72,156	34.69
		B	6,313.63	75,764	36.43
		C	6,629.32	79,552	38.25
		D	6,960.78	83,529	40.16
		E	7,308.82	87,706	42.17
Library Director	45	A	6,442.49	77,310	37.17
		B	6,764.61	81,175	39.03
		C	7,102.85	85,234	40.98
		D	7,457.99	89,496	43.03
		E	7,830.89	93,971	45.18
Assistant City Engineer	47	A	6,764.56	81,175	39.03
		B	7,102.78	85,233	40.98
		C	7,457.92	89,495	43.03
		D	7,830.82	93,970	45.18
		E	8,222.36	98,668	47.44
City Engineer Parks And Recreation Director	49	A	7,102.77	85,233	40.98
		B	7,457.91	89,495	43.03
		C	7,830.80	93,970	45.18
		D	8,222.34	98,668	47.44
		E	8,633.46	103,602	49.81
Community Development Director Finance & Administrative Services Director Public Works Director	53	A	7,830.80	93,970	45.18
		B	8,222.33	98,668	47.44
		C	8,633.45	103,601	49.81
		D	9,065.12	108,781	52.30
		E	9,518.38	114,221	54.91

**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, 2020			
POSITION	RANGE	STEP	HOURLY
RECREATION CLERK RECREATION LEADER YOUTH PROGRAM COUNSELOR	1	1	12.00
		2	12.25
		3	12.50
		4	12.75
		5	13.00
		6	13.25
		7	13.50
		8	13.75
LIFEGUARD	3	1	13.00
		2	13.25
		3	13.50
		4	13.75
		5	14.00
		6	14.25
		7	14.50
		8	14.75
SWIM INSTRUCTOR CHILDCARE PROFESSIONAL	5	1	14.00
		2	14.25
		3	14.50
		4	14.75
		5	15.00
		6	15.25
		7	15.50
		8	15.75
LEAD RECREATION CLERK LEAD FITNESS INSTRUCTOR LEAD YOUTH PROGRAM COUNSELOR	6	1	14.50
		2	14.75
		3	15.00
		4	15.25
		5	15.50
		6	15.75
		7	16.00
		8	16.25

**PARKS AND RECREATION  
PART TIME AND SEASONAL EMPLOYEES  
SCHEDULE F-1  
EFFECTIVE JULY 1, 2020**

POSITION	RANGE	STEP	HOURLY
LEAD LIFEGUARD LEAD CHILDCARE PROFESSIONAL	7	1	15.00
		2	15.25
		3	15.50
		4	15.75
		5	16.00
		6	16.25
		7	16.50
		8	16.75
FITNESS INSTRUCTOR ATHLETIC OFFICIAL	12	1	17.75
		2	18.25
		3	18.75
		4	19.25
		5	19.75
		6	20.25
		7	20.75
		8	21.25
PARK MAINTAINER I	9	1	15.75
		2	16.00
		3	16.50
		4	17.25
PARK MAINTAINER II	12	1	17.75
		2	18.00
		3	18.50
		4	19.25
PARK MAINTAINER III	14	1	19.25
		2	19.50
		3	20.00
		4	20.75

**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**

<b>DEPARTMENT</b>	<b>JOB TITLES</b>
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 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, 2020**

<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>
1A	1	-	2A	1	22.50
	2	-		2	23.00
	3	-		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: \$12.00 (Schedule F-2, Range 1A / 4) per training session, \$12.00 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.

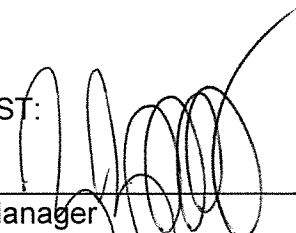
**Section 14. Repeal Of Resolutions.** Resolution No. 21-01 adopted by the City Council on January 21, 2021 is hereby repealed and superseded by this resolution.


**Section 15. Effective Date.** The provisions of this resolution shall become effective upon passage.

ADOPTED BY THE CITY COUNCIL THIS 1<sup>st</sup> DAY OF MARCH, 2021.

APPROVED BY THE MAYOR THIS 1<sup>st</sup> DAY OF MARCH, 2021.

ATTEST:

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

  
 \_\_\_\_\_  
 Mayor

ROLL CALL ON ADOPTION:

YEA                      NAY                      ABSENT

Councilor Herman  
 Brownson  
 Rocka  
 Hilton  
 Mayor Jones

X  
 X  
 X  
 X  
 X