

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, 2021					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Library Assistant	12	A	2,893.87	34,726	16.70
		B	3,038.57	36,463	17.53
		C	3,190.49	38,286	18.41
		D	3,350.02	40,200	19.33
		E	3,517.52	42,210	20.29
Accounting Support Clerk	14	A	3,026.96	36,323	17.46
		B	3,178.30	38,140	18.34
		C	3,337.22	40,047	19.25
		D	3,504.08	42,049	20.22
		E	3,679.29	44,151	21.23

GENERAL/PARKS UNION EMPLOYEES
SCHEDULE A
EFFECTIVE JULY 1, 2021

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Senior Library Assistant	20	A	3,515.95	42,191	20.28
Accounting Clerk		B	3,691.74	44,301	21.30
Engineering Administrative Assistant		C	3,876.33	46,516	22.36
Permit Technician		D	4,070.15	48,842	23.48
Novice Grounds Coordinator		E	4,273.65	51,284	24.66
Recreation Coordinator	23	A	3,788.44	45,461	21.86
		B	3,977.87	47,734	22.95
		C	4,176.76	50,121	24.10
		D	4,385.60	52,627	25.30
		E	4,604.88	55,259	26.57
CAD Technician Grounds Coordinator	26	A	4,078.28	48,939	23.53
		B	4,282.20	51,386	24.71
		C	4,496.31	53,956	25.94
		D	4,721.12	56,653	27.24
		E	4,957.18	59,486	28.60
Facility Coordinator	27	A	4,180.24	50,163	24.12
		B	4,389.25	52,671	25.32
		C	4,608.72	55,305	26.59
		D	4,839.15	58,070	27.92
		E	5,081.11	60,973	29.31
Engineering Technician	30	A	4,501.64	54,020	25.97
		B	4,726.72	56,721	27.27
		C	4,963.06	59,557	28.63
		D	5,211.21	62,534	30.07
		E	5,471.77	65,661	31.57
Senior Engineering Technician Senior GIS Specialist	34	A	4,968.95	59,627	28.67
		B	5,217.40	62,609	30.10
		C	5,478.27	65,739	31.61
		D	5,752.18	69,026	33.19
		E	6,039.79	72,477	34.85

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 – Operations & Training Deputy Fire Chief – Fire Marshal & Emergency Manager	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 JULY 1, 2021					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Records Specialist	12	A	3,212.91	38,554.88	18.54
		B	3,373.55	40,482.62	19.46
		C	3,542.23	42,506.75	20.44
		D	3,719.34	44,632.09	21.46
		E	3,905.31	46,863.69	22.53
Senior Records & Evidence Specialist	14	A	3,373.78	40,485.31	19.46
		B	3,542.46	42,509.58	20.44
		C	3,719.59	44,635.05	21.46
		D	3,905.57	46,866.81	22.53
		E	4,100.85	49,210.15	23.66
Communications Operator	22	A	4,006.55	48,078.56	23.12
		B	4,206.87	50,482.49	24.27
		C	4,417.22	53,006.61	25.48
		D	4,638.08	55,656.94	26.76
		E	4,869.98	58,439.79	28.10
Police Officer	29	A	4,659.87	55,918.45	26.88
		B	4,892.86	58,714.37	28.23
		C	5,137.51	61,650.09	29.64
		D	5,394.38	64,732.59	31.12
		E	5,664.10	67,969.22	32.68
Senior Police Officer	30	A	5,265.79	63,189.44	30.38
		B	5,529.08	66,348.91	31.90
		C	5,805.53	69,666.36	33.49
		D	6,095.81	73,149.68	35.17
		E	6,400.60	76,807.16	36.93
Communications Operations Supervisor	32	A	5,818.79	69,825.49	33.57
		B	6,109.73	73,316.76	35.25
		C	6,415.22	76,982.60	37.01
		D	6,735.98	80,831.73	38.86
		E	7,072.78	84,873.32	40.81

POLICE NON-SWORN MANAGEMENT SCHEDULE C EFFECTIVE JULY 1, 2021					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Services Manager	28	A	4,201.38	50,416.54	24.24
		B	4,411.45	52,937.37	25.45
		C	4,632.02	55,584.23	26.72
		D	4,863.62	58,363.45	28.06
		E	5,106.80	61,281.62	29.46
Emergency Communications Manager	40	A	6,370.13	76,441.59	36.75
		B	6,688.64	80,263.67	38.59
		C	7,023.07	84,276.86	40.52
		D	7,374.23	88,490.70	42.54
		E	7,742.94	92,915.24	44.67

**POLICE SWORN MANAGEMENT
SCHEDULE C
EFFECTIVE JULY 1, 2021**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Sergeant	36	A	6,055.54	72,666.43	34.94
		B	6,358.31	76,299.75	36.68
		C	6,676.23	80,114.74	38.52
		D	7,010.04	84,120.48	40.44
		E	7,360.54	88,326.50	42.47
Deputy Chief of Police	42	A	6,943.13	83,317.58	40.06
		B	7,290.29	87,483.46	42.06
		C	7,654.80	91,857.63	44.16
		D	8,037.54	96,450.51	46.37
		E	8,439.42	101,273.04	48.69
Chief of Police	48	A	7,731.50	92,778.03	44.61
		B	8,118.08	97,416.93	46.84
		C	8,523.98	102,287.77	49.18
		D	8,950.18	107,402.16	51.64
		E	9,397.69	112,772.27	54.22

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, 2021					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Equipment Servicer	15	A	3,345.67	40,148	19.30
		B	3,512.95	42,155	20.27
		C	3,688.60	44,263	21.28
		D	3,873.03	46,476	22.34
		E	4,066.68	48,800	23.46
Utility Worker I	19	A	3,688.30	44,260	21.28
		B	3,872.72	46,473	22.34
		C	4,066.36	48,796	23.46
		D	4,269.67	51,236	24.63
		E	4,483.16	53,798	25.86
Equipment Mechanic I Sweeper Operator Utility Technician	21	A	3,878.78	46,545	22.38
		B	4,072.72	48,873	23.50
		C	4,276.36	51,316	24.67
		D	4,490.18	53,882	25.91
		E	4,714.69	56,576	27.20
Utility Worker II	23	A	4,086.43	49,037	23.58
		B	4,290.75	51,489	24.75
		C	4,505.29	54,063	25.99
		D	4,730.55	56,767	27.29
		E	4,967.08	59,605	28.66
Wastewater Treatment Plant Operator Water Quality Technician	25	A	4,286.19	51,434	24.73
		B	4,500.50	54,006	25.96
		C	4,725.52	56,706	27.26
		D	4,961.80	59,542	28.63
		E	5,209.89	62,519	30.06
Equipment Mechanic II Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator Senior Building Facilities Technician	27	A	4,505.37	54,064	25.99
		B	4,730.63	56,768	27.29
		C	4,967.17	59,606	28.66
		D	5,215.52	62,586	30.09
		E	5,476.30	65,716	31.59
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	29	A	4,720.90	56,651	27.24
		B	4,956.95	59,483	28.60
		C	5,204.79	62,458	30.03
		D	5,465.03	65,580	31.53
		E	5,738.29	68,859	33.11

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, 2021					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Assistant	20	A	3,627.96	43,536	20.93
		B	3,809.36	45,712	21.98
		C	3,999.83	47,998	23.08
		D	4,199.82	50,398	24.23
		E	4,409.81	52,918	25.44
Executive Assistant	23	A	3,869.85	46,438	22.33
		B	4,063.35	48,760	23.44
		C	4,266.51	51,198	24.61
		D	4,479.84	53,758	25.85
		E	4,703.83	56,446	27.14
Accountant	28	A	4,353.64	52,244	25.12
		B	4,571.32	54,856	26.37
		C	4,799.89	57,599	27.69
		D	5,039.88	60,479	29.08
		E	5,291.88	63,503	30.53
Finance Operations Supervisor	30	A	4,571.26	54,855	26.37
		B	4,799.82	57,598	27.69
		C	5,039.81	60,478	29.08
		D	5,291.80	63,502	30.53
		E	5,556.39	66,677	32.06
Associate Planner	33	A	4,922.78	59,073	28.40
		B	5,168.91	62,027	29.82
		C	5,427.36	65,128	31.31
		D	5,698.73	68,385	32.88
		E	5,983.66	71,804	34.52
		A	5,039.78	60,477	29.08
		B	5,291.77	63,501	30.53

**MANAGEMENT AND CONFIDENTIAL EMPLOYEES
SCHEDULE E
EFFECTIVE JULY 1, 2021**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Public Works Superintendent	42	A	6,133.24	73,599	35.38
		B	6,439.91	77,279	37.15
		C	6,761.90	81,143	39.01
		D	7,100.00	85,200	40.96
		E	7,455.00	89,460	43.01
Library Director	45	A	6,571.34	78,856	37.91
		B	6,899.91	82,799	39.81
		C	7,244.90	86,939	41.80
		D	7,607.15	91,286	43.89
		E	7,987.50	95,850	46.08
Assistant City Engineer Chief Building Official	47	A	6,899.85	82,798	39.81
		B	7,244.84	86,938	41.80
		C	7,607.08	91,285	43.89
		D	7,987.43	95,849	46.08
		E	8,386.81	100,642	48.39
City Engineer Parks And Recreation Director	49	A	7,244.83	86,938	41.80
		B	7,607.07	91,285	43.89
		C	7,987.42	95,849	46.08
		D	8,386.79	100,641	48.39
		E	8,806.13	105,674	50.81
Community Development Director Finance & Administrative Services Director Public Works Director	53	A	7,987.41	95,849	46.08
		B	8,386.78	100,641	48.39
		C	8,806.12	105,673	50.81
		D	9,246.43	110,957	53.35
		E	9,708.75	116,505	56.01

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	ATHLETIC OFFICIAL
	LEAD RECREATION CLERK	RECREATION LEADER
	LIFEGUARD	YOUTH PROGRAM COUNSELOR
	LEAD LIFEGUARD	LEAD YOUTH PROGRAM
	SWIM INSTRUCTOR	COUNSELOR
	CHILDCARE PROFESSIONAL	PARK MAINTAINER 1
	LEAD CHILDCARE PROFESSIONAL	PARK MAINTAINER 2
	FITNESS INSTRUCTOR	PARK MAINTAINER 3
	LEAD FITNESS INSTRUCTOR	

PARKS AND RECREATION PART TIME AND SEASONAL EMPLOYEES SCHEDULE F-1 EFFECTIVE JULY 1, 2021			
POSITION	RANGE	STEP	HOURLY
RECREATION CLERK RECREATION LEADER YOUTH PROGRAM COUNSELOR	1	1	12.75
		2	13.00
		3	13.25
		4	13.50
		5	13.75
		6	14.00
		7	14.25
		8	14.50
LIFEGUARD SWIM INSTRUCTOR IN TRAINING (LEVEL 1)	3	1	13.75
		2	14.00
		3	14.25
		4	14.50
		5	14.75
		6	15.00
		7	15.25
		8	15.50
SWIM INSTRUCTOR (LEVEL 2) CHILDCARE PROFESSIONAL	5	1	14.75
		2	15.00
		3	15.25
		4	15.50
		5	15.75
		6	16.00
		7	16.25
		8	16.50
LEAD RECREATION CLERK LEAD FITNESS INSTRUCTOR LEAD YOUTH PROGRAM COUNSELOR	6	1	15.25
		2	15.50
		3	15.75
		4	16.00
		5	16.25
		6	16.50
		7	16.75
		8	17.00

**PARKS AND RECREATION
PART TIME AND SEASONAL EMPLOYEES
SCHEDULE F-1
EFFECTIVE JULY 1, 2021**

POSITION	RANGE	STEP	HOURLY
LEAD LIFEGUARD LEAD CHILDCARE PROFESSIONAL SWIM INSTRUCTOR/TRAINER (LEVEL 3)	7	1	15.75
		2	16.00
		3	16.25
		4	16.50
		5	16.75
		6	17.00
		7	17.25
		8	17.50
FITNESS INSTRUCTOR ATHLETIC OFFICIAL	12	1	18.50
		2	19.00
		3	19.50
		4	20.00
		5	20.50
		6	21.00
		7	21.50
		8	22.00
PARK MAINTAINER I	9	1	16.50
		2	16.75
		3	17.25
		4	18.00
PARK MAINTAINER II	12	1	18.50
		2	18.75
		3	19.25
		4	20.00
PARK MAINTAINER III	14	1	20.00
		2	20.25
		3	20.75
		4	21.50

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 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, 2021**

RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
1A	1	-	2A	1	22.50
	2	-		2	23.00
	3	-		3	23.50
	4	-		4	24.00
	5	-		5	24.50
	6	-		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
1B				14	29.00
	1	14.75		15	29.50
	2	15.00	3	1	30.00
	3	15.25		2	32.50
	4	15.50		3	35.00
	5	15.75		4	37.50
	6	16.00		5	40.00
	7	16.25		6	42.50
	8	16.50		7	47.50
	9	16.75		8	50.00
	10	17.00		9	52.50
	11	17.25		10	57.50
	12	17.50		11	60.00
	13	17.75		12	62.50
	14	18.00		13	65.00
	15	18.25		14	67.50
1C				15	70.00
	1	18.50		16	75.00
	2	18.75	4	1	80.00
	3	19.00		2	85.00
	4	19.25		3	90.00
	5	19.50		4	95.00
	6	19.75		5	100.00
	7	20.00		6	105.00
	8	20.25		7	110.00
	9	20.50		8	115.00
	10	20.75		9	120.00
	11	21.00		10	125.00
	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: \$12.75 (Schedule F-2, Range 1A / 7) per training session, \$12.75 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.

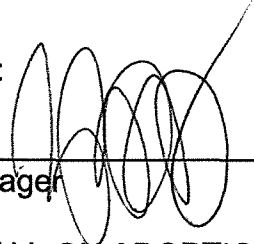
Section 14. Repeal of Resolutions. Resolution No. 21-11 adopted by the City Council on July 6, 2021 is hereby repealed and superseded by this resolution.

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

ADOPTED BY THE CITY COUNCIL THIS 6th DAY OF July, 2021.

APPROVED BY THE MAYOR THIS 6th DAY OF July, 2021.

ATTEST:



City Manager



Mayor

ROLL CALL ON ADOPTION:

YEA

NAY

ABSENT

Councilor Herman
Brownson
Rocka
Hilton
Mayor Jones

X
X
X
X
X