

**RESOLUTION NO. 22- 01**

**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.

| <b>GENERAL/PARKS UNION EMPLOYEES<br/>SCHEDULE A<br/>EFFECTIVE JULY 1, 2021</b> |              |             |                |               |               |
|--|--------------|-------------|----------------|---------------|---------------|
| <b>POSITION</b>  | <b>RANGE</b> | <b>STEP</b> | <b>MONTHLY</b> | <b>YEARLY</b> | <b>HOURLY</b> |
| 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**

| <b>POSITION</b>  | <b>RANGE</b> | <b>STEP</b> | <b>MONTHLY</b> | <b>YEARLY</b> | <b>HOURLY</b> |
|--|--------------|-------------|----------------|---------------|---------------|
| 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<br>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<br>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.

| <b>FIRE UNION EMPLOYEES<br/>SCHEDULE B<br/>EFFECTIVE JULY 1, 2020</b> |              |             |                |               |               |
|---|--------------|-------------|----------------|---------------|---------------|
| <b>POSITION</b>   | <b>RANGE</b> | <b>STEP</b> | <b>MONTHLY</b> | <b>YEARLY</b> | <b>HOURLY</b> |
| 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**

| <b>POSITION</b>         | <b>RANGE</b> | <b>STEP</b> | <b>MONTHLY</b> | <b>YEARLY</b> | <b>HOURLY</b> |
|-------------------------|--------------|-------------|----------------|---------------|---------------|
| 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**

| <b>POSITION</b>  | <b>RANGE</b> | <b>STEP</b> | <b>MONTHLY</b> | <b>YEARLY</b> | <b>HOURLY</b> |
|--|--------------|-------------|----------------|---------------|---------------|
| Deputy Fire Chief – Operations & Training<br>Deputy Fire Chief – Fire Marshal &<br>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.

| <b>POLICE UNION EMPLOYEES<br/>SCHEDULE C<br/>EFFECTIVE JANUARY 1, 2022</b> |              |             |                |               |               |
|--|--------------|-------------|----------------|---------------|---------------|
| <b>POSITION</b>  | <b>RANGE</b> | <b>STEP</b> | <b>MONTHLY</b> | <b>YEARLY</b> | <b>HOURLY</b> |
| Records Specialist<br>(Effective 1/1/2022)                                 | 15           | A           | 3,293.23       | 39,518.75     | 19.00         |
|  |              | B           | 3,457.89       | 41,494.69     | 19.95         |
|  |              | C           | 3,630.79       | 43,569.42     | 20.95         |
|  |              | D           | 3,812.32       | 45,747.89     | 21.99         |
|  |              | E           | 4,002.94       | 48,035.29     | 23.09         |
| Senior Records & Evidence Specialist<br>(Effective 1/1/2022)               | 17           | A           | 3,458.12       | 41,497.44     | 19.95         |
|  |              | B           | 3,631.03       | 43,572.32     | 20.95         |
|  |              | C           | 3,812.58       | 45,750.93     | 22.00         |
|  |              | D           | 4,003.21       | 48,038.48     | 23.10         |
|  |              | E           | 4,203.37       | 50,440.40     | 24.25         |
| 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         |

| <b>POLICE NON-SWORN MANAGEMENT<br/>SCHEDULE C<br/>EFFECTIVE JANUARY 1, 2022</b> |              |             |                |               |               |
|---|--------------|-------------|----------------|---------------|---------------|
| <b>POSITION</b>   | <b>RANGE</b> | <b>STEP</b> | <b>MONTHLY</b> | <b>YEARLY</b> | <b>HOURLY</b> |
| Administrative Services Manager<br>(Effective 1/1/2022)                         | 29           | A           | 4,306.41       | 51,676.95     | 24.85         |
|   |              | B           | 4,521.73       | 54,260.80     | 26.09         |
|   |              | C           | 4,747.82       | 56,973.84     | 27.39         |
|   |              | D           | 4,985.21       | 59,822.53     | 28.76         |
|   |              | E           | 5,234.47       | 62,813.66     | 30.20         |
| 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<br>Sweeper Operator<br>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<br>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<br>Senior Utility Technician<br>Senior Utility Worker<br>Stores Supervisor<br>Water Source Operator<br>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<br>Wastewater Treatment Plant Supervisor<br>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.

| <b>MANAGEMENT AND CONFIDENTIAL EMPLOYEES<br/>SCHEDULE E<br/>EFFECTIVE JULY 1, 2021</b>     |              |             |                |               |               |
|--|--------------|-------------|----------------|---------------|---------------|
| <b>POSITION</b>  | <b>RANGE</b> | <b>STEP</b> | <b>MONTHLY</b> | <b>YEARLY</b> | <b>HOURLY</b> |
| Administrative Assistant<br>Tourist Facilities & Parks Coordinator<br>(Effective 8/1/2021) | 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         |
| Equipment Maintenance Supervisor<br>City Planner<br>Senior Accountant (Effective 2/1/2021) | 34           | A           | 5,039.78       | 60,477        | 29.08         |
|  |              | B           | 5,291.77       | 63,501        | 30.53         |
|  |              | C           | 5,556.36       | 66,676        | 32.06         |
|  |              | D           | 5,834.18       | 70,010        | 33.66         |
|  |              | E           | 6,125.89       | 73,511        | 35.34         |
| Aquatic Program Manager  | 35           | A           | 5,165.76       | 61,989        | 29.80         |
|  |              | B           | 5,424.05       | 65,089        | 31.29         |
|  |              | C           | 5,695.25       | 68,343        | 32.86         |
|  |              | D           | 5,980.01       | 71,760        | 34.50         |
|  |              | E           | 6,279.01       | 75,348        | 36.23         |
| Aquatic Center Supervisor<br>Parks Maintenance Supervisor<br>Recreation Manager            | 36           | A           | 5,294.94       | 63,539        | 30.55         |
|  |              | B           | 5,559.69       | 66,716        | 32.08         |
|  |              | C           | 5,837.67       | 70,052        | 33.68         |
|  |              | D           | 6,129.56       | 73,555        | 35.36         |
|  |              | E           | 6,436.04       | 77,232        | 37.13         |
| Financial Report Manager<br>Human Resources Manager  | 38           | A           | 5,559.72       | 66,717        | 32.08         |
|  |              | B           | 5,837.71       | 70,053        | 33.68         |
|  |              | C           | 6,129.60       | 73,555        | 35.36         |
|  |              | D           | 6,436.08       | 77,233        | 37.13         |
|  |              | E           | 6,757.88       | 81,095        | 38.99         |



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

| POSITION  | RANGE | STEP | MONTHLY  | YEARLY  | HOURLY |
|---|-------|------|----------|---------|--------|
| Public Works Internal Operations Manager<br>Public Works Field Operations Manager<br>(Effective 9/1/2021) | 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  |
| Project Engineer (Effective 8/1/2021)   | 43    | A    | 6,286.58 | 75,439  | 36.27  |
|   |       | B    | 6,600.90 | 79,211  | 38.08  |
|   |       | C    | 6,930.95 | 83,171  | 39.99  |
|   |       | D    | 7,277.50 | 87,330  | 41.99  |
|   |       | E    | 7,641.37 | 91,696  | 44.09  |
| 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<br>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<br>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<br>Finance & Administrative Services Director<br>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**

| <b>DEPARTMENT</b>    | <b>JOB TITLES</b>   |  |
|----------------------|---|--|
| PARKS AND RECREATION | RECREATION CLERK<br>LEAD RECREATION CLERK<br>LIFEGUARD<br>LEAD LIFEGUARD<br>SWIM INSTRUCTOR<br>CHILDCARE PROFESSIONAL<br>LEAD CHILDCARE PROFESSIONAL<br>FITNESS INSTRUCTOR<br>LEAD FITNESS INSTRUCTOR | ATHLETIC OFFICIAL<br>RECREATION LEADER<br>YOUTH PROGRAM COUNSELOR<br>LEAD YOUTH PROGRAM COUNSELOR<br>PARK MAINTAINER 1<br>PARK MAINTAINER 2<br>PARK MAINTAINER 3 |

| <b>PARKS AND RECREATION<br/>PART TIME AND SEASONAL EMPLOYEES<br/>SCHEDULE F-1<br/>EFFECTIVE JULY 1, 2021</b> |              |             |               |
|--|--------------|-------------|---------------|
| <b>POSITION</b>  | <b>RANGE</b> | <b>STEP</b> | <b>HOURLY</b> |
| RECREATION CLERK<br>RECREATION LEADER<br>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<br>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)<br>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<br>LEAD FITNESS INSTRUCTOR<br>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 |
|---|-------|------|--------|
| <p style="text-align: center;">LEAD LIFEGUARD<br/>LEAD CHILDCARE PROFESSIONAL<br/>SWIM INSTRUCTOR/TRAINER (LEVEL 3)</p> | 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  |
| <p style="text-align: center;">FITNESS INSTRUCTOR<br/>ATHLETIC OFFICIAL</p>   | 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  |
| <p style="text-align: center;">PARK MAINTAINER I</p>  | 9     | 1    | 16.50  |
|   |       | 2    | 16.75  |
|   |       | 3    | 17.25  |
|   |       | 4    | 18.00  |
| <p style="text-align: center;">PARK MAINTAINER II</p>   | 12    | 1    | 18.50  |
|   |       | 2    | 18.75  |
|   |       | 3    | 19.25  |
|   |       | 4    | 20.00  |
| <p style="text-align: center;">PARK MAINTAINER III</p>  | 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**

| <b>DEPARTMENT</b>         | <b>JOB TITLES</b>   |
|---------------------------|---|
| ALL DEPARTMENTS           | CLERICAL SUPPORT  |
| COMMUNITY DEVELOPMENT     | BUILDING INSPECTOR<br>CITY HISTORIAN  |
| FINANCE                   | HUMAN RESOURCES SUPPORT<br>ACCOUNTING SUPPORT CLERK                               |
| FIRE                      | HAZMAT TEAM MEMBER<br>FIRE DEPARTMENT PROJECT MANAGER                             |
| LIBRARY                   | LIBRARY ASSISTANT<br>SENIOR LIBRARY ASSISTANT                                     |
| PARKS                     | SPECIAL PROJECTS MANAGER (on call position)                                       |
| POLICE/EMERGENCY DISPATCH | ASSISTANT TO THE EMERGENCY<br>COMMUNICATIONS MANAGER<br>COMMUNITY SERVICE OFFICER |
| PUBLIC WORKS/ENGINEERING  | PUBLIC WORKS LABORER<br>WEEKEND WATER OPERATOR<br>ENGINEERING PROJECT ASSISTANT   |

**PART TIME AND SEASONAL EMPLOYEES  
SCHEDULE F-2  
EFFECTIVE JULY 1, 2021**

| <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           | -             |              | 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         |
|              |             |               |              | 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: \$12.75 (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 1 1/2 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.

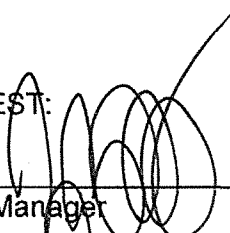
**Section 14. Repeal of Resolutions.** Resolution No. 21-24 adopted by the City Council on August 16, 2021 is hereby repealed and superseded by this resolution.

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

ADOPTED BY THE CITY COUNCIL THIS 3rd DAY OF January, 2022.

APPROVED BY THE MAYOR THIS 3rd DAY OF January, 2022.

  
 \_\_\_\_\_  
 Mayor

ATTEST:  
  
 \_\_\_\_\_  
 City Manager

| ROLL CALL ON ADOPTION: | YEA | NAY | ABSENT |
|------------------------|-----|-----|--------|
| Councilor Herman       | X   |     | X      |
| Brownson               |     |     |        |
| Rocka                  | X   |     |        |
| Hilton                 | X   |     |        |
| Mayor Jones            | X   |     |        |