

RESOLUTION NO. 22-~~37~~

**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, 2022					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Library Assistant	12	A	2,951.75	35,421	17.03
		B	3,099.34	37,192	17.88
		C	3,254.30	39,052	18.78
		D	3,417.02	41,004	19.71
		E	3,587.87	43,054	20.70
Accounting Support Clerk	14	A	3,087.50	37,050	17.81
		B	3,241.87	38,902	18.70
		C	3,403.96	40,848	19.64
		D	3,574.16	42,890	20.62
		E	3,752.87	45,034	21.65

**GENERAL/PARKS UNION EMPLOYEES  
SCHEDULE A  
EFFECTIVE JULY 1, 2022**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Senior Library Assistant	20	A	3,586.26	43,035	20.69
Accounting Clerk		B	3,765.58	45,187	21.72
Engineering Administrative Assistant		C	3,953.86	47,446	22.81
Permit Technician		D	4,151.55	49,819	23.95
Novice Grounds Coordinator		E	4,359.13	52,310	25.15
Recreation Coordinator	23	A	3,864.21	46,371	22.29
		B	4,057.42	48,689	23.41
		C	4,260.29	51,124	24.58
		D	4,473.31	53,680	25.81
		E	4,696.97	56,364	27.10
CAD Technician Grounds Coordinator	26	A	4,159.85	49,918	24.00
		B	4,367.84	52,414	25.20
		C	4,586.23	55,035	26.46
		D	4,815.54	57,787	27.78
		E	5,056.32	60,676	29.17
Facility Coordinator	27	A	4,263.85	51,166	24.60
		B	4,477.04	53,724	25.83
		C	4,700.89	56,411	27.12
		D	4,935.93	59,231	28.48
		E	5,182.73	62,193	29.90
Engineering Technician	30	A	4,591.67	55,100	26.49
		B	4,821.25	57,855	27.82
		C	5,062.32	60,748	29.21
		D	5,315.43	63,785	30.67
		E	5,581.20	66,974	32.20
Senior Engineering Technician Senior GIS Specialist	34	A	5,068.33	60,820	29.24
		B	5,321.75	63,861	30.70
		C	5,587.83	67,054	32.24
		D	5,867.22	70,407	33.85
		E	6,160.59	73,927	35.54

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

<b>FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2022</b>					
<b>POSITION</b>	<b>RANGE</b>	<b>STEP</b>	<b>MONTHLY</b>	<b>YEARLY</b>	<b>HOURLY</b>
Firefighter*	22	A	5,266.22	63,195	21.64
		B	5,529.53	66,354	22.72
		C	5,806.01	69,672	23.86
		D	6,096.31	73,156	25.05
		E	6,401.12	76,813	26.31
Includes 2.0% Stability		C	5,934.03	71,208	24.39
		D	6,224.33	74,692	25.58
		E	6,529.14	78,350	26.83
Includes 3.5% Stability		C	6,030.05	72,361	24.78
		D	6,320.35	75,844	25.97
		E	6,625.16	79,502	27.23
Includes 4.5% Stability		C	6,094.06	73,129	25.04
		D	6,384.36	76,612	26.24
		E	6,689.17	80,270	27.49
Includes 6.0% Stability		C	6,190.07	74,281	25.44
		D	6,480.37	77,764	26.63
		E	6,785.19	81,422	27.88
Driver/Engineer*	24	A	5,535.95	66,431	22.75
		B	5,812.75	69,753	23.89
		C	6,103.39	73,241	25.08
		D	6,408.56	76,903	26.34
		E	6,728.99	80,748	27.65
Includes 2.0% Stability		C	6,237.97	74,856	25.64
		D	6,543.14	78,518	26.89
		E	6,863.57	82,363	28.21
Includes 3.5% Stability		C	6,338.90	76,067	26.05
		D	6,644.07	79,729	27.30
		E	6,964.50	83,574	28.62
Includes 4.5% Stability		C	6,406.19	76,874	26.33
		D	6,711.36	80,536	27.58
		E	7,031.79	84,381	28.90
Includes 6.0% Stability		C	6,507.13	78,086	26.74
		D	6,812.30	81,748	28.00
		E	7,132.72	85,593	29.31
Fire Lieutenant*	28	A	6,099.82	73,198	25.07
		B	6,404.81	76,858	26.32
		C	6,725.05	80,701	27.64
		D	7,061.31	84,736	29.02
		E	7,414.37	88,972	30.47
Includes 2.0% Stability		C	6,873.34	82,480	28.25
		D	7,209.59	86,515	29.63
		E	7,562.66	90,752	31.08
Includes 3.5% Stability		C	6,984.56	83,815	28.70
		D	7,320.81	87,850	30.09
		E	7,673.87	92,086	31.54
Includes 4.5% Stability		C	7,058.70	84,704	29.01
		D	7,394.95	88,739	30.39

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2022					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Includes 4.5% Stability		E	7,748.02	92,976	31.84
		C	7,169.92	86,039	29.47
Includes 6.0% Stability		D	7,506.17	90,074	30.85
		E	7,859.23	94,311	32.30

\* 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, 2022					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Fire Chief - Operations & Training Deputy Fire Chief - Fire Marshal & Emergency Manager	47	A	7,944.60	95,335	45.84
		B	8,341.83	100,102	48.13
		C	8,758.92	105,107	50.53
		D	9,196.86	110,362	53.06
		E	9,656.71	115,880	55.71
Fire Chief	49	A	8,490.35	101,884	48.98
		B	8,914.87	106,978	51.43
		C	9,360.61	112,327	54.00
		D	9,828.64	117,944	56.70
		E	10,320.08	123,841	59.54

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

POLICE UNION EMPLOYEES SCHEDULE C EFFECTIVE JULY 1, 2022					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Records Specialist	15	A	3,556.69	42,680.25	20.52
		B	3,734.52	44,814.26	21.55
		C	3,921.25	47,054.98	22.62
		D	4,117.31	49,407.72	23.75
		E	4,323.18	51,878.11	24.94
Senior Records & Evidence Specialist	17	A	3,734.77	44,817.24	21.55
		B	3,921.51	47,058.10	22.62
		C	4,117.58	49,411.01	23.76
		D	4,323.46	51,881.56	24.94
		E	4,539.64	54,475.63	26.19
Communications Operator	24	A	4,546.13	54,553.54	26.23
		B	4,773.43	57,281.22	27.54
		C	5,012.11	60,145.28	28.92
		D	5,262.71	63,152.54	30.36
		E	5,525.85	66,310.17	31.88
Police Officer	29	A	5,032.66	60,391.92	29.04
		B	5,284.29	63,411.52	30.49
		C	5,548.51	66,582.09	32.01
		D	5,825.93	69,911.20	33.61
		E	6,117.23	73,406.76	35.29
Senior Police Officer	30	A	5,687.05	68,244.60	32.81
		B	5,971.40	71,656.83	34.45
		C	6,269.97	75,239.67	36.17
		D	6,583.47	79,001.65	37.98
		E	6,912.64	82,951.73	39.88
Communications Operations Supervisor	32	A	6,284.29	75,411.53	36.26
		B	6,598.51	79,182.10	38.07
		C	6,928.43	83,141.21	39.97
		D	7,274.86	87,298.27	41.97
		E	7,638.60	91,663.18	44.07

POLICE NON-SWORN MANAGEMENT SCHEDULE C EFFECTIVE JULY 1, 2022					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Services Manager	29	A	4,650.93	55,811.11	26.83
		B	4,883.47	58,601.66	28.17
		C	5,127.65	61,531.75	29.58
		D	5,384.03	64,608.34	31.06
		E	5,653.23	67,838.75	32.62
Emergency Communications Manager	40	A	6,886.11	82,633.36	39.73
		B	7,230.42	86,765.03	41.71
		C	7,591.94	91,103.28	43.80
		D	7,971.54	95,658.45	45.99
		E	8,370.11	100,441.37	48.29

**POLICE SWORN MANAGEMENT  
SCHEDULE C  
EFFECTIVE JULY 1, 2022**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Sergeant	36	A	6,539.98	78,479.75	37.73
		B	6,866.98	82,403.73	39.62
		C	7,210.33	86,523.92	41.60
		D	7,570.84	90,850.12	43.68
		E	7,949.39	95,392.62	45.86
Deputy Chief of Police	42	A	7,505.53	90,066.30	43.30
		B	7,880.80	94,569.62	45.47
		C	8,274.84	99,298.10	47.74
		D	8,688.58	104,263.00	50.13
		E	9,123.01	109,476.15	52.63
Chief of Police	48	A	8,361.62	100,339.44	48.24
		B	8,779.70	105,356.41	50.65
		C	9,218.69	110,624.23	53.19
		D	9,679.62	116,155.44	55.85
		E	10,163.60	121,963.21	58.64

**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, 2022					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Equipment Servicer	15	A	3,412.58	40,951	19.69
		B	3,583.21	42,999	20.67
		C	3,762.37	45,148	21.71
		D	3,950.49	47,406	22.79
		E	4,148.01	49,776	23.93
Utility Worker I	19	A	3,762.07	45,145	21.70
		B	3,950.17	47,402	22.79
		C	4,147.68	49,772	23.93
		D	4,355.07	52,261	25.13
		E	4,572.82	54,874	26.38
Equipment Mechanic I Sweeper Operator Utility Technician	21	A	3,956.36	47,476	22.83
		B	4,154.18	49,850	23.97
		C	4,361.89	52,343	25.17
		D	4,579.98	54,960	26.42
		E	4,808.98	57,708	27.74
Utility Worker II	23	A	4,168.16	50,018	24.05
		B	4,376.57	52,519	25.25
		C	4,595.40	55,145	26.51
		D	4,825.17	57,902	27.84
		E	5,066.42	60,797	29.23
Wastewater Treatment Plant Operator Water Quality Technician	25	A	4,371.91	52,463	25.22
		B	4,590.51	55,086	26.48
		C	4,820.03	57,840	27.81
		D	5,061.03	60,732	29.20
		E	5,314.09	63,769	30.66
Equipment Mechanic II Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator Senior Building Facilities Technician	27	A	4,595.47	55,146	26.51
		B	4,825.25	57,903	27.84
		C	5,066.51	60,798	29.23
		D	5,319.83	63,838	30.69
		E	5,585.83	67,030	32.23
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	29	A	4,815.32	57,784	27.78
		B	5,056.09	60,673	29.17
		C	5,308.89	63,707	30.63
		D	5,574.33	66,892	32.16
		E	5,853.05	70,237	33.77

**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, 2022					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Assistant Tourist Facilities & Parks Coordinator Parks & Public Sites Maintenance Coord. Head Lifeguard	20	A	3,718.66	44,624	21.45
		B	3,904.59	46,855	22.53
		C	4,099.82	49,198	23.65
		D	4,304.81	51,658	24.84
		E	4,520.06	54,241	26.08
Executive Assistant	23	A	3,966.60	47,599	22.88
		B	4,164.93	49,979	24.03
		C	4,373.18	52,478	25.23
		D	4,591.84	55,102	26.49
		E	4,821.43	57,857	27.82
Accountant	28	A	4,462.48	53,550	25.75
		B	4,685.61	56,227	27.03
		C	4,919.89	59,039	28.38
		D	5,165.88	61,991	29.80
		E	5,424.17	65,090	31.29
Finance Operations Supervisor	30	A	4,685.54	56,226	27.03
		B	4,919.82	59,038	28.38
		C	5,165.81	61,990	29.80
		D	5,424.10	65,089	31.29
		E	5,695.30	68,344	32.86
Associate Planner	33	A	5,045.84	60,550	29.11
		B	5,298.14	63,578	30.57
		C	5,563.04	66,757	32.10
		D	5,841.20	70,094	33.70
		E	6,133.26	73,599	35.38
Equipment Maintenance Supervisor Senior Accountant	34	A	5,165.78	61,989	29.80
		B	5,424.07	65,089	31.29
		C	5,695.27	68,343	32.86
		D	5,980.03	71,760	34.50
		E	6,279.04	75,348	36.23
Aquatic Program Manager	35	A	5,294.90	63,539	30.55
		B	5,559.65	66,716	32.08
		C	5,837.63	70,052	33.68
		D	6,129.51	73,554	35.36
		E	6,435.99	77,232	37.13
Aquatic Center Supervisor Parks Maintenance Supervisor Recreation Manager	36	A	5,427.32	65,128	31.31
		B	5,698.68	68,384	32.88
		C	5,983.62	71,803	34.52
		D	6,282.80	75,394	36.25
		E	6,596.94	79,163	38.06
Financial Report Manager	38	A	5,698.72	68,385	32.88
		B	5,983.65	71,804	34.52
		C	6,282.84	75,394	36.25
		D	6,596.98	79,164	38.06
		E	6,926.83	83,122	39.96



**MANAGEMENT AND CONFIDENTIAL EMPLOYEES  
SCHEDULE E  
EFFECTIVE JULY 1, 2022**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Recreation & Aquatics Supervisor City Planner	41	A	6,136.79	73,641	35.41
		B	6,443.63	77,324	37.18
		C	6,765.81	81,190	39.03
		D	7,104.10	85,249	40.99
		E	7,459.30	89,512	43.04
Public Works Internal Operations Manager Public Works Field Operations Manager	42	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
Project Engineer	43	A	6,443.74	77,325	37.18
		B	6,765.93	81,191	39.03
		C	7,104.22	85,251	40.99
		D	7,459.43	89,513	43.04
		E	7,832.41	93,989	45.19
Library Director	45	A	6,735.62	80,827	38.86
		B	7,072.40	84,869	40.80
		C	7,426.02	89,112	42.84
		D	7,797.33	93,568	44.99
		E	8,187.19	98,246	47.23
Assistant City Engineer Chief Building Official	47	A	7,072.34	84,868	40.80
		B	7,425.96	89,112	42.84
		C	7,797.26	93,567	44.99
		D	8,187.12	98,245	47.23
		E	8,596.48	103,158	49.60
City Engineer Parks And Recreation Director Human Resources Director	49	A	7,425.95	89,111	42.84
		B	7,797.24	93,567	44.98
		C	8,187.11	98,245	47.23
		D	8,596.46	103,158	49.60
		E	9,026.28	108,315	52.08
Community Development Director Finance & Administrative Services Director Public Works Director	53	A	8,187.10	98,245	47.23
		B	8,596.45	103,157	49.60
		C	9,026.27	108,315	52.08
		D	9,477.59	113,731	54.68
		E	9,951.47	119,418	57.41

**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 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, 2022			
POSITION	RANGE	STEP	HOURLY
LIFEGUARD SWIM INSTRUCTOR IN TRAINING (LEVEL 1) RECREATION CLERK RECREATION LEADER YOUTH PROGRAM COUNSELOR	3	1	14.50
		2	14.75
		3	15.00
		4	15.25
		5	15.50
		6	15.75
		7	16.00
		8	16.25
SWIM INSTRUCTOR (LEVEL 2)	5	1	15.50
		2	15.75
		3	16.00
		4	16.25
		5	16.50
		6	16.75
		7	17.00
		8	17.25
LEAD RECREATION CLERK LEAD FITNESS INSTRUCTOR LEAD YOUTH PROGRAM COUNSELOR	6	1	16.00
		2	16.25
		3	16.50
		4	16.75
		5	17.00
		6	17.25
		7	17.50
		8	17.75
LEAD LIFEGUARD SWIM INSTRUCTOR/TRAINER (LEVEL 3)	7	1	16.50
		2	16.75
		3	17.00
		4	17.25
		5	17.50
		6	17.75
		7	18.00
		8	18.25

**PARKS AND RECREATION  
PART TIME AND SEASONAL EMPLOYEES  
SCHEDULE F-1  
EFFECTIVE JULY 1, 2022**

POSITION	RANGE	STEP	HOURLY
FITNESS INSTRUCTOR ATHLETIC OFFICIAL	12	1	19.25
		2	19.75
		3	20.25
		4	20.75
		5	21.25
		6	21.75
		7	22.25
		8	22.75
PARK MAINTAINER I	9	1	17.25
		2	17.50
		3	18.00
		4	18.75
PARK MAINTAINER II	12	1	19.25
		2	19.50
		3	20.00
		4	20.75
PARK MAINTAINER III	14	1	20.75
		2	21.00
		3	21.50
		4	22.25

**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
CITY MANAGER	HUMAN RESOURCES SUPPORT
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR CITY HISTORIAN
FINANCE	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 SPECIAL PROJECTS MANAGER
PUBLIC WORKS/ENGINEERING	PUBLIC WORKS LABORER WEEKEND WATER OPERATOR ENGINEERING PROJECT ASSISTANT

**PART TIME AND SEASONAL EMPLOYEES  
SCHEDULE F-2  
EFFECTIVE JULY 1, 2022**

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	-		7	25.50
	8	-		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
RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
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
RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
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	RANGE	STEP	HOURLY
	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: \$13.50 (Schedule F-2, Range 1A/9) per training session, \$13.50 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.

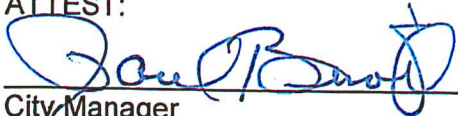
**Section 14. Repeal of Resolutions.** Resolution No. 22-36 adopted by the City Council on November 7, 2022 is hereby repealed and superseded by this resolution.

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

ADOPTED BY THE CITY COUNCIL THIS 21 DAY OF November, 2022.

APPROVED BY THE MAYOR THIS 21 DAY OF November, 2022.

  
\_\_\_\_\_  
Mayor

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

ROLL CALL ON ADOPTION:                      YEA                      NAY                      ABSENT

Councilor Herman  
                    Brownson  
                    Rocka  
                    Hilton  
Mayor         Jones