

## RESOLUTION NO. 23-24

### 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</b>					
<b>SCHEDULE A</b>					
<b>EFFECTIVE JULY 1, 2023</b>					
<b>POSITION</b>	<b>RANGE</b>	<b>STEP</b>	<b>MONTHLY</b>	<b>YEARLY</b>	<b>HOURLY</b>
Library Assistant	12	A	3,099.34	37,192	17.88
		B	3,254.30	39,052	18.78
		C	3,417.02	41,004	19.71
		D	3,587.87	43,054	20.70
		E	3,767.26	45,207	21.73
Accounting Support Clerk	14	A	3,256.24	39,075	18.79
		B	3,419.05	41,029	19.73
		C	3,590.01	43,080	20.71
		D	3,769.51	45,234	21.75
		E	3,957.98	47,496	22.83
Novice Grounds Coordinator	20	A	3,776.24	45,315	21.79
		B	3,965.05	47,581	22.88
		C	4,163.31	49,960	24.02
		D	4,371.47	52,458	25.22
		E	4,590.05	55,081	26.48
Senior Library Assistant Permit Technician	21	A	3,870.65	46,448	22.33
		B	4,064.18	48,770	23.45
		C	4,267.39	51,209	24.62
		D	4,480.76	53,769	25.85
		E	4,704.80	56,458	27.14
Accounting Clerk Engineering Administrative Assistant	22	A	3,967.41	47,609	22.89
		B	4,165.78	49,989	24.03
		C	4,374.07	52,489	25.24
		D	4,592.78	55,113	26.50
		E	4,822.42	57,869	27.82
Recreation Coordinator	23	A	4,066.60	48,799	23.46
		B	4,269.93	51,239	24.63
		C	4,483.43	53,801	25.87
		D	4,707.60	56,491	27.16
		E	4,942.98	59,316	28.52

**GENERAL/PARKS UNION EMPLOYEES  
SCHEDULE A  
EFFECTIVE JULY 1, 2023**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
CAD Technician Grounds Coordinator	26	A	4,379.28	52,551	25.27
		B	4,598.25	55,179	26.53
		C	4,828.16	57,938	27.86
		D	5,069.57	60,835	29.25
		E	5,323.05	63,877	30.71
Facility Coordinator	27	A	4,488.76	53,865	25.90
		B	4,713.20	56,558	27.19
		C	4,948.86	59,386	28.55
		D	5,196.31	62,356	29.98
		E	5,456.12	65,473	31.48
Engineering Technician Code Compliance Specialist	30	A	4,833.91	58,007	27.89
		B	5,075.60	60,907	29.28
		C	5,329.38	63,953	30.75
		D	5,595.85	67,150	32.28
		E	5,875.65	70,508	33.90
Senior Engineering Technician Senior GIS Specialist	35	A	5,469.12	65,629	31.55
		B	5,742.58	68,911	33.13
		C	6,029.71	72,357	34.79
		D	6,331.19	75,974	36.53
		E	6,647.75	79,773	38.35

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

<b>FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2023</b>					
<b>POSITION</b>	<b>RANGE</b>	<b>STEP</b>	<b>MONTHLY</b>	<b>YEARLY</b>	<b>HOURLY</b>
Firefighter*	22	A	5,424.21	65,090	22.29
		B	5,695.42	68,345	23.41
		C	5,980.19	71,762	24.58
		D	6,279.20	75,350	25.81
		E	6,593.16	79,118	27.10
Includes 2.0% Stability		C	6,112.05	73,345	25.12
		D	6,411.06	76,933	26.35
		E	6,725.02	80,700	27.64
Includes 3.5% Stability		C	6,210.95	74,531	25.52
		D	6,509.96	78,119	26.75
		E	6,823.92	81,887	28.04
Includes 4.5% Stability		C	6,276.88	75,323	25.80
		D	6,575.89	78,911	27.02
		E	6,889.85	82,678	28.31
Includes 6.0% Stability		C	6,375.78	76,509	26.20
		D	6,674.79	80,097	27.43
		E	6,988.75	83,865	28.72
Driver/Engineer*	24	A	5,702.03	68,424	23.43
		B	5,987.13	71,846	24.60
		C	6,286.49	75,438	25.84
		D	6,600.81	79,210	27.13
		E	6,930.86	83,170	28.48
Includes 2.0% Stability		C	6,425.11	77,101	26.40
		D	6,739.43	80,873	27.70
		E	7,069.47	84,834	29.05
Includes 3.5% Stability		C	6,529.07	78,349	26.83
		D	6,843.39	82,121	28.12
		E	7,173.43	86,081	29.48
Includes 4.5% Stability		C	6,598.38	79,181	27.12
		D	6,912.70	82,952	28.41
		E	7,242.74	86,913	29.77
Includes 6.0% Stability		C	6,702.34	80,428	27.54
		D	7,016.67	84,200	28.84
		E	7,346.71	88,160	30.19
Fire Lieutenant*	28	A	6,282.82	75,394	25.82
		B	6,596.96	79,163	27.11
		C	6,926.80	83,122	28.47
		D	7,273.14	87,278	29.89
		E	7,636.80	91,642	31.38
Includes 2.0% Stability		C	7,079.54	84,954	29.09
		D	7,425.88	89,111	30.52
		E	7,789.54	93,474	32.01
Includes 3.5% Stability		C	7,194.09	86,329	29.57
		D	7,540.43	90,485	30.99
		E	7,904.09	94,849	32.48
		C	7,270.46	87,246	29.88

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2023					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Includes 4.5% Stability		D	7,616.80	91,402	31.30
		E	7,980.46	95,765	32.80
Includes 6.0% Stability		C	7,385.01	88,620	30.35
		D	7,731.35	92,776	31.77
		E	8,095.01	97,140	33.27

\* 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, 2023					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Fire Chief - Operations & Training Deputy Fire Chief - Fire Marshal & Emergency Manager	47	A	8,178.41	98,141	47.18
		B	8,587.33	103,048	49.54
		C	9,016.70	108,200	52.02
		D	9,467.53	113,610	54.62
		E	9,940.91	119,291	57.35
Fire Chief	49	A	8,740.53	104,886	50.43
		B	9,177.56	110,131	52.95
		C	9,636.44	115,637	55.60
		D	10,118.26	121,419	58.38
		E	10,624.17	127,490	61.29

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

POLICE UNION EMPLOYEES SCHEDULE C EFFECTIVE JULY 1, 2023					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Records Specialist	15	A	3,663.39	43,960.66	21.14
		B	3,846.56	46,158.69	22.19
		C	4,038.89	48,466.62	23.30
		D	4,240.83	50,889.96	24.47
		E	4,452.87	53,434.45	25.69
Senior Records & Evidence Specialist	17	A	3,846.81	46,161.76	22.19
		B	4,039.15	48,469.84	23.30
		C	4,241.11	50,893.34	24.47
		D	4,453.17	53,438.00	25.69
		E	4,675.83	56,109.90	26.98
Communications Call Taker	22	A	4,456.88	53,482.59	25.71
		B	4,679.73	56,156.72	27.00
		C	4,913.71	58,964.56	28.35
		D	5,159.40	61,912.79	29.77
		E	5,417.37	65,008.42	31.25
Communications Operator	24	A	4,682.51	56,190.15	27.02
		B	4,916.64	58,999.66	28.37
		C	5,162.47	61,949.64	29.78
		D	5,420.59	65,047.12	31.27
		E	5,691.62	68,299.48	32.84
Police Officer	29	A	5,183.64	62,203.68	29.91
		B	5,442.82	65,313.86	31.40
		C	5,714.96	68,579.56	32.97
		D	6,000.71	72,008.53	34.62
		E	6,300.75	75,608.96	36.35
Senior Police Officer	30	A	5,857.66	70,291.94	33.79
		B	6,150.54	73,806.53	35.48
		C	6,458.07	77,496.86	37.26
		D	6,780.98	81,371.70	39.12
		E	7,120.02	85,440.29	41.08
Communications Operations Supervisor	32	A	6,472.82	77,673.87	37.34
		B	6,796.46	81,557.57	39.21
		C	7,136.29	85,635.44	41.17
		D	7,493.10	89,917.22	43.23
		E	7,867.76	94,413.08	45.39

**POLICE NON-SWORN MANAGEMENT  
SCHEDULE C  
EFFECTIVE JULY 1, 2023**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Services Manager	29	A	4,790.45	57,485.44	27.64
		B	5,029.98	60,359.71	29.02
		C	5,281.48	63,377.70	30.47
		D	5,545.55	66,546.59	31.99
		E	5,822.83	69,873.91	33.59
Emergency Communications Manager	40	A	7,092.70	85,112.36	40.92
		B	7,447.33	89,367.98	42.97
		C	7,819.70	93,836.38	45.11
		D	8,210.68	98,528.20	47.37
		E	8,621.22	103,454.61	49.74

**POLICE SWORN MANAGEMENT  
SCHEDULE C  
EFFECTIVE JULY 1, 2023**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Sergeant	36	A	6,736.18	80,834.14	38.86
		B	7,072.99	84,875.85	40.81
		C	7,426.64	89,119.64	42.85
		D	7,797.97	93,575.62	44.99
		E	8,187.87	98,254.40	47.24
Deputy Chief of Police	42	A	7,730.69	92,768.29	44.60
		B	8,117.23	97,406.71	46.83
		C	8,523.09	102,277.04	49.17
		D	8,949.24	107,390.89	51.63
		E	9,396.70	112,760.44	54.21
Chief of Police	48	A	8,612.47	103,349.62	49.69
		B	9,043.09	108,517.10	52.17
		C	9,495.25	113,942.96	54.78
		D	9,970.01	119,640.10	57.52
		E	10,468.51	125,622.11	60.40

**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, 2023					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Utility Worker I Equipment Servicer	19	A	3,992.86	47,914	23.04
		B	4,192.50	50,310	24.19
		C	4,402.13	52,826	25.40
		D	4,622.23	55,467	26.67
		E	4,853.35	58,240	28.00
Equipment Mechanic I Sweeper Operator Utility Technician	21	A	4,195.00	50,340	24.20
		B	4,404.75	52,857	25.41
		C	4,624.99	55,500	26.68
		D	4,856.24	58,275	28.02
		E	5,099.05	61,189	29.42
Utility Worker II	23	A	4,407.37	52,888	25.43
		B	4,627.74	55,533	26.70
		C	4,859.13	58,310	28.03
		D	5,102.08	61,225	29.44
		E	5,357.19	64,286	30.91
Wastewater Treatment Plant Operator Water Quality Technician	25	A	4,630.49	55,566	26.71
		B	4,862.02	58,344	28.05
		C	5,105.12	61,261	29.45
		D	5,360.38	64,325	30.93
		E	5,628.39	67,541	32.47
Equipment Mechanic II Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator Senior Building Facilities Technician	27	A	4,864.91	58,379	28.07
		B	5,108.16	61,298	29.47
		C	5,363.57	64,363	30.94
		D	5,631.74	67,581	32.49
		E	5,913.33	70,960	34.12
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	29	A	5,366.76	64,401	30.96
		B	5,635.10	67,621	32.51
		C	5,916.85	71,002	34.14
		D	6,212.69	74,552	35.84
		E	6,523.33	78,280	37.64



**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, 2023					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Assistant Tourist Facilities & Parks Coordinator Parks & Public Sites Maintenance Coord. Head Lifeguard	20	A	3,941.78	47,301	22.74
		B	4,138.87	49,666	23.88
		C	4,345.81	52,150	25.07
		D	4,563.10	54,757	26.33
		E	4,791.26	57,495	27.64
Executive Assistant	23	A	4,204.60	50,455	24.26
		B	4,414.83	52,978	25.47
		C	4,635.57	55,627	26.74
		D	4,867.35	58,408	28.08
		E	5,110.71	61,329	29.49
Accountant	28	A	4,730.23	56,763	27.29
		B	4,966.74	59,601	28.65
		C	5,215.08	62,581	30.09
		D	5,475.83	65,710	31.59
		E	5,749.62	68,995	33.17
Finance Operations Supervisor	30	A	4,966.67	59,600	28.65
		B	5,215.00	62,580	30.09
		C	5,475.76	65,709	31.59
		D	5,749.54	68,995	33.17
		E	6,037.02	72,444	34.83
Associate Planner	33	A	5,348.60	64,183	30.86
		B	5,616.02	67,392	32.40
		C	5,896.83	70,762	34.02
		D	6,191.67	74,300	35.72
		E	6,501.25	78,015	37.51
Equipment Maintenance Supervisor Senior Accountant	34	A	5,475.73	65,709	31.59
		B	5,749.51	68,994	33.17
		C	6,036.99	72,444	34.83
		D	6,338.84	76,066	36.57
		E	6,655.78	79,869	38.40
Aquatic Program Manager	35	A	5,612.60	67,351	32.38
		B	5,893.23	70,719	34.00
		C	6,187.89	74,255	35.70
		D	6,497.28	77,967	37.49
		E	6,822.15	81,866	39.36
Aquatic Center Supervisor Parks Maintenance Supervisor Recreation Manager	36	A	5,752.95	69,035	33.19
		B	6,040.60	72,487	34.85
		C	6,342.63	76,112	36.59
		D	6,659.76	79,917	38.42
		E	6,992.75	83,913	40.34
Financial Report Manager	38	A	6,040.64	72,488	34.85
		B	6,342.67	76,112	36.59
		C	6,659.81	79,918	38.42
		D	6,992.80	83,914	40.34
		E	7,342.44	88,109	42.36

**MANAGEMENT AND CONFIDENTIAL EMPLOYEES  
SCHEDULE E  
EFFECTIVE JULY 1, 2023**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Recreation & Aquatics Supervisor City Planner	41	A	6,505.00	78,060	37.53
		B	6,830.24	81,963	39.41
		C	7,171.76	86,061	41.38
		D	7,530.35	90,364	43.45
		E	7,906.86	94,882	45.62
Public Works Internal Operations Manager Public Works Field Operations Manager	42	A	6,663.77	79,965	38.45
		B	6,996.96	83,964	40.37
		C	7,346.81	88,162	42.39
		D	7,714.15	92,570	44.51
		E	8,099.85	97,198	46.73
Project Engineer	43	A	6,830.36	81,964	39.41
		B	7,171.88	86,063	41.38
		C	7,530.48	90,366	43.45
		D	7,907.00	94,884	45.62
		E	8,302.35	99,628	47.90
Library Director	45	A	7,139.76	85,677	41.19
		B	7,496.75	89,961	43.25
		C	7,871.59	94,459	45.41
		D	8,265.17	99,182	47.68
		E	8,678.42	104,141	50.07
Assistant City Engineer Chief Building Official	47	A	7,496.68	89,960	43.25
		B	7,871.52	94,458	45.41
		C	8,265.09	99,181	47.68
		D	8,678.35	104,140	50.07
		E	9,112.26	109,347	52.57
City Engineer Parks And Recreation Director Human Resources Director	49	A	7,871.50	94,458	45.41
		B	8,265.08	99,181	47.68
		C	8,678.33	104,140	50.07
		D	9,112.25	109,347	52.57
		E	9,567.86	114,814	55.20
Community Development Director Finance & Administrative Services Director Public Works Director	53	A	8,678.32	104,140	50.07
		B	9,112.24	109,347	52.57
		C	9,567.85	114,814	55.20
		D	10,046.24	120,555	57.96
		E	10,548.55	126,583	60.86

**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, 2023**

POSITION	RANGE	STEP	HOURLY
LIFEGUARD SWIM INSTRUCTOR IN TRAINING (LEVEL 1) RECREATION CLERK RECREATION LEADER YOUTH PROGRAM COUNSELOR	3	1	15.50
		2	15.75
		3	16.00
		4	16.25
		5	16.50
		6	16.75
		7	17.00
		8	17.25
SWIM INSTRUCTOR (LEVEL 2)	5	1	16.50
		2	16.75
		3	17.00
		4	17.25
		5	17.50
		6	17.75
		7	18.00
		8	18.25
LEAD RECREATION CLERK LEAD FITNESS INSTRUCTOR LEAD YOUTH PROGRAM COUNSELOR	6	1	17.00
		2	17.25
		3	17.50
		4	17.75
		5	18.00
		6	18.25
		7	18.50
		8	18.75
LEAD LIFEGUARD SWIM INSTRUCTOR/TRAINER (LEVEL 3)	7	1	17.50
		2	17.75
		3	18.00
		4	18.25
		5	18.50
		6	18.75
		7	19.00
		8	19.25

**PARKS AND RECREATION  
PART TIME AND SEASONAL EMPLOYEES  
SCHEDULE F-1  
EFFECTIVE JULY 1, 2023**

POSITION	RANGE	STEP	HOURLY
FITNESS INSTRUCTOR ATHLETIC OFFICIAL	12	1	20.25
		2	20.75
		3	21.25
		4	21.75
		5	22.25
		6	22.75
		7	23.25
		8	23.75
PARK MAINTAINER I	9	1	18.25
		2	18.50
		3	19.00
		4	19.75
PARK MAINTAINER II	12	1	20.25
		2	20.50
		3	21.00
		4	21.75
PARK MAINTAINER III	14	1	22.25
		2	22.50
		3	23.00
		4	23.75

**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 SPECIAL PROJECTS COORDINATOR
HUMAN RESOURCES	HUMAN RESOURCES SUPPORT
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR CITY HISTORIAN
FINANCE	ACCOUNTING SUPPORT CLERK
FIRE	HAZMAT TEAM MEMBER
LIBRARY	LIBRARY ASSISTANT SENIOR LIBRARY ASSISTANT
POLICE/EMERGENCY DISPATCH	ASSISTANT TO THE EMERGENCY COMMUNICATIONS MANAGER COMMUNITY SERVICE OFFICER
PUBLIC WORKS/ENGINEERING	PUBLIC WORKS LABORER WEEKEND WATER OPERATOR

**PART TIME AND SEASONAL EMPLOYEES  
SCHEDULE F-2  
EFFECTIVE JULY 1, 2023**

RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
A	1	14.50	D	1	70.00
	2	15.00		2	75.00
	3	15.50		3	80.00
	4	16.00		4	85.00
	5	16.50		5	90.00
	6	17.00		6	95.00
	7	17.50		7	100.00
	8	18.00		8	105.00
	9	18.50		9	110.00
	10	19.00		10	115.00
	11	19.50		11	120.00
	12	20.00		12	125.00
	13	20.50		13	130.00
	14	21.00		14	135.00
	15	21.50		15	140.00
RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
B	1	22.00	E	1	145.00
	2	22.50		2	150.00
	3	23.00		3	155.00
	4	23.50		4	160.00
	5	24.00		5	165.00
	6	24.50		6	170.00
	7	25.00		7	175.00
	8	25.50		8	180.00
	9	26.00		9	185.00
	10	26.50		10	190.00
	11	27.00		11	195.00
	12	27.50		12	200.00
	13	28.00		13	205.00
	14	28.50		14	210.00
	15	29.00		15	215.00
RANGE	STEP	HOURLY			
C	1	30.00			
	2	32.50			
	3	35.00			
	4	37.50			
	5	40.00			
	6	42.50			
	7	45.00			
	8	47.50			
	9	50.00			
	10	52.50			
	11	55.00			
	12	57.50			
	13	60.00			
	14	62.50			
	15	65.00			

Police Reserve: \$14.75 (Schedule F-2, Range A1) per training session, \$14.75 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

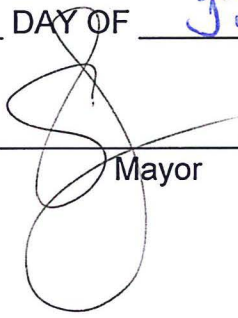
**Section 13. Responsibility Pay.** As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Sections 4.7.

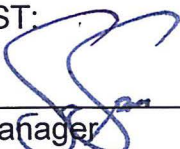
**Section 14. Repeal of Resolutions.** Resolution No. 23-13 adopted by the City Council on May 15, 2023 is hereby repealed and superseded by this resolution.

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

ADOPTED BY THE CITY COUNCIL THIS 3 DAY OF July, 2023.

APPROVED BY THE MAYOR THIS 3 DAY OF July, 2023.

  
 \_\_\_\_\_  
 Mayor

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

ROLL CALL ON ADOPTION:	YEA	NAY	ABSENT
Councilor Davis	X		
Brownson	X		
Adams	X		
Hilton	X		
Mayor Fitzpatrick	X		