

RESOLUTION NO. 25- 17

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 (Step 1) and four merit steps in the corresponding range on the schedule. The pay rate for salaried employees exempt from overtime is shown as a monthly rate. The pay rate for employees not exempt from overtime pay is shown as an hourly rate. Stability Pay shall be part of the basic compensation plan. (See Section 4.6 of the Personnel Policies and Procedures Manual).

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 number; 1 is the entry rate, with Steps 2, 3, 4, and 5. The following salary schedules are listed by employee groups:

Section 4. General/Parks Union Employees.

GENERAL/PARKS UNION EMPLOYEES SCHEDULE A EFFECTIVE JULY 1, 2024						
POSITION	RANGE	STEPS				
		1	2	3	4	5
Library Assistant*	PG-1	\$18.78	\$19.72	\$20.71	\$21.74	\$22.83
Accounting Support Clerk	PG-2	\$19.73	\$20.72	\$21.76	\$22.84	\$23.99
Novice Grounds Coordinator	PG-3	\$22.88	\$24.03	\$25.23	\$26.49	\$27.82
Senior Library Assistant* Permit Technician	PG-4	\$23.46	\$24.63	\$25.86	\$27.15	\$28.51
Accounting Clerk Engineering Administrative Assistant	PG-5	\$24.04	\$25.25	\$26.51	\$27.83	\$29.22
Recreation Coordinator	PG-6	\$24.64	\$25.88	\$27.17	\$28.53	\$29.96
CAD Technician	PG-7	\$26.54	\$27.87	\$29.26	\$30.72	\$32.26
Engineering Technician Code Compliance Specialist	PG-8	\$29.29	\$30.76	\$32.30	\$33.91	\$35.61
Parks Grounds Coordinator Parks Facilities Coordinator	PG-9	\$32.34	\$33.95	\$35.65	\$37.43	\$39.30
Senior Engineering Technician Senior GIS Specialist	PG-10	\$33.14	\$34.80	\$36.54	\$38.37	\$40.29
GIS Administrator	PG-11	\$38.44	\$40.36	\$42.38	\$44.49	\$46.72
Engineering Project Assistant (Eff. 8/1/2024)	PG-12	\$27.25	\$28.61	\$30.04	\$31.55	\$33.12

****Part-time Library Assistant and Senior Library Assistant position are non-represented and paid at the same pay ranges as full-time positions.***

Section 5. Fire Department.

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2024						
POSITION	RANGE	STEPS				
		1	2	3	4	5
Firefighter	F-1	\$23.18	\$24.34	\$25.56	\$26.84	\$28.18
Driver/Engineer	F-2	\$24.37	\$25.59	\$26.87	\$28.21	\$29.62
Fire Lieutenant	F-3	\$26.85	\$28.20	\$29.61	\$31.09	\$32.64

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.

CERTIFICATION PAY	
Calculated on Firefighter Range Step 5	
Adv EMT	3%
EMT Int	5%
Paramedic	8%

HAZARDOUS MATERIALS TEAM PAY
2.5% calculated on Firefighter Range Step 5
BILINGUAL PAY
5% calculated on employee's Range & Step

STABILITY PAY	
YEARS	PERCENTAGE
0-5	2%
10-15	3.5%
15-20	4.5%
20+	6%

FIRE MANAGEMENT SCHEDULE B EFFECTIVE JULY 1, 2024						
POSITION	RANGE	STEPS				
		1	2	3	4	5
Deputy Fire Chief	FM-1	\$8,566.89	\$8,995.23	\$9,444.99	\$9,917.24	\$10,413.10
Fire Chief	FM-2	\$9,155.71	\$9,613.49	\$10,094.17	\$10,598.88	\$11,128.82

Section 6. Police Department.

POLICE UNION EMPLOYEES SCHEDULE C EFFECTIVE JULY 1, 2024						
POSITION	RANGE	STEPS				
		1	2	3	4	5
Records Specialist	PD-1	\$21.77	\$22.86	\$24.00	\$25.20	\$26.46
Senior Records & Evidence Specialist	PD-2	\$22.86	\$24.00	\$25.20	\$26.46	\$27.79
Communications Call Taker	PD-3	\$26.48	\$27.81	\$29.20	\$30.66	\$32.19
Communications Operator	PD-4	\$27.83	\$29.22	\$30.68	\$32.21	\$33.82
Police Officer	PD-5	\$30.80	\$32.34	\$33.96	\$35.66	\$37.44
Senior Police Officer	PD-6	\$34.81	\$36.55	\$38.38	\$40.30	\$42.31
Communications Operations Supervisor	PD-7	\$38.46	\$40.39	\$42.41	\$44.53	\$46.75

POLICE NON-SWORN MANAGEMENT SCHEDULE C EFFECTIVE JULY 1, 2024						
POSITION	RANGE	STEPS				
		1	2	3	4	5
Administrative Services Manager	PDM-1	\$4,934.17	\$5,180.88	\$5,439.92	\$5,711.92	\$5,997.51
Emergency Communications Manager	PDM-2	\$7,305.48	\$7,670.75	\$8,054.29	\$8,457.00	\$8,879.85

POLICE SWORN MANAGEMENT SCHEDULE C EFFECTIVE JULY 1, 2024						
POSITION	RANGE	STEPS				
		1	2	3	4	5
Sergeant	PDM-3	\$40.03	\$42.03	\$44.13	\$46.34	\$48.66
Deputy Chief of Police	PDM-4	\$7,962.61	\$8,360.74	\$8,778.78	\$9,217.72	\$9,678.60
Chief of Police	PDM-5	\$8,870.84	\$9,314.38	\$9,780.10	\$10,269.11	\$10,782.56

POLICE NON-SWORN, NON-REPRESENTED, PART-TIME SCHEDULE C EFFECTIVE AUGUST 21, 2023					
POSITION	YEAR	1	2	3	4
Police Cadet		\$20.00	\$21.00	\$22.00	\$23.00

Section 7. Public Works.

PUBLIC WORKS UNION EMPLOYEES SCHEDULE D EFFECTIVE JULY 1, 2024						
POSITION	RANGE	STEPS				
		1	2	3	4	5
Utility Worker I Machine Mower/Utility Worker (Eff. 8/1/2024) Equipment Servicer	PW-1	\$ 24.04	\$ 25.24	\$ 26.51	\$ 27.83	\$ 29.22
Equipment Mechanic I Sweeper Operator Maintenance Technician	PW-2	\$ 25.28	\$ 26.55	\$ 27.88	\$ 29.27	\$ 30.73
Utility Worker II	PW-3	\$ 26.64	\$ 27.97	\$ 29.37	\$ 30.84	\$ 32.38
Wastewater Operator Water Quality Technician	PW-4	\$ 27.94	\$ 29.34	\$ 30.80	\$ 32.34	\$ 33.96
Equipment Mechanic II Senior Utility Worker Stores Supervisor Water Source Operator	PW-5	\$ 29.37	\$ 30.84	\$ 32.38	\$ 34.00	\$ 35.70
Lead Utility Worker Interim Wastewater Supervisor Water Quality Supervisor Senior Building Facilities Technician Senior Maintenance Technician	PW-6	\$ 30.77	\$ 32.31	\$ 33.93	\$ 35.62	\$ 37.41
Wastewater Supervisor (Eff. 6/1/2025)	PW-7	\$ 33.25	\$ 34.91	\$ 36.66	\$ 38.49	\$ 40.42

Section 8. Non-Represented/Management & Confidential.

NON-REPRESENTED EMPLOYEES/MANAGEMENT & CONFIDENTIAL SCHEDULE E EFFECTIVE JULY 1, 2024						
POSITION	RANGE	STEPS				
		1	2	3	4	5
Administrative Assistant Tourist Facilities & Parks Coordinator Parks & Public Sites Maintenance Coord. Head Lifeguard	NR-1	\$23.76	\$24.95	\$26.20	\$27.51	\$28.89
Executive Assistant Human Resources Specialist	NR-2	\$25.35	\$26.62	\$27.95	\$29.35	\$30.81
Assistant to the City Manager Management Analyst	NR-3	\$28.52	\$29.94	\$31.44	\$33.01	\$34.66
Accountant	NR-4	\$4,943.09	\$5190.25	\$5449.76	\$5722.25	\$6008.36
Associate Planner	NR-5	\$5,589.28	\$5,868.75	\$6,162.18	\$6,470.29	\$6,793.81
Equipment Maintenance Supervisor	NR-6	\$33.01	\$34.66	\$36.40	\$38.22	\$40.13
Senior Accountant	NR-7	\$5,722.13	\$6,008.24	\$6,308.65	\$6,624.08	\$6,955.29
Aquatics Manager Recreation Manager	NR-8	\$6,011.84	\$6,312.43	\$6,628.05	\$6,959.45	\$7,307.43
City Planner	NR-9	\$6,797.72	\$7,137.61	\$7,494.49	\$7,869.21	\$8,262.67
Public Works Field Operations Manager Public Works Internal Operations Manager	NR-10	\$6,963.64	\$7,311.82	\$7,677.41	\$8,061.28	\$8,464.35
Library Director Project Engineer	NR-11	\$7,461.05	\$7,834.10	\$8,225.81	\$8,637.10	\$9,068.95
Building Official	NR-12	\$7,834.03	\$8,225.74	\$8,637.02	\$9,068.87	\$9,522.32
Deputy Building Official <i>(effective 5/19/2025)</i>	NR-12a	6120.00	6426.00	6747.30	7084.67	7438.90
Parks and Recreation Director Human Resources Director Assistant City Engineer	NR-13	\$8,225.72	\$8,637.01	\$9,068.86	\$9,522.30	\$9,998.41
City Engineer	NR-14	\$8,856.22	\$9,299.03	\$9,763.99	\$10,252.18	\$10,764.79
Community Development Director Finance & Administrative Services Dir.	NR-15	\$9,068.85	\$9,522.29	\$9,998.40	\$10,498.32	\$11,023.24
Public Works Director	NR-16	\$9,775.61	\$10,264.39	\$10,777.61	\$11,316.49	\$11,882.32

Section 9. Parks & Recreation Non-Represented, Part-Time and Seasonal Employees.

PARKS AND RECREATION PART-TIME AND SEASONAL EMPLOYEES SCHEDULE F EFFECTIVE JULY 1, 2024						
POSITION	RANGE	STEPS				
		1	2	3	4	5
Lifeguard Swim Instructor in Training (Level 1) Recreation Clerk Recreation Leader Youth Program Counselor	PR-1	\$16.20	\$16.70	\$17.20	\$17.70	\$18.20
Swim Instructor (Level 2)	PR-2	\$17.24	\$17.74	\$18.24	\$18.74	\$19.24
Lead Recreation Clerk Lead Youth Program Counselor	PR-3	\$17.77	\$18.27	\$18.77	\$19.27	\$19.77
Lead Lifeguard Swim Instructor/Trainer (Level 3)	PR-4	\$18.29	\$18.79	\$19.29	\$19.79	\$20.29
Park Maintainer	PR-5	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
Recreation Program Specialist <i>(Eff. 8/1/2024)</i>	PR-6	\$22.73	\$23.23	\$23.73	\$24.23	\$24.73

Section 10. Non-Represented Part-Time and Seasonal Employees.**SCHEDULE G**

DEPARTMENT	JOB TITLES
ALL DEPARTMENTS	CLERICAL SUPPORT SPECIAL PROJECTS COORDINATOR
HUMAN RESOURCES	HUMAN RESOURCES SUPPORT
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR PLUMBING INSPECTOR CITY HISTORIAN
FINANCE	ACCOUNTING SUPPORT CLERK
FIRE	HAZMAT TEAM MEMBER
LIBRARY	LIBRARY ASSISTANT INTERN
POLICE/EMERGENCY DISPATCH	ASSISTANT TO THE EMERGENCY COMMUNICATIONS MANAGER COMMUNITY SERVICE OFFICER
PUBLIC WORKS/ENGINEERING	PUBLIC WORKS LABORER WEEKEND WATER OPERATOR

NON-REPRESENTED, PART-TIME AND SEASONAL EMPLOYEES
SCHEDULE G
EFFECTIVE JULY 1, 2024

RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
S-1	1	15.00	S-4	1	70.00
	2	15.50		2	75.00
	3	16.00		3	80.00
	4	16.50		4	85.00
	5	17.00		5	90.00
	6	17.50		6	95.00
	7	18.00		7	100.00
	8	18.50		8	105.00
	9	19.00		9	110.00
	10	19.50		10	115.00
	11	20.00		11	120.00
	12	20.50		12	125.00
	13	21.00		13	130.00
	14	21.50		14	135.00
		15		140.00	
RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
S-2	1	22.00	S-5	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			
S-3	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			

Section 11. Advancement within Range. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 4.

Section 12. Exceptional and Additional Increases. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 4.

Section 13. 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. Union members are eligible based on the collective bargaining agreement. Non-represented, full-time employees are eligible based on City policy.

General/Parks Union	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	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
Non-Represented/Management & Confidential	Step E of pay range	Schedule E

Section 14. Responsibility Pay. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Sections 4.7.

Section 15. Repeal of Resolutions. Resolution No. 25-09 adopted by the City Council on May 19, 2025 is hereby repealed and superseded by this resolution.

Section 16. Effective Date. The provisions of this resolution shall become effective upon passage.

ADOPTED BY THE CITY COUNCIL THIS 16th DAY OF JUNE 2025.

APPROVED BY THE MAYOR THIS 16th DAY OF JUNE 2025.

ATTEST:



City Manager



Mayor

ROLL CALL ON ADOPTION:

YEA

NAY

ABSENT

Councilor Davis
Mazzarella
Adams
Lump
Mayor Fitzpatrick

X
X
X
X
X