

RESOLUTION NO. 26-34

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:

CITY OF ASTORIA

Section 4. Parks & General Union Employees

PARKS & GENERAL UNION EMPLOYEES SCHEDULE A EFFECTIVE JULY 1, 2025						
POSITION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Library Assistant*	PG-1	\$19.35	\$20.31	\$21.33	\$22.40	\$23.51
Accounting Support Clerk	PG-2	\$20.33	\$21.34	\$22.41	\$23.53	\$24.71
Novice Grounds Coordinator	PG-3	\$23.57	\$24.75	\$25.99	\$27.29	\$28.65
Senior Library Assistant*	PG-4	\$24.16	\$25.37	\$26.64	\$27.97	\$29.37
Permit Technician						
Accounting Clerk	PG-5	\$24.76	\$26.00	\$27.30	\$28.67	\$30.10
Engineering Administrative Assistant						
Recreation Coordinator	PG-6	\$25.38	\$26.65	\$27.99	\$29.38	\$30.85
CAD Technician	PG-7	\$27.34	\$28.70	\$30.14	\$31.64	\$33.23
Engineering Technician	PG-8	\$30.17	\$31.68	\$33.27	\$34.93	\$36.68
Code Compliance Specialist						
Parks Grounds Coordinator	PG-9	\$33.31	\$34.97	\$36.72	\$38.55	\$40.48
Parks Facilities Coordinator						
Senior Engineering Technician	PG-10	\$34.14	\$35.84	\$37.64	\$39.52	\$41.49
Senior GIS Specialist						
GIS Administrator	PG-11	\$39.59	\$41.57	\$43.65	\$45.83	\$48.12
Engineering Project Assistant	PG-12	\$28.07	\$29.47	\$30.94	\$32.49	\$34.12

** Part-Time Library Assistant and Senior Library Assistant positions are non-represented and paid at and paid at the same pay range as full-time positions*

CITY OF ASTORIA
Section 5. Fire Department

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2026						
POSITION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Firefighter	F-1	\$25.07	\$26.33	\$27.64	\$29.02	\$30.47
Driver/Engineer	F-2	\$26.36	\$27.68	\$29.06	\$30.51	\$32.04
Fire Lieutenant	F-3	\$29.04	\$30.49	\$32.02	\$33.62	\$35.30

The pay rates for these positions are based on an annual work schedule of 2,920 hours.

CERTIFICATION PAY		
Calculated on Range F-1, Step 5		
Advanced EMT	3.0%	\$222.43/mo.
EMT Intermediate	5.0%	\$370.72/mo.
Paramedic	8.0%	\$593.15/mo.

STABILITY PAY	
YEARS	PERCENTAGE
0-5	2.0%
10-15	3.5%
15-20	4.5%
20+	6.0%

HAZARDOUS MATERIALS TEAM PAY		
Calculated on Range F-1, Step 5	2.5%	\$185.36/mo.

BILINGUAL PAY	
Calculated on Employee range/step	5.0%

FIRE MANAGEMENT SCHEDULE B EFFECTIVE JULY 1, 2026						
POSITION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Deputy Fire Chief	FM-1	\$9,265.95	\$9,729.25	\$10,215.71	\$10,726.49	\$11,262.82
Fire Chief	FM-2	\$9,902.82	\$10,397.96	\$10,917.85	\$11,463.75	\$12,036.93

CITY OF ASTORIA
Section 6. Police Department

POLICE UNION EMPLOYEES SCHEDULE C EFFECTIVE JULY 1, 2025						
POSITION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Records Specialist	PD-1	\$22.21	\$23.32	\$24.48	\$25.71	\$26.99
Senior Records & Evidence Specialist	PD-2	\$24.46	\$25.68	\$26.97	\$28.32	\$29.73
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, 2026						
POSITION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Administrative Services Manager	PDM-1	\$6,760.00	\$7,098.00	\$7,452.90	\$7,825.55	\$8,216.82
Emergency Communications Manager	PDM-2	\$7,863.62	\$8,256.80	\$8,669.64	\$9,103.12	\$9,558.28

POLICE SWORN MANAGEMENT SCHEDULE C EFFECTIVE JULY 1, 2026						
POSITION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Sergeant	PDM-3	\$43.09	\$45.24	\$47.50	\$49.88	\$52.37
Deputy Chief of Police	PDM-4	\$8,570.95	\$8,999.50	\$9,449.48	\$9,921.95	\$10,418.05
Chief of Police	PDM-5	\$9,653.28	\$10,135.94	\$10,642.74	\$11,174.88	\$11,733.62

POLICE NON-SWORN, NON-REPRESENTED, PART-TIME SCHEDULE C EFFECTIVE JULY 1, 2025				
POSITION	YEAR 1	YEAR 2	YEAR 3	YEAR 4
Police Cadet	\$21.00	\$22.05	\$23.15	\$24.31

CITY OF ASTORIA
Section 7. Public Works

PUBLIC WORKS UNION EMPLOYEES SCHEDULE D EFFECTIVE JULY 1, 2026						
POSITION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Utility Worker I Machine Mower/Utility Worker Equipment Servicer	PW-1	\$26.12	\$27.43	\$28.80	\$30.24	\$31.75
Sweeper Operator Maintenance Technician	PW -2	\$27.47	\$28.84	\$30.28	\$31.79	\$33.38
Utility Worker II Equipment Mechanic I	PW-3	\$28.95	\$30.40	\$31.92	\$33.52	\$35.20
Wastewater Operator Water Quality Technician	PW-4	\$30.37	\$31.89	\$33.48	\$35.15	\$36.91
Equipment Mechanic II Senior Utility Worker Stores Supervisor Water Source Operator	PW-5	\$31.92	\$33.52	\$35.20	\$36.96	\$38.81
Lead Utility Worker Interim Wastewater Supervisor Water Quality Supervisor Senior Building Facilities Technician Senior Maintenance Technician	PW -6	\$33.44	\$35.11	\$36.87	\$38.71	\$40.65
Wastewater Treatment Supervisor	PW-7	\$36.13	\$37.94	\$39.84	\$41.83	\$43.92

CITY OF ASTORIA

Section 8. Non-Represented/Management & Confidential

NON-REPRESENTED EMPLOYEES/MANAGEMENT & CONFIDENTIAL						
SCHEDULE E						
EFFECTIVE JULY 1, 2026						
POSITION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Administrative Assistant Tourist Facilities & Parks Coordinator Parks & Public Sites Maintenance Coord. Head Lifeguard Community Development Technician	NR-1	\$25.75	\$27.04	\$28.39	\$29.81	\$31.30
Executive Assistant Human Resources Specialist	NR-2	\$27.29	\$28.65	\$30.08	\$31.59	\$33.17
Assistant to the City Manager Management Analyst	NR-3	\$30.70	\$32.23	\$33.84	\$35.54	\$37.31
Accountant	NR-4	\$5,320.74	\$5,586.78	\$5,866.12	\$6,159.43	\$6,467.40
Associate Planner	NR-5	\$6,016.30	\$6,317.12	\$6,632.97	\$6,964.62	\$7,312.85
Equipment Maintenance Supervisor	NR-6	\$35.54	\$37.31	\$39.18	\$41.14	\$43.19
Senior Accountant	NR-7	\$6,159.30	\$6,467.27	\$6,790.63	\$7,130.16	\$7,486.67
Aquatics Manager Recreation Manager	NR-8	\$6,471.14	\$6,794.70	\$7,134.43	\$7,491.16	\$7,865.71
City Planner	NR-9	\$7,317.07	\$7,682.92	\$8,067.06	\$8,470.42	\$8,893.94
Public Works Field Operations Manager Public Works Internal Operations Manager	NR-10	\$7,495.66	\$7,870.45	\$8,263.97	\$8,677.17	\$9,111.02
Library Director Project Engineer	NR-11	\$8,031.07	\$8,432.63	\$8,854.26	\$9,296.97	\$9,761.82
Building Official Assistant Finance Director	NR-12	\$8,432.55	\$8,854.18	\$9,296.89	\$9,761.73	\$10,249.82
Deputy Building Official	NR-12a	\$6,587.57	\$6,916.95	\$7,262.79	\$7,625.93	\$8,007.23
Parks and Recreation Director Human Resources Director	NR-13	\$8,854.17	\$9,296.87	\$9,761.72	\$10,249.80	\$10,762.29
City Engineer	NR-14	\$9,532.84	\$10,009.48	\$10,509.95	\$11,035.45	\$11,587.22
Community Development Director Finance & Administrative Services Dir.	NR-15	\$9,761.71	\$10,249.79	\$10,762.28	\$11,300.40	\$11,865.42
Public Works Director	NR-16	\$10,522.47	\$11,048.59	\$11,601.02	\$12,181.07	\$12,790.13

CITY OF ASTORIA**Section 9. Parks & Recreation Non-Represented, Part-Time and Seasonal Employees**

PARKS & RECREATION PART-TIME AND SEASONAL EMPLOYEES SCHEDULE F EFFECTIVE JULY 1, 2026						
POSITION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Lifeguard Swim Instructor in Training (Level 1) Recreation Clerk Recreation Leader Youth Program Counselor	PR-1	\$17.43	\$17.93	\$18.43	\$18.93	\$19.43
Swim Instructor (Level 2)	PR-2	\$18.56	\$19.06	\$19.56	\$20.06	\$20.56
Lead Recreation Clerk Lead Youth Program Counselor	PR-3	\$19.12	\$19.62	\$20.12	\$20.62	\$21.12
Lead Lifeguard Swim Instructor Trainer (Level 3)	PR-4	\$19.68	\$20.18	\$20.68	\$21.18	\$21.68
Park Maintainer	PR-5	\$23.68	\$24.18	\$24.68	\$25.18	\$25.68
Recreation Program Specialist	PR-6	\$24.47	\$24.97	\$25.47	\$25.97	\$26.47

CITY OF ASTORIA

Section 10. Non-Represented, Part-Time and Seasonal Employees

NON-REPRESENTED, PART-TIME AND SEASONAL EMPLOYEES SCHEDULE G EFFECTIVE JULY 1, 2026															
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
S-1	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	-	-	-
S-2	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
S-3	\$30.00	\$32.50	\$35.00	\$37.50	\$40.00	\$42.50	\$45.00	\$47.50	\$50.00	\$52.50	\$55.00	\$57.50	\$60.00	\$62.50	\$65.00
S-4	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00	\$130.00	\$135.00	\$140.00
S-5	\$145.00	\$150.00	\$155.00	\$160.00	\$165.00	\$170.00	\$175.00	\$180.00	\$185.00	\$190.00	\$195.00	\$200.00	\$205.00	\$210.00	\$215.00

POSITIONS

All Departments:

Clerical Support
Special Projects Coordinator

Community Development:

Building Inspector
Plumbing Inspector
City Historian

Finance:

Accounting Support Clerk

Fire:

Hazmat Team Member

Human Resources:

Human Resources Support

Library:

Library Assistant Intern

Police/Dispatch

Assistant to the Emergency Communications Manager
Community Service Officer

Public Works:

Public Works Laborer
Weekend Water Operator

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 and are calculated on Step 5 of the pay range. Union members are eligible based on the collective bargaining agreement. Non-represented, full-time employees are eligible based on City policy.

EMPLOYEE GROUP	PAY SCHEDULE
Parks & General Union	Schedule A
Fire Union & Fire Management	Schedule B
Police Union & Police Management	Schedule C
Public Works Union	Schedule D
Non-Represented/Management & Confidential	Schedule E

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

Section 15. Repeal of Resolutions. Resolution No. 26-25 adopted by City Council on August 8, 2026 is hereby repealed and superseded by this resolution.

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

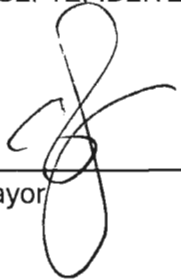
ADOPTED BY THE CITY COUNCIL THIS 8TH DAY OF SEPTEMBER 2026.

ADOPTED BY THE MAYOR THIS 8TH DAY OF SEPTEMBER 2026.

ATTEST:



City Manager



Mayor

ROLL CALL ON ADOPTION		YEA	NAY	ABSENT
Councilor Davis		X		
Mazzarella		X		
Adams		X		
Conklin		X		
Mayor Fitzpatrick		X		