

**RESOLUTION 2023-10**

**A RESOLUTION ADOPTING THE SALARY AND CLASSIFICATION SCHEDULE FOR FISCAL YEAR 2023-2024**

**WHEREAS**, the City of Coburg has adopted a salary and classification schedule in the past by several methods, including by inclusion in the personnel policies of the City; and

**WHEREAS**, the City Charter requires that City Council fix the amount of compensation for City officers and approve compensation plan for City Employees.

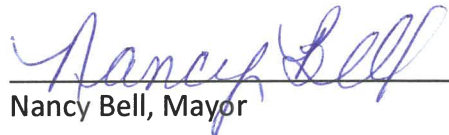
**WHEREAS**, the City's approved fiscal policy calls for adoption of the Salary Schedule by Resolution annually; and

**WHEREAS**, this Fiscal Year the Coburg City Council chose to include a salary and classification schedule in the Fiscal 2023-2024 Budget;

**NOW THEREFORE, BE IT RESOLVED** By the City of Coburg

The Salary Schedule set forth in the adopted budget is hereby adopted as the Official Salary Schedule of the City of Coburg for Fiscal Year 2023-2024.

**Adopted** by the **City Council** of the **City of Coburg**, Oregon by vote of 5 for and 0 against this 13<sup>th</sup> day of June, 2023.

  
\_\_\_\_\_  
Nancy Bell, Mayor

ATTEST:   
\_\_\_\_\_  
Sammy L. Egbert, City Recorder

* = Supervises Others	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>Administration</b>															
City Administrator *	Negotiated Contract	38.25	39.02	39.80	40.60	41.41	42.24	43.08	43.94	44.82	45.72	46.63	47.57	48.52	49.49
Finance Director		79,570	81,161	82,785	84,440	86,129	87,852	89,609	91,401	93,229	95,094	96,995	98,935	100,914	102,932
Accountant		47,352	46,446	47,382	48,339	49,296	50,274	51,272	52,291	53,331	54,392	55,474	56,576	57,699	58,843
Hourly		22.77	23.22	23.69	24.17	24.65	25.14	25.64	26.15	26.67	27.20	27.74	28.29	28.85	29.42
City Recorder/Executive Assistant to CA & City Council*		38.25	39.02	39.80	40.59	41.40	42.23	43.08	43.94	44.82	45.71	46.63	47.56	48.51	49.48
Salary		79,560	81,151	82,774	84,430	86,118	87,841	89,597	91,389	93,217	95,082	96,983	98,923	100,901	102,919
Utility Billing Specialist		46,422	47,351	48,298	49,264	50,249	51,254	52,279	53,325	54,391	55,479	56,588	57,720	58,875	60,052
Hourly		22.32	22.76	23.22	23.68	24.16	24.64	25.13	25.64	26.15	26.67	27.21	27.75	28.31	28.87
Administrative/Department Specialist		41,382	42,210	43,054	43,915	44,793	45,689	46,603	47,535	48,486	49,455	50,444	51,453	52,482	53,532
Hourly		19.90	20.29	20.70	21.11	21.54	21.97	22.41	22.85	23.31	23.78	24.25	24.74	25.23	25.74
Administrative Assistant 2		39,954	40,753	41,568	42,400	43,248	44,113	44,995	45,895	46,813	47,749	48,704	49,678	50,672	51,685
Hourly		19.21	19.59	19.98	20.38	20.79	21.21	21.63	22.06	22.51	22.96	23.42	23.88	24.36	24.85
Administrative Assistant 1		37,661	38,415	39,183	39,966	40,766	41,581	42,413	43,261	44,126	45,009	45,909	46,827	47,764	48,719
Hourly		18.11	18.47	18.84	19.21	19.60	19.99	20.39	20.80	21.21	21.64	22.07	22.51	22.96	23.42
Administrative Assistant - Temporary		30,410	31,018	31,638	32,271	32,916	33,575	34,246	34,931	35,630	36,342	37,069	37,811	38,567	39,338
Hourly - Legal Minimum Wage if State updated after beginning of fiscal year.		14.62	14.91	15.21	15.51	15.83	16.14	16.46	16.79	17.13	17.47	17.82	18.18	18.54	18.91
<b>Court</b>															
Court Administrator		29.40	29.99	30.59	31.20	31.83	32.46	33.11	33.77	34.45	35.14	35.84	36.56	37.29	38.03
Salary		61,156	62,379	63,627	64,899	66,197	67,521	68,871	70,249	71,654	73,087	74,549	76,040	77,560	79,112
<b>Police</b>															
Police Chief *		45.04	45.94	46.86	47.80	48.75	49.73	50.72	51.74	52.77	53.83	54.90	56.00	57.12	58.26
Salary		93,682	95,556	97,467	99,416	101,405	103,433	105,501	107,612	109,764	111,959	114,198	116,482	118,812	121,188
Police Sargent *		77,637	79,190	80,774	82,389	84,037	85,718	87,432	89,181	90,964	92,784	94,639	96,532	98,463	100,432
Hourly		37.33	38.07	38.83	39.61	40.40	41.21	42.03	42.88	43.73	44.61	45.50	46.41	47.34	48.28
Police Officer 1		60,007	61,207	62,431	63,680	64,954	66,253	67,578	68,929	70,308	71,714	73,148	74,610	76,104	77,626
Hourly		28.85	29.43	30.02	30.62	31.23	31.85	32.49	33.14	33.80	34.48	35.17	35.87	36.59	37.32
Police Department Technician		49,494	50,484	51,494	52,523	53,574	54,645	55,738	56,853	57,990	59,150	60,333	61,540	62,770	64,026
Hourly		23.80	24.27	24.76	25.25	25.76	26.27	26.80	27.33	27.88	28.44	29.01	29.59	30.18	30.78
Reserve Officer		41,425	42,254	43,099	43,961	44,840	45,737	46,652	47,585	48,536	49,507	50,497	51,507	52,537	53,588
On-Call officer only (50 hours PY)		19.92	20.31	20.72	21.14	21.56	21.99	22.43	22.88	23.33	23.80	24.28	24.76	25.26	25.76
<b>Planning/Development</b>															
Planner/Development Director *		31.53	32.16	32.80	33.46	34.13	34.81	35.51	36.22	36.94	37.68	38.43	39.20	39.99	40.79
Salary		65,582	66,893	68,231	69,596	70,988	72,408	73,856	75,333	76,839	78,376	79,944	81,543	83,173	84,837
Staff Planner/Development		48,521	49,491	50,481	51,490	52,520	53,571	54,642	55,735	56,850	57,987	59,146	60,329	61,536	62,767
Hourly		23.33	23.79	24.27	24.76	25.25	25.76	26.27	26.80	27.33	27.88	28.44	29.00	29.58	30.18
<b>Public Works</b>															
Public Works Director *		38.70	39.48	40.27	41.07	41.89	42.73	43.59	44.46	45.35	46.26	47.18	48.12	49.09	50.07
Salary		80,505	82,115	83,757	85,432	87,141	88,884	90,661	92,474	94,324	96,210	98,135	100,097	102,099	104,141
Public Works Supervisor*		28.85	29.43	30.02	30.62	31.23	31.85	32.49	33.14	33.80	34.48	35.17	35.87	36.59	37.32
Salary		60,009	61,210	62,434	63,682	64,956	66,255	67,580	68,932	70,310	71,717	73,151	74,614	76,106	77,628
Public Works Operator 3		53,409	54,478	55,567	56,678	57,812	58,968	60,148	61,351	62,578	63,829	65,106	66,408	67,736	69,091
Hourly		25.68	26.19	26.71	27.25	27.79	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22
Public Works Operator 2		46,790	47,726	48,680	49,654	50,647	51,660	52,693	53,747	54,822	55,918	57,037	58,178	59,341	60,528
Hourly		22.50	22.95	23.40	23.87	24.35	24.84	25.33	25.84	26.36	26.88	27.42	27.97	28.53	29.10
Public Works Operator 1		41,771	42,607	43,459	44,328	45,215	46,119	47,041	47,982	48,942	49,921	50,919	51,937	52,976	54,036
Hourly		20.08	20.48	20.89	21.31	21.74	22.17	22.62	23.07	23.54	24.00	24.48	24.97	25.47	25.98
Public Works Seasonal Worker		30,410	31,018	31,638	32,271	32,916	33,575	34,246	34,931	35,630	36,342	37,069	37,811	38,567	39,338
Hourly - Legal Minimum Wage if State updated after beginning of fiscal year.		14.62	14.91	15.21	15.51	15.83	16.14	16.46	16.79	17.13	17.47	17.82	18.18	18.54	18.91