

RESOLUTION 2021-20

**A RESOLUTION ADOPTING AMENDMENTS TO THE SALARY AND CLASSIFICATION
SCHEDULE FOR FISCAL YEAR 2021-22**

WHEREAS, In February of 2021 the Council adopted priority goals and a work plan which included conducting a salary analysis for all City positions; and

WHEREAS, the City of Coburg met in work session on August 31, 2021, and gave staff direction to amend the current salary scale based upon the information contained in the Salary Analysis; 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 adjusted periodically through a formal salary analysis; and

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Coburg:

The amended Salary Schedule as presented is hereby adopted as the official Salary Schedule of the City of Coburg for Fiscal Year 2021-22.

Adopted by the **City Council of the City of Coburg**, Oregon by vote of 6 for and 0 against this 12th day of September, 2021.



Ray Smith, Mayor

ATTEST:


Sammy L. Egbert, City Recorder

Salary and Classification Schedule

Adopted 9.14.2021 RES 2021-20

* = Supervises Others	Step	Negotiated Contract														Minimum	Mid	Maximum	# of Cert X 3%	1 paid for Eight Hrs	Allowable Other Cert	On-Call
		1	2	3	4	5	6	7	8	9	10	11	12	13	14							
Administration																						
City Administrator *																						
Finance Director		73,567	75,038	76,539	78,070	79,631	81,224	82,848	84,505	86,195	87,919	89,678	91,471	93,301	95,167							
Salary		35,37	36,08	36,80	37,53	38,28	39,05	39,83	40,63	41,44	42,27	43,11	43,98	44,86	45,75							
Accountant		21,05	21,47	21,90	22,34	22,78	23,24	23,70	24,18	24,66	25,15	25,66	26,17	26,69	27,23							
Hourly		43,781	44,657	45,550	46,461	47,390	48,338	49,305	50,291	51,296	52,322	53,369	54,436	55,525	56,635							
Assistant City Administrator *		73,567	75,038	76,539	78,070	79,631	81,224	82,848	84,505	86,195	87,919	89,678	91,471	93,301	95,167							
Salary		35,37	36,08	36,80	37,53	38,28	39,05	39,83	40,63	41,44	42,27	43,11	43,98	44,86	45,75							
City Recorder *		58,534	59,705	60,899	62,117	63,359	64,626	65,919	67,237	68,582	69,954	71,353	72,780	74,235	75,720							
Salary		28,14	28,70	29,28	29,86	30,46	31,07	31,69	32,33	32,97	33,63	34,30	34,99	35,69	36,40							
Utility Billing Specialist		20,63	21,05	21,47	21,90	22,33	22,78	23,24	23,70	24,18	24,66	25,15	25,66	26,17	26,69							
Hourly		42,918	43,776	44,652	45,545	46,456	47,385	48,333	49,299	50,285	51,291	52,317	53,363	54,430	55,519							
Administrative Specialist		18,39	18,76	19,13	19,52	19,91	20,30	20,71	21,12	21,55	21,98	22,42	22,86	23,32	23,79							
Hourly		38,250	39,015	39,795	40,591	41,403	42,231	43,076	43,937	44,816	45,712	46,627	47,559	48,510	49,480							
Administrative Assistant 2		17,76	18,12	18,48	18,85	19,23	19,61	20,00	20,40	20,81	21,23	21,65	22,08	22,53	22,98							
Hourly		36,944	37,683	38,437	39,205	39,989	40,789	41,605	42,437	43,286	44,151	45,035	45,935	46,854	47,791							
Administrative Assistant 1		16,74	17,07	17,42	17,76	18,12	18,48	18,85	19,23	19,61	20,01	20,41	20,81	21,23	21,65							
Hourly		34,819	35,515	36,226	36,950	37,689	38,443	39,212	39,996	40,796	41,612	42,444	43,293	44,159	45,042							
Administrative Assistant - Temporary		12,75	13,01	13,27	13,53	13,80	14,08	14,36	14,65	14,94	15,24	15,54	15,85	16,17	16,49							
Hourly - Legal Minimum Wage		26,520	27,050	27,591	28,143	28,706	29,280	29,866	30,463	31,072	31,694	32,328	32,974	33,634	34,306							
Court																						
Court Administrator		56,542	57,673	58,826	60,003	61,203	62,427	63,675	64,949	66,248	67,573	68,924	70,303	71,709	73,143							
Salary		27,18	27,73	28,28	28,85	29,42	30,01	30,61	31,23	31,85	32,49	33,14	33,80	34,48	35,16							
Police Chief *		86,615	88,347	90,114	91,916	93,754	95,629	97,542	99,493	101,483	103,512	105,583	107,694	109,848	112,045							
Salary		41,64	42,47	43,32	44,19	45,07	45,98	46,90	47,83	48,79	49,77	50,76	51,78	52,81	53,87							
Police Sergeant *		34,51	35,20	35,90	36,62	37,35	38,10	38,86	39,64	40,43	41,24	42,07	42,91	43,77	44,64							
Hourly		71,780	73,216	74,680	76,174	77,697	79,251	80,836	82,453	84,102	85,784	87,499	89,249	91,034	92,855							
Police Officer 1		26,67	27,21	27,75	28,31	28,87	29,45	30,04	30,64	31,25	31,88	32,52	33,17	33,83	34,51							
Hourly		55,482	56,592	57,723	58,878	60,056	61,257	62,482	63,731	65,006	66,306	67,632	68,985	70,365	71,772							
Police Department Technician		22,00	22,44	22,89	23,35	23,81	24,29	24,78	25,27	25,78	26,29	26,82	27,35	27,90	28,46							
Hourly		45,760	46,675	47,609	48,561	49,532	50,523	51,533	52,564	53,615	54,687	55,781	56,897	58,035	59,195							
Reserve Officer		18,41	18,78	19,15	19,53	19,93	20,32	20,73	21,14	21,57	22,00	22,44	22,89	23,35	23,81							
On-Call Officer only (50 hours PY)		38,288	39,054	39,835	40,632	41,444	42,273	43,119	43,981	44,860	45,758	46,673	47,606	48,558	49,530							
Planning/Development																						
Planner/Development Director *		60,634	61,847	63,084	64,345	65,632	66,945	68,284	69,649	71,042	72,463	73,913	75,391	76,899	78,437							
Salary		29,15	29,73	30,33	30,94	31,55	32,19	32,83	33,49	34,15	34,84	35,53	36,25	36,97	37,71							
Associate Planner		21,57	22,00	22,44	22,89	23,35	23,82	24,29	24,78	25,27	25,78	26,30	26,82	27,36	27,90							
Hourly		44,868	45,765	46,681	47,614	48,567	49,538	50,529	51,539	52,570	53,621	54,694	55,788	56,903	58,042							
Public Works																						
Public Works Director *		74,431	75,920	77,438	78,987	80,567	82,178	83,821	85,498	87,208	88,952	90,731	92,546	94,397	96,284							
Salary		35,78	36,50	37,23	37,97	38,73	39,51	40,30	41,10	41,93	42,77	43,62	44,49	45,38	46,29							
Public Works Supervisor*		55,482	56,592	57,723	58,878	60,056	61,257	62,482	63,731	65,006	66,306	67,632	68,985	70,365	71,772							
Salary		26,67	27,21	27,75	28,31	28,87	29,45	30,04	30,64	31,25	31,88	32,52	33,17	33,83	34,51							
Public Works Operator 3		23,74	24,21	24,70	25,19	25,70	26,21	26,74	27,27	27,82	28,37	28,94	29,52	30,11	30,71							
Hourly		49,379	50,367	51,374	52,402	53,450	54,519	55,609	56,721	57,856	59,013	60,193	61,397	62,625	63,877							
Public Works Operator 2		20,80	21,21	21,64	22,07	22,51	22,96	23,42	23,89	24,37	24,85	25,35	25,86	26,38	26,90							
Hourly		43,258	44,123	45,006	45,906	46,824	47,760	48,716	49,690	50,684	51,697	52,731	53,786	54,862	55,959							
Public Works Operator 1		18,57	18,94	19,32	19,71	20,10	20,50	20,91	21,33	21,76	22,19	22,64	23,09	23,55	24,02							
Hourly		38,623	39,395	40,183	40,987	41,807	42,643	43,496	44,366	45,253	46,158	47,081	48,023	48,983	49,963							
Public Works Seasonal Worker		12,75	13,01	13,27	13,53	13,80	14,08	14,36	14,65	14,94	15,24	15,54	15,85	16,17	16,49							
Hourly - Legal Minimum Wage		26,520	27,050	27,591	28,143	28,706	29,280	29,866	30,463	31,072	31,694	32,328	32,974	33,634	34,306							

Monthly Salaries

LEDs PS Support

15% Court

15% Police

15% Planning

10% Admin

15% PW