

RESOLUTION 2020-14

A RESOLUTION ADOPTING THE SALARY AND CLASSIFICATION SCHEDULE FOR FISCAL YEAR 2020-21

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 2020-21 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 2020-21.

Adopted by the **City Council** of the **City of Coburg**, Oregon by vote of 3 for and 0 against (Councilor Lehmann abstained doesn't agree with supervisors forgoing the COLA) this 9th day of June, 2020.





Ray Smith, Mayor

ATTEST:



Sammy L. Egbert, City Recorder

Salary and Classification Schedule

FY2020-21 with 2.0% COLA FOR NON SUPERVISORY STAFF

Class	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Management															
City Administrator Negotiated Contract															
M5	Finance Director	30,90	31,52	32,15	32,80	33,45	34,12	34,80	35,50	36,21	36,93	37,67	38,43	39,19	39,98
	Police Chief	64,282	65,568	66,879	68,217	69,581	70,973	72,392	73,840	75,317	76,823	78,359	79,927	81,525	83,156
	Assistant City Administrator	34,80	35,50	36,21	36,93	37,67	38,43	39,19	39,98	40,78	41,59	42,43	43,27	44,14	45,02
		72,392	73,840	75,317	76,823	78,359	79,927	81,525	83,156	84,819	86,515	88,245	90,010	91,811	93,647
		30,90	31,52	32,15	32,80	33,45	34,12	34,80	35,50	36,21	36,93	37,67	38,42	39,19	39,98
		64,280	65,565	66,877	68,214	69,579	70,970	72,389	73,837	75,314	76,820	78,357	79,924	81,522	83,153
M3	Public Works Director	29,91	30,51	31,12	31,74	32,37	33,02	33,68	34,36	35,04	35,74	36,46	37,19	37,93	38,69
		62,209	63,453	64,723	66,017	67,337	68,684	70,058	71,459	72,888	74,346	75,833	77,349	78,896	80,474
M2	Court Administrator	22,72	23,17	23,64	24,11	24,59	25,08	25,59	26,10	26,62	27,15	27,70	28,25	28,81	29,39
	City Recorder	47,257	48,203	49,167	50,150	51,153	52,176	53,220	54,284	55,370	56,477	57,607	58,759	59,934	61,133
		24,59	25,08	25,58	26,09	26,62	27,15	27,69	28,25	28,81	29,39	29,97	30,57	31,19	31,81
		51,147	52,170	53,213	54,277	55,363	56,470	57,599	58,751	59,926	61,125	62,348	63,594	64,866	66,164
		24,36	24,85	25,35	25,86	26,37	26,90	27,44	27,99	28,55	29,12	29,70	30,29	30,90	31,52
		50,678	51,691	52,725	53,780	54,855	55,952	57,071	58,213	59,377	60,564	61,776	63,011	64,272	65,557
Non-Exempt															
12	Police Officer 2	29,42	30,01	30,61	31,22	31,85	32,48	33,13	33,79	34,47	35,16	35,86	36,58	37,31	38,06
		61,194	62,417	63,666	64,939	66,238	67,563	68,914	70,292	71,698	73,132	74,595	76,087	77,608	79,160
11	Police Officer 1	22,74	23,19	23,66	24,13	24,61	25,11	25,61	26,12	26,64	27,18	27,72	28,27	28,84	29,42
		47,299	48,245	49,210	50,194	51,198	52,222	53,267	54,332	55,419	56,527	57,657	58,811	59,987	61,187
10	Public Works Operator III	21,85	22,29	22,73	23,19	23,65	24,12	24,61	25,10	25,60	26,11	26,64	27,17	27,71	28,27
		47,289	48,245	49,210	50,194	51,198	52,222	53,267	54,332	55,419	56,527	57,657	58,811	59,987	61,187
9	Utility Billing Clerk	18,39	18,76	19,14	19,52	19,91	20,31	20,71	21,13	21,55	21,98	22,42	22,87	23,33	23,79
		38,251	39,021	39,801	40,597	41,409	42,237	43,082	43,944	44,823	45,719	46,633	47,566	48,517	49,488
		18,39	18,76	19,14	19,52	19,91	20,31	20,71	21,13	21,55	21,98	22,42	22,87	23,33	23,79
		38,251	39,021	39,801	40,597	41,409	42,237	43,082	43,944	44,823	45,719	46,633	47,566	48,517	49,488
8	Police Clerk	19,51	19,90	20,30	20,70	21,12	21,54	21,97	22,41	22,86	23,32	23,78	24,26	24,74	25,24
		40,581	41,392	42,220	43,065	43,926	44,804	45,701	46,615	47,547	48,498	49,468	50,457	51,466	52,496
7	Accountant	18,76	19,14	19,52	19,91	20,31	20,71	21,13	21,55	21,98	22,42	22,87	23,33	23,79	24,27
		39,021	39,801	40,597	41,409	42,237	43,082	43,944	44,823	45,719	46,633	47,566	48,517	49,488	50,478
6	Public Works Operator 2	17,73	18,08	18,45	18,82	19,19	19,58	19,97	20,37	20,77	21,19	21,61	22,05	22,49	22,94
		36,878	37,616	38,368	39,136	39,918	40,717	41,531	42,362	43,209	44,073	44,955	45,854	46,771	47,706
5	Planning/Tech	16,39	16,72	17,05	17,39	17,74	18,10	18,46	18,83	19,20	19,59	19,98	20,38	20,79	21,20
		34,091	34,773	35,468	36,178	36,901	37,639	38,392	39,160	39,943	40,742	41,557	42,388	43,236	44,101
4	Public Works Operator 1	15,83	16,15	16,47	16,80	17,13	17,48	17,83	18,18	18,55	18,92	19,30	19,68	20,08	20,48
		32,926	33,585	34,257	34,942	35,641	36,353	37,080	37,822	38,579	39,350	40,137	40,940	41,759	42,594
		15,83	16,15	16,47	16,80	17,13	17,48	17,83	18,18	18,55	18,92	19,30	19,68	20,08	20,48
		32,926	33,585	34,257	34,942	35,641	36,353	37,080	37,822	38,579	39,350	40,137	40,940	41,759	42,594
3	Administrative Assistant I	14,92	15,22	15,52	15,83	16,15	16,47	16,80	17,14	17,48	17,83	18,19	18,55	18,92	19,30
		31,034	31,654	32,287	32,933	33,592	34,264	34,949	35,648	36,361	37,088	37,830	38,586	39,358	40,145
3	Publics Works Worker	14,92	15,22	15,52	15,83	16,15	16,47	16,80	17,14	17,48	17,83	18,19	18,55	18,92	19,30
		31,034	31,654	32,287	32,933	33,592	34,264	34,949	35,648	36,361	37,088	37,830	38,586	39,358	40,145
2	Temporary Administrative I	12,00	12,24	12,48	12,73	12,99	13,25	13,51	13,78	14,06	14,34	14,63	14,92	15,22	15,52
		24,960	25,459	25,968	26,488	27,018	27,558	28,109	28,671	29,245	29,830	30,426	31,035	31,655	32,288
1	Reserve Officer	15,99	16,31	16,64	16,97	17,31	17,65	18,01	18,37	18,73	19,11	19,49	19,88	20,28	20,68
	On-Call/Officer only (50 hours PY)	33,259	33,924	34,603	35,295	36,001	36,721	37,455	38,204	38,968	39,748	40,543	41,354	42,181	43,024