

**RESOLUTION NO. 16-12**

**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 (A) and four merit steps in the corresponding range on the schedule. Stability Pay shall be part of the basic compensation plan. (See Section 3.12 of the Personnel Policies and Procedures).

**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 3.11 of the Personnel Policies and Procedures). Each range is identified by a number. Each step within the range is identified by a letter; A is the entry rate, with Steps B, C, D, and E. The following salary schedules are listed by employee groups:

**SECTION 4. GENERAL/PARKS EMPLOYEES**

The following positions and ranges comprise the General/Parks Employees Unit. See "Schedule A" for salaries.

**SCHEDULE A**

POSITION	RANGE
LIBRARY ASSISTANT	12
ACCOUNTING SUPPORT CLERK	14
ACCOUNTING CLERK ENGINEERING SECRETARY PERMIT TECHNICIAN	18

**SCHEDULE A**

POSITION	RANGE
SENIOR LIBRARY ASSISTANT	20
RECREATION COORDINATOR	23
COMPUTER ASSISTED DRAFTING (CAD) TECHNICIAN ENGINEERING TECHNICIAN FACILITY COORDINATOR GROUNDS COORDINATOR	26
SENIOR ENGINEERING TECHNICIAN	30

**SECTION 5. FIRE DEPARTMENT**

The following Positions and Ranges comprise the Fire Department Unit. See "Schedule B" for salaries.

**SCHEDULE B**

POSITION	RANGE
FIREFIGHTER*	22
DRIVER/ENGINEER*	24
FIRE LIEUTENANT*	28
DEPUTY FIRE CHIEF/TRAINING OFFICER	42
FIRE CHIEF	48

\*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.

**SECTION 6. POLICE DEPARTMENT**

The following Positions and Ranges comprise the Police Department Unit. See "Schedule C" for salaries.

**SCHEDULE C**

<b>POSITION</b>	<b>RANGE</b>
RECORDS SPECIALIST	12
SENIOR RECORDS SPECIALIST	14
COMMUNICATIONS OPERATOR	22
POLICE OFFICER	29
COMMUNITY POLICING OFFICER (ROTATING) DETECTIVE (ROTATING ASSIGNMENT)	33
SERGEANT	36
DEPUTY CHIEF OF POLICE	42
POLICE CHIEF/ASSISTANT CITY MANAGER	48

**SECTION 7. PUBLIC WORKS**

The following positions and Ranges comprise the Public Works Unit. See "Schedule D" for salaries.

**SCHEDULE D**

<b>POSITION</b>	<b>RANGE</b>
EQUIPMENT SERVICER	14
UTILITY WORKER	18
EQUIPMENT MECHANIC I SWEEPER OPERATOR UTILITY TECHNICIAN	20
UTILITY WORKER II	22
WASTEWATER TREATMENT PLANT OPERATOR WATER QUALITY TECHNICIAN	24
EQUIPMENT MECHANIC II SENIOR BUILDING FACILITIES TECHNICIAN SENIOR UTILITY TECHNICIAN SENIOR UTILITY WORKER STORES SUPERVISOR WATER SOURCE OPERATOR	26

**SCHEDULE D**

<b>POSITION</b>	<b>RANGE</b>
LEAD UTILITY WORKER WASTEWATER TREATMENT PLANT SUPERVISOR WATER QUALITY SUPERVISOR	28

**SECTION 8. MANAGEMENT AND CONFIDENTIAL**

The following Positions and Ranges comprise the Management and Confidential Unit. See "Schedule E" for salaries.

**SCHEDULE E**

<b>POSITION</b>	<b>RANGE</b>
ADMINISTRATIVE ASSISTANT	18
EXECUTIVE SECRETARY	20
ADMINISTRATIVE SERVICES MANAGER FINANCIAL ANALYST	28
FINANCE OPERATIONS SUPERVISOR	30
EQUIPMENT MAINTENANCE SUPERVISOR	32
ASSISTANT PUBLIC WORKS SUPERINTENDENT FINANCIAL REPORT MANAGER PROJECT MANAGER/CITY PLANNER	34
AQUATIC PROGRAM MANAGER	35
PARKS MAINTENANCE SUPERVISOR	36
BUILDING OFFICIAL/CODE ENFORCEMENT OFFICER PUBLIC WORKS SUPERINTENDENT	38
EMERGENCY COMMUNICATIONS MANAGER	40
ASSISTANT CITY ENGINEER LIBRARY DIRECTOR	45
CITY ENGINEER	47
DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES PARKS AND RECREATION DIRECTOR PUBLIC WORKS DIRECTOR	49
COMMUNITY DEVELOPMENT DIRECTOR	51

**SECTION 9. TEMPORARY PERSONNEL**

Police Reserve: \$11.00 (Schedule F, Range 1A 6) per training session, \$11.00 per hour assigned duty. Police Reserve rate of pay for dances, festivals, and similar duties shall be 1-1/2 times Range 29A.

All drills and training sessions must be officially approved.

**CONTINGENT SEASONAL WORK**

The following are positions for which temporary or seasonal employees may be hired. See "Schedule F-1" and "Schedule F-2" for salaries.

**SCHEDULE F-1**

<b>DEPARTMENT</b>	<b>JOB TITLES</b>
LIBRARY	LIBRARY ASSISTANT
PARKS & RECREATION	LIFEGUARD SWIM INSTRUCTOR RECREATION LEADER I RECREATION LEADER II PARKS LABORER
POLICE	TEMPORARY COMMUNITY SERVICE OFFICER
<b>DEPARTMENT</b>	<b>JOB TITLES</b>
PUBLIC WORKS	PUBLIC WORKS LABORER WEEKEND WATER OPERATOR

**SCHEDULE F-2**

<b>DEPARTMENT</b>	<b>JOB TITLES</b>	<b>STEP</b>
ALL DEPARTMENTS	CLERICAL AIDE	14
FINANCE	ACCOUNTING SUPPORT CLERK PARKING CONTROL OFFICER	19 24
LIBRARY	LIBRARY PAGE I LIBRARY PAGE II LIBRARY ASSISTANT SENIOR LIBRARY ASSISTANT	14 16 19 31
PARKS & RECREATION	CASHIER HEAD CASHIER	14 16

**SECTION 10. ADVANCEMENT WITHIN RANGE**

As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 3.

**SECTION 11. EXCEPTIONAL AND ADDITIONAL INCREASES**

As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 3.

**SECTION 12. STABILITY PAY**

As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 3.12. The table below lists the stability pay for the different employee groups:

General/Parks Union Employees	Step E of pay range	Schedule A
Fire IAFF Union	Step A of pay range	Schedule B
Fire Management	Step A of pay range	Schedule B
Police Union (sworn)	Step E of pay range	Schedule C
Police Union (nonsworn)	Step A of pay range	Schedule C
Police Management	Step E of pay range	Schedule C
Public Works Union	Step E of pay range	Schedule D
Management and Confidential	Step E of pay range	Schedule E

**SECTION 13. RESPONSIBILITY PAY**

As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Sections 3.13.

**SECTION 14. REPEAL OF RESOLUTIONS**

Resolution No. 16-04 adopted by the City Council on April 18, 2016 is hereby repealed and superseded by this resolution.

**SECTION 15. EFFECTIVE DATE**

The provisions of this resolution shall become effective upon passage and are retroactive to July 1, 2016.

ADOPTED BY THE CITY COUNCIL THIS 5<sup>TH</sup> DAY OF JULY, 2016.

APPROVED BY THE MAYOR THIS 5<sup>TH</sup> DAY OF JULY, 2016.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Manager

ROLL CALL ON ADOPTION:	YEA	NAY	ABSENT
Councilor Nemlowill	X		
Herzig	X		
Price	X		
Warr	X		
Mayor LaMear	X		

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# SALARY SCHEDULES

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**GENERAL/PARKS UNION EMPLOYEES  
SCHEDULE A  
EFFECTIVE JULY 1, 2016**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Library Assistant	12	A	2,576.59	30,919	14.86
		B	2,705.42	32,465	15.61
		C	2,840.70	34,088	16.39
		D	2,982.73	35,793	17.21
		E	3,131.87	37,582	18.07
Accounting Support Clerk	14	A	2,695.16	32,342	15.55
		B	2,829.92	33,959	16.33
		C	2,971.42	35,657	17.14
		D	3,119.99	37,440	18.00
		E	3,275.99	39,312	18.90
Accounting Clerk Engineering Secretary Permit Technician	18	A	2,976.09	35,713	17.17
		B	3,124.89	37,499	18.03
		C	3,281.13	39,374	18.93
		D	3,445.19	41,342	19.88
		E	3,617.45	43,409	20.87
Senior Library Assistant	20	A	3,130.54	37,567	18.06
		B	3,287.07	39,445	18.96
		C	3,451.42	41,417	19.91
		D	3,624.00	43,488	20.91
		E	3,805.19	45,662	21.95
Recreation Coordinator	23	A	3,373.11	40,477	19.46
		B	3,541.76	42,501	20.43
		C	3,718.85	44,626	21.45
		D	3,904.79	46,858	22.53
		E	4,100.03	49,200	23.65
CAD Technician Engineering Technician Facility Coordinator Grounds Coordinator	26	A	3,631.21	43,574	20.95
		B	3,812.77	45,753	22.00
		C	4,003.40	48,041	23.10
		D	4,203.58	50,443	24.25
		E	4,413.75	52,965	25.46
Senior Engineering Technician	30	A	4,002.70	48,032	23.09
		B	4,202.84	50,434	24.25
		C	4,412.98	52,956	25.46
		D	4,633.63	55,604	26.73
		E	4,865.31	58,384	28.07

**FIRE UNION EMPLOYEES  
SCHEDULE B  
EFFECTIVE JANUARY 1, 2015**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY	OVERTIME
Firefighter	22	A	4,260.19	51,122	17.5076	26.2614
		B	4,473.20	53,678	18.3830	27.5745
		C	4,696.86	56,362	19.3022	28.9532
		D	4,931.70	59,180	20.2673	30.4009
		E	5,178.29	62,139	21.2806	31.9209
Includes 2.0% Stability		C	4,782.06	57,385	19.6523	29.4785
		D	5,016.90	60,203	20.6174	30.9261
		E	5,263.49	63,162	21.6308	32.4462
Includes 3.5% Stability		C	4,845.96	58,152	19.9149	29.8724
		D	5,080.81	60,970	20.8800	31.3201
		E	5,327.39	63,929	21.8934	32.8401
Includes 4.5% Stability		C	4,888.65	58,664	20.0903	30.1355
		D	5,123.49	61,482	21.0555	31.5832
		E	5,370.08	64,441	22.0688	33.1032
Includes 6.0% Stability		C	4,952.55	59,431	20.3530	30.5294
		D	5,187.40	62,249	21.3181	31.9771
		E	5,433.98	65,208	22.3314	33.4971
Driver/Engineer	24	A	4,478.39	53,741	18.4044	27.6065
		B	4,702.31	56,428	19.3246	28.9869
		C	4,937.43	59,249	20.2908	30.4362
		D	5,184.21	62,211	21.3050	31.9575
		E	5,443.42	65,321	22.3702	33.5554
Includes 2.0% Stability		C	5,027.00	60,324	20.6589	30.9883
		D	5,273.78	63,285	21.6731	32.5096
		E	5,532.99	66,396	22.7383	34.1075
Includes 3.5% Stability		C	5,094.17	61,130	20.9350	31.4024
		D	5,340.96	64,091	21.9491	32.9237
		E	5,600.17	67,202	23.0144	34.5216
Includes 4.5% Stability		C	5,138.96	61,667	21.1190	31.6785
		D	5,385.74	64,629	22.1332	33.1998
		E	5,644.95	67,739	23.1984	34.7976
Includes 6.0% Stability		C	5,206.13	62,474	21.3951	32.0926
		D	5,452.92	65,435	22.4092	33.6139
		E	5,712.13	68,546	23.4745	35.2117
Fire Lieutenant	28	A	4,934.58	59,215	20.2791	30.4186
		B	5,181.30	62,176	21.2930	31.9396
		C	5,440.37	65,284	22.3577	33.5365
		D	5,712.39	68,549	23.4756	35.2134
		E	5,998.01	71,976	24.6493	36.9740
Includes 2.0% Stability		C	5,538.89	66,467	22.7626	34.1439
		D	5,810.91	69,731	23.8805	35.8207
		E	6,096.70	73,160	25.0549	37.5824
Includes 3.5% Stability		C	5,612.91	67,355	23.0668	34.6002
		D	5,885.10	70,621	24.1853	36.2780
		E	6,170.72	74,049	25.3591	38.0387
Includes 4.5% Stability		C	5,662.26	67,947	23.2696	34.9043
		D	5,934.44	71,213	24.3881	36.5822
		E	6,220.06	74,641	25.5619	38.3429
Includes 6.0% Stability		C	5,736.28	68,835	23.5737	35.3606
		D	6,008.46	72,102	24.6923	37.0385
		E	6,294.08	75,529	25.8661	38.7991

**FIRE MANAGEMENT  
SCHEDULE B  
EFFECTIVE FEBRUARY 2, 2015**

<b>POSITION</b>	<b>MONTHLY</b>	<b>YEARLY</b>	<b>HOURLY</b>
Deputy Fire Chief	7,478.29	92,456	43.1440
Fire Chief	8,244.01	98,928	47.5616

**POLICE UNION EMPLOYEES  
SCHEDULE C  
EFFECTIVE JANUARY 1, 2016**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Records Specialist	12	A	2,702.32	32,428	15.59
		B	2,837.43	34,049	16.37
		C	2,979.30	35,752	17.19
		D	3,128.27	37,539	18.05
		E	3,284.68	39,416	18.95
Senior Records Specialist	14	A	2,837.61	34,051	16.37
		B	2,979.49	35,754	17.19
		C	3,128.47	37,542	18.05
		D	3,284.89	39,419	18.95
		E	3,449.13	41,390	19.90
Communications Operator	22	A	3,465.46	41,585	19.99
		B	3,638.73	43,665	20.99
		C	3,820.67	45,848	22.04
		D	4,011.70	48,140	23.14
		E	4,212.29	50,547	24.30
Police Officer	29	A	4,117.77	49,413	23.76
		B	4,323.66	51,884	24.94
		C	4,539.84	54,478	26.19
		D	4,766.83	57,202	27.50
		E	5,005.17	60,062	28.88
Community Policing Officer Detective	33	A	4,538.65	54,464	26.18
		B	4,765.58	57,187	27.49
		C	5,003.86	60,046	28.87
		D	5,254.05	63,049	30.31
		E	5,516.76	66,201	31.83

**POLICE SWORN MANAGEMENT  
SCHEDULE C  
EFFECTIVE JANUARY 1, 2016**

Sergeant	36	A	4,867.52	58,410	28.08
		B	5,110.89	61,331	29.49
		C	5,366.44	64,397	30.96
		D	5,634.76	67,617	32.51
		E	5,916.50	70,998	34.13
Deputy Chief of Police	42	A	5,580.98	66,972	32.20
		B	5,860.03	70,320	33.81
		C	6,153.03	73,836	35.50
		D	6,460.68	77,528	37.27
		E	6,783.71	81,405	39.14
Chief of Police/Assistant City Manager	48	A	6,214.68	74,576	35.85
		B	6,525.41	78,305	37.65
		C	6,851.68	82,220	39.53
		D	7,194.26	86,331	41.51
		E	7,553.98	90,648	43.58

**PUBLIC WORKS UNION EMPLOYEES  
SCHEDULE D  
EFFECTIVE JULY 1, 2016**

<b>POSITION</b>	<b>RANGE</b>	<b>STEP</b>	<b>MONTHLY</b>	<b>YEARLY</b>	<b>HOURLY</b>
Equipment Servicer	14	A	2,899.15	34,790	16.73
		B	3,044.11	36,529	17.56
		C	3,196.31	38,356	18.44
		D	3,356.13	40,274	19.36
		E	3,523.93	42,287	20.33
Utility Worker	18	A	3,196.07	38,353	18.44
		B	3,355.87	40,270	19.36
		C	3,523.67	42,284	20.33
		D	3,699.85	44,398	21.35
		E	3,884.84	46,618	22.41
Equipment Mechanic I Sweeper Operator Utility Technician	20	A	3,361.10	40,333	19.39
		B	3,529.15	42,350	20.36
		C	3,705.61	44,467	21.38
		D	3,890.89	46,691	22.45
		E	4,085.43	49,025	23.57
Utility Worker II	22	A	3,541.09	42,493	20.43
		B	3,718.14	44,618	21.45
		C	3,904.05	46,849	22.52
		D	4,099.25	49,191	23.65
		E	4,304.21	51,651	24.83
Wastewater Treatment Plant Operator Water Quality Technician	24	A	3,714.16	44,570	21.43
		B	3,899.87	46,798	22.50
		C	4,094.86	49,138	23.62
		D	4,299.61	51,595	24.81
		E	4,514.59	54,175	26.05
Equipment Mechanic II Senior Building Facilities Technician Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator	26	A	3,904.06	46,849	22.52
		B	4,099.26	49,191	23.65
		C	4,304.23	51,651	24.83
		D	4,519.44	54,233	26.07
		E	4,745.41	56,945	27.38
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	28	A	4,090.86	49,090	23.60
		B	4,295.41	51,545	24.78
		C	4,510.18	54,122	26.02
		D	4,735.69	56,828	27.32
		E	4,972.47	59,670	28.69

**MANAGEMENT AND CONFIDENTIAL EMPLOYEES  
SCHEDULE E  
EFFECTIVE JULY 1, 2016**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Assistant	18	A	3,005.91	36,071	17.34
		B	3,156.20	37,874	18.21
		C	3,314.01	39,768	19.12
		D	3,479.71	41,757	20.08
		E	3,653.70	43,844	21.08
Executive Secretary	20	A	3,153.95	37,847	18.20
		B	3,311.65	39,740	19.11
		C	3,477.23	41,727	20.06
		D	3,651.09	43,813	21.06
		E	3,833.65	46,004	22.12
Administrative Services Manager Financial Analyst	28	A	3,843.65	46,124	22.17
		B	4,035.83	48,430	23.28
		C	4,237.62	50,851	24.45
		D	4,449.50	53,394	25.67
		E	4,671.98	56,064	26.95
Finance Operations Supervisor	30	A	4,035.97	48,432	23.28
		B	4,237.76	50,853	24.45
		C	4,449.65	53,396	25.67
		D	4,672.13	56,066	26.95
		E	4,905.74	58,869	28.30
Equipment Maintenance Supervisor	32	A	4,242.52	50,910	24.48
		B	4,454.65	53,456	25.70
		C	4,677.38	56,129	26.98
		D	4,911.25	58,935	28.33
		E	5,156.81	61,882	29.75
Assistant Public Works Superintendent Financial Report Manager Project Manager/City Planner	34	A	4,455.52	53,466	25.70
		B	4,678.29	56,140	26.99
		C	4,912.21	58,946	28.34
		D	5,157.82	61,894	29.76
		E	5,415.71	64,989	31.24
Aquatic Program Manager	35	A	4,571.13	54,854	26.37
		B	4,799.68	57,596	27.69
		C	5,039.67	60,476	29.08
		D	5,291.65	63,500	30.53
		E	5,556.23	66,675	32.06
Parks Maintenance Supervisor	36	A	4,680.21	56,163	27.00
		B	4,914.22	58,971	28.35
		C	5,159.94	61,919	29.77
		D	5,417.93	65,015	31.26
		E	5,688.83	68,266	32.82
Bldg Official/Code Enforcement Officer Public Works Superintendent	38	A	4,926.95	59,123	28.42
		B	5,173.30	62,080	29.85
		C	5,431.96	65,184	31.34
		D	5,703.56	68,443	32.91
		E	5,988.74	71,865	34.55

**MANAGEMENT AND CONFIDENTIAL EMPLOYEES  
SCHEDULE E  
EFFECTIVE JULY 1, 2016**

<b>POSITION</b>	<b>RANGE</b>	<b>STEP</b>	<b>MONTHLY</b>	<b>YEARLY</b>	<b>HOURLY</b>
Emergency Communications Manager	40	A	5,181.69	62,180	29.89
		B	5,440.77	65,289	31.39
		C	5,712.81	68,554	32.96
		D	5,998.45	71,981	34.61
		E	6,298.37	75,580	36.34
Assistant City Engineer Library Director	45	A	5,859.68	70,316	33.81
		B	6,152.66	73,832	35.50
		C	6,460.30	77,524	37.27
		D	6,783.31	81,400	39.13
		E	7,122.48	85,470	41.09
City Engineer	47	A	6,154.62	73,855	35.51
		B	6,462.35	77,548	37.28
		C	6,785.47	81,426	39.15
		D	7,124.74	85,497	41.10
		E	7,480.98	89,772	43.16
Finance Director Parks And Recreation Director Public Works Director	49	A	6,466.28	77,595	37.31
		B	6,789.60	81,475	39.17
		C	7,129.08	85,549	41.13
		D	7,485.53	89,826	43.19
		E	7,859.81	94,318	45.35
Community Development Director	51	A	6,789.79	81,478	39.17
		B	7,129.28	85,551	41.13
		C	7,485.75	89,829	43.19
		D	7,860.03	94,320	45.35
		E	8,253.04	99,036	47.61

**TEMPORARY EMPLOYEES  
SCHEDULE F-1  
EFFECTIVE JULY 1, 2016**

<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	
1A	1	9.75	2	1	21.00	
	2	10.00		2	22.00	
	3	10.25		3	23.00	
	4	10.50		4	24.00	
	5	10.75		5	25.00	
	6	11.00		6	26.00	
	7	11.25		7	27.00	
	8	11.50		8	28.00	
	9	11.75		9	29.00	
	10	12.00		10	30.00	
	11	12.25		11	31.00	
	12	12.50		12	32.00	
				13	33.00	
				14	34.00	
				15	35.00	
<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	
1B	1	12.75	3	1	37.50	
	2	13.00		2	40.00	
	3	13.25		3	42.50	
	4	13.50		4	45.00	
	5	13.75		5	47.50	
	6	14.00		6	50.00	
	7	14.25		7	52.50	
	8	14.50		8	55.00	
	9	14.75		9	57.50	
	10	15.00		10	60.00	
	11	15.25		11	62.50	
	12	15.50		12	65.00	
	13	15.75		13	67.50	
	14	16.00		14	70.00	
	15	16.25		15	72.50	
				16	75.00	
<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	
1C	1	16.50	4	1	80.00	
	2	16.75		2	85.00	
	3	17.00		3	90.00	
	4	17.25		4	95.00	
	5	17.50		5	100.00	
	6	17.75		6	105.00	
	7	18.00		7	110.00	
	8	18.25		8	115.00	
	9	18.50		9	120.00	
	10	18.75		10	125.00	
	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>	<b>RANGE</b>	<b>STEP</b>	<b>HOURLY</b>
				5	1	130.00
					2	140.00
					3	150.00
					4	160.00
			5		170.00	
			6		180.00	
			7		190.00	
			8		200.00	

**GENERAL TEMPORARY EMPLOYEES  
SCHEDULE F-2  
EFFECTIVE JULY 1, 2016**

<b>POSITION</b>	<b>RANGE</b>	<b>STEP</b>	<b>MONTHLY</b>	<b>YEARLY</b>	<b>HOURLY</b>
Clerical Aide (all depts.) Library Page I Parks Cashier	14	A	1,690.00	20,280	9.7500
		B	1,774.50	21,294	10.2375
		C	1,863.23	22,359	10.7494
		D	1,956.39	23,477	11.2868
		E	2,054.21	24,650	11.8512
Library Page II Parks Head Cashier	16	A	1,666.40	19,997	9.6139
		B	1,749.72	20,997	10.0950
		C	1,837.21	22,047	10.5990
		D	1,929.07	23,149	11.1290
		E	2,025.52	24,306	11.6860
Finance Accounting Support Clerk Library Assistant	19	A	1,792.86	21,514	10.3430
		B	1,882.50	22,590	10.8610
		C	1,976.63	23,720	11.4040
		D	2,075.46	24,906	11.9740
		E	2,179.23	26,151	12.5730
Parking Control Officer	24	A	2,029.61	24,355	11.7090
		B	2,131.09	25,573	12.2950
		C	2,237.65	26,852	12.9100
		D	2,349.53	28,194	13.5550
		E	2,467.01	29,604	14.2330
Senior Library Assistant	31	A	2,380.73	28,569	13.7350
		B	2,499.77	29,997	14.4220
		C	2,624.75	31,497	15.1430
		D	2,755.99	33,072	15.9000
		E	2,893.79	34,726	16.6950