

CITY OF SILVERTON
RESOLUTION
19-22

A RESOLUTION OF THE SILVERTON CITY COUNCIL SETTING COMPENSATION FOR FY2019-2020 AS A RESULT OF THE COMPENSATION STUDY

WHEREAS, the City Charter provides that the City Council shall fix the amount of compensation for city officers and shall approve a compensation plan for city employees; and

WHEREAS, the Budget Committee and City Council approved expenditures related to a compensation study for unrepresented positions to take place in FY 2018-2019; and

WHEREAS, the City contracted with Portland State's University's Center for Public Service ("CPS") to complete the compensation study in time for FY 2019-2020 budget preparations and the City has received the final report; and

WHEREAS, the City reviewed the recommendations from CPS and past practice for implementation of compensation study results, and staff recommended implementing changes in the salary ranges for the Enforcement Officer and Accounting Manager and no cost of living adjustments for the Engineering Technician I, Community Development Director, and Police Captain ranges; and

WHEREAS, the City Council adopted Resolution 19-12 "Setting Compensation for FY19-20 as a Result of the Compensation Study" on April 1, 2019; and

WHEREAS, the City has conducted additional research and staff recommends implementing changes in the salary ranges for the Assistant to City Manager/City Clerk and Assistant to City Manager/Human Resources Coordinator, and no cost of living adjustments for the Engineering Technician II range.

NOW THEREFORE, BE IT RESOLVED BY THE CITY OF SILVERTON, AS FOLLOWS:

Section 1: Resolution No. 19-12 is hereby repealed.

Section 2: The City of Silverton City Council hereby adopts the attached salary schedules as set forth in Exhibit 'A'.

Section 3: That the salary range for Enforcement Officer shall be moved from Range 5 to Range 7 on the Unrepresented Scale.

Section 4: That the salary range for Accounting Manager shall be moved from Range 13 to Range 14 on the Unrepresented Scale.


Section 5: That the salary range for Assistant to City Manager/City Clerk shall be moved from Range 1 to Range 3 on the Exempt and Supervisors Scale.

Section 6: That the salary range for Assistant to City Manager/Human Resources Coordinator shall be moved from Range 1 to Range 2 on the Exempt and Supervisors Scale.

Section 7: That the salary ranges for Engineering Technician I, Engineering Technician II, Community Development Director, and Police Captain will not be eligible for a Cost of Living Adjustment (COLA) in FY 2019-2020.


Section 8: That this resolution shall be effective July 1, 2019.

Resolution adopted by the City Council of the City of Silverton, this 6th day of May, 2019.



Council President, City of Silverton
Jason Freiling

ATTEST



City Manager/Recorder, City of Silverton
Christy S. Wurster

Exhibit 'A'

Grade Description	Positions included	Step Sequence 1 (Hourly)	Step Sequence 2	Step Sequence 3	Step Sequence 4	Step Sequence 5	Step Sequence 6
1	Vacant	12.1767	12.7855	13.4248	14.096	14.8008	15.5408
2	Vacant	12.7855	13.4248	14.096	14.8008	15.5408	16.3178
3	Vacant	13.4248	14.096	14.8008	15.5408	16.3178	17.1337
4	Vacant	14.096	14.8008	15.5408	16.3178	17.1337	17.9904
5	Enforcement Officer - Part Time	14.8008	15.5408	16.3178	17.1337	17.9904	18.8899
6	Vacant	15.5408	16.3178	17.1337	17.9904	18.8899	19.8344
7	Enforcement Officer - Part Time (move from R5 to R7) *	16.3178	17.1337	17.9904	18.8899	19.8344	20.8261
8	Vacant	17.1337	17.9904	18.8899	19.8344	20.8261	21.8674
9	Account Clerk I	17.9904	18.8899	19.8344	20.8261	21.8674	22.9608
	Police Technician I						
	Administrative Assistant I - Public Works						
10	Account Clerk II	18.8899	19.8344	20.8261	21.8674	22.9608	24.1088
	Planning and Permit Assistant						
	Police Technician II						
	Administrative Assistant II - Public Works						
11	Vacant	19.8344	20.8261	21.8674	22.9608	24.1088	25.3142
12	Vacant	20.8261	21.8674	22.9608	24.1088	25.3142	26.5799
13	Accounting Manager	21.8674	22.9608	24.1088	25.3142	26.5799	27.9089
	Engineering Technician I (no COLA)^						
14	Accounting Manager (moved from R13 to R14)*	22.9608	24.1088	25.3142	26.5799	27.9089	29.3043
15	Engineering Technician II (no COLA)^	24.1088	25.3142	26.5799	27.9089	29.3043	30.7695
16	Vacant	25.3142	26.5799	27.9089	29.3043	30.7695	32.308
17	Building Inspector I	26.5799	27.9089	29.3043	30.7695	32.308	33.9234
18	Vacant	27.9089	29.3043	30.7695	32.308	33.9234	35.6196
19	Vacant	29.3043	30.7695	32.308	33.9234	35.6196	37.4006
20	Building Official	30.7695	32.308	33.9234	35.6196	37.4006	39.2706
	Police Sergeant						
21	Vacant	32.308	33.9234	35.6196	37.4006	39.2706	41.2341
22	Vacant	33.9234	35.6196	37.4006	39.2706	41.2341	43.2958
23	Vacant	35.6196	37.4006	39.2706	41.2341	43.2958	45.4606
24	Vacant	37.4006	39.2706	41.2341	43.2958	45.4606	47.7336
25	Vacant	39.2706	41.2341	43.2958	45.4606	47.7336	50.1203

CITY OF SILVERTON

Unrepresented

Effective 7/1/2019

These ranges do not include any adopted COLA for 2019-2020

*Recommend range adjustment based on Compensation Study

^Recommend no COLA for FY 2019-2020 based on Compensation Study

Grade Description	Positions included	Step Sequence 1 (Hourly)	Step Sequence 2	Step Sequence 3	Step Sequence 4	Step Sequence 5	Step Sequence 6
1	Assistant to City Manager/ City Clerk	24.1082	25.3136	26.5793	27.9083	29.3037	30.7689
	Assistant to City Manager/ HR-Coordinator						
2	Assistant to City Manager/ HR Coordinator (moved from R1 to R2)*	25.3136	26.5793	27.9083	29.3037	30.7689	32.3073
3	Assistant to City Manager/ City Clerk (moved from R1 to R3)*	26.5793	27.9083	29.3037	30.7689	32.3073	33.9227
4	Vacant	27.9083	29.3037	30.7689	32.3073	33.9227	35.6188
5	Maintenance Division Supervisor	29.3037	30.7689	32.3073	33.9227	35.6188	37.3997
	Water Quality Division Supervisor						
6	Vacant	30.7689	32.3073	33.9227	35.6188	37.3997	39.2697
7	Vacant	32.3073	33.9227	35.6188	37.3997	39.2697	41.2332
8	Senior Engineer (Vacant)	33.9227	35.6188	37.3997	39.2697	41.2332	43.2949
9	Vacant	35.6188	37.3997	39.2697	41.2332	43.2949	45.4596
10	City Engineer	37.3997	39.2697	41.2332	43.2949	45.4596	47.7326
11	Administrative Services Director (vacant - not evaluated)	39.2697	41.2332	43.2949	45.4596	47.7326	50.1192
	Community Development Director (no COLA)^						
	Police Captain (no COLA)^						
12	Finance Director	41.2332	43.2949	45.4596	47.7326	50.1192	52.6252
	Police Chief						
	Public Works Director						
13	Vacant	43.2949	45.4596	47.7326	50.1192	52.6252	55.2565

CITY OF SILVERTON

Exempt and Supervisors

Effective 7/1/2019

These ranges do not include any adopted COLA for 2019-2020

*Recommend range adjustment based on Compensation Study

^Recommend no COLA for FY 2019-2020 based on Compensation Study

Position	Step Sequence 1 (Hourly)	Step Sequence 2	Step Sequence 3	Step Sequence 4	Step Sequence 5	Step Sequence 6
X	0	0	0	0	0	0
XX	0	0	0	0	0	0
Park Worker Temp	15.21	0	0	0	0	0

CITY OF SILVERTON

Manual

Effective 7/1/2019

These ranges do not include any adopted COLA for 2019-2020

Positions included	Step Sequence 1 (Hourly)	Step Sequence 2	Step Sequence 3	Step Sequence 4	Step Sequence 5
Police Officer	25.02	26.27	27.58	28.96	30.41
Detective	26.27	27.05	28.4	29.82	31.31

CITY OF SILVERTON

SPOA (Silverton Police Officers Association)

Effective 7/1/2019

Position	Step Sequence 1 (Hourly)	Step Sequence 2	Step Sequence 3	Step Sequence 4	Step Sequence 5	Step Sequence 6
Facilities Maintenance Worker	\$ 15.8291	\$ 16.6206	\$ 17.4516	\$ 18.3242	\$ 19.2404	\$ 20.2024
Parks Maint Worker II	\$ 18.1611	\$ 19.0692	\$ 20.0227	\$ 21.0238	\$ 22.0750	\$ 23.1788
Utility Worker I	\$ 18.1611	\$ 19.0692	\$ 20.0227	\$ 21.0238	\$ 22.0750	\$ 23.1788
Utility Worker II	\$ 19.6875	\$ 20.6719	\$ 21.7055	\$ 22.7908	\$ 23.9303	\$ 25.1268
Utility Worker III / Mechanic	\$ 22.6882	\$ 23.8226	\$ 25.0137	\$ 26.2644	\$ 27.5776	\$ 28.9565
Utility Worker III / Lead	\$ 22.6882	\$ 23.8226	\$ 25.0137	\$ 26.2644	\$ 27.5776	\$ 28.9565
Sewer/ Water Operator I	\$ 20.5191	\$ 21.5451	\$ 22.6224	\$ 23.7535	\$ 24.9412	\$ 26.1883
Sewer/ Water Operator II	\$ 22.5711	\$ 23.6997	\$ 24.8847	\$ 26.1289	\$ 27.4353	\$ 28.8071
Mechanic	\$ 21.1514	\$ 22.2090	\$ 23.3195	\$ 24.4855	\$ 25.7098	\$ 26.9953

CITY OF SILVERTON

PWA (Public Works Association)/Laborer's Local 483

Effective 7/1/2019

Grade Description	Positions included	Step Sequence 1 (Hourly)	Step Sequence 2	Step Sequence 3	Step Sequence 4	Step Sequence 5	Step Sequence 6
1		0	0	0	0	0	0
2		0	0	0	0	0	0
3	Parking Meter Repair	11.1583	11.7162	12.302	12.9171	13.563	14.2412
4		11.7162	12.302	12.9171	13.563	14.2412	14.9533
5		12.302	12.9171	13.563	14.2412	14.9533	15.701
6		12.9171	13.563	14.2412	14.9533	15.701	16.4861
7		13.563	14.2412	14.9533	15.701	16.4861	17.3104
8		14.2412	14.9533	15.701	16.4861	17.3104	18.1759
9		14.9533	15.701	16.4861	17.3104	18.1759	19.0847
10		15.701	16.4861	17.3104	18.1759	19.0847	20.0389
11	Transit Operator	16.4861	17.3104	18.1759	19.0847	20.0389	21.0408
12		17.3104	18.1759	19.0847	20.0389	21.0408	22.0928
13		18.1759	19.0847	20.0389	21.0408	22.0928	23.1974

Part-Time

Effective 7/1/2019

These ranges do not include any adopted COLA for 2019-2020*