

**RESOLUTION 2024-09**

**A RESOLUTION ADOPTING THE SALARY AND CLASSIFICATION SCHEDULE FOR  
FISCAL YEAR 2024-2025**

**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 (Section 9.1) requires that City Council authorize the amount of compensation for City officers and employees as part of its annual budget.

**WHEREAS**, the Coburg Citizen’s Budget Committee approved and the Coburg City Council adopted the proposed attached salary and classification schedule in the Fiscal 2024-2025 Budget; and

**WHEREAS**, the use of an industry recognized index such as the Consumer Price Index (CPI) provides a standardized and statistically objective means of adjusting the City’s salary schedule to inflationary impacts of the economy which maintains the relative regional marketplace currency of the salary schedule to the City’s most recent classification and compensation study (2021).

**WHEREAS**, the CPI-W (Urban Wage Earners and Clerical Workers) as of December, 2023 indicated a percentage increase of 3.3%

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

The Salary Schedule set forth in the adopted budget and attached herein as Exhibit A, is hereby adopted as the Official Salary Schedule of the City of Coburg for Fiscal Year 2024-2025.

**Adopted** by the **City Council** of the **City of Coburg**, Oregon by vote of \_\_\_ for and \_\_\_ against this 9<sup>th</sup> day of July, 2024.

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

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



**Salary and Classification Schedule  
Resolution 2024-XX  
FY 2024-25 Budget Approved  
CPI - W 3.3%**

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>Administration</b>														
<b>City Administrator</b>	Negotiated Contract													
<i>Exempt - Supervisor</i>														
<b>Finance Director</b>	39.51	40.30	41.11	41.93	42.77	43.62	44.50	45.39	46.29	47.22	48.17	49.13	50.11	51.11
<i>Exempt</i>	82,185	83,829	85,506	87,216	88,960	90,739	92,554	94,405	96,293	98,219	100,184	102,187	104,231	106,316
<b>Accountant</b>	23.52	23.99	24.47	24.96	25.46	25.97	26.49	27.02	27.56	28.11	28.67	29.25	29.83	30.43
<i>Non-Exempt</i>	48,925	49,903	50,901	51,919	52,957	54,017	55,097	56,199	57,323	58,469	59,639	60,832	62,048	63,289
<b>City Recorder/Executive Assistant to CA &amp; City Council</b>	39.51	40.30	41.11	41.93	42.77	43.62	44.50	45.39	46.29	47.22	48.17	49.13	50.11	51.11
<i>Exempt - Supervisor</i>	82,185	83,829	85,506	87,216	88,960	90,739	92,554	94,405	96,293	98,219	100,184	102,187	104,231	106,316
<b>Utility Billing Specialist</b>	23.06	23.52	23.99	24.47	24.96	25.46	25.97	26.48	27.01	27.55	28.11	28.67	29.24	29.83
<i>Non-Exempt</i>	47,958	48,917	49,895	50,893	51,911	52,949	54,008	55,088	56,190	57,314	58,460	59,629	60,822	62,038
<b>Administrative/Department Specialist</b>	20.56	20.97	21.39	21.81	22.25	22.70	23.15	23.61	24.09	24.57	25.06	25.56	26.07	26.59
<i>Non-Exempt</i>	42,758	43,613	44,485	45,375	46,283	47,208	48,152	49,115	50,098	51,100	52,122	53,164	54,227	55,312
<b>Administrative Assistant 2</b>	19.84	20.24	20.65	21.06	21.48	21.91	22.35	22.79	23.25	23.72	24.19	24.67	25.17	25.67
<i>Non-Exempt</i>	41,275	42,101	42,943	43,802	44,678	45,571	46,483	47,412	48,361	49,328	50,314	51,321	52,347	53,394
<b>Administrative Assistant 1</b>	18.71	19.08	19.46	19.85	20.25	20.65	21.07	21.49	21.92	22.36	22.80	23.26	23.73	24.20
<i>Non-Exempt</i>	38,912	39,690	40,484	41,294	42,119	42,962	43,821	44,698	45,591	46,503	47,433	48,382	49,350	50,337
<b>Administrative Assistant - Temporary</b>	15.10	15.40	15.71	16.03	16.35	16.67	17.01	17.35	17.69	18.05	18.41	18.78	19.15	19.54
<i>Non-Exempt</i>	31,413	32,041	32,682	33,336	34,003	34,683	35,376	36,084	36,805	37,542	38,292	39,058	39,839	40,636
<b>Court</b>														
<b>Court Administrator</b>	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.89	35.58	36.30	37.02	37.76	38.52	39.29
<i>Exempt</i>	63,170	64,433	65,722	67,037	68,377	69,745	71,140	72,562	74,014	75,494	77,004	78,544	80,115	81,717
<b>Police</b>														
<b>Police Chief</b>	46.53	47.46	48.41	49.37	50.36	51.37	52.40	53.44	54.51	55.60	56.72	57.85	59.01	60.19
<i>Exempt - Supervisor</i>	96,775	98,710	100,684	102,698	104,752	106,847	108,984	111,164	113,387	115,655	117,968	120,327	122,734	125,188
<b>Police Sargent</b>	38.56	39.33	40.12	40.92	41.74	42.58	43.43	44.30	45.18	46.09	47.01	47.95	48.91	49.88
<i>Non-Exempt - Supervisor</i>	80,209	81,813	83,449	85,118	86,821	88,557	90,328	92,135	93,977	95,857	97,774	99,729	101,724	103,759
<b>Police Officer 1</b>	29.80	30.40	31.01	31.63	32.26	32.90	33.56	34.23	34.92	35.62	36.33	37.06	37.80	38.55
<i>Non-Exempt</i>	61,988	63,228	64,493	65,782	67,098	68,440	69,809	71,205	72,629	74,082	75,563	77,075	78,616	80,188
<b>Police Department Technician</b>	24.64	25.13	25.63	26.15	26.67	27.20	27.75	28.30	28.87	29.44	30.03	30.63	31.25	31.87
<i>Non-Exempt</i>	51,245	52,270	53,315	54,382	55,469	56,579	57,710	58,864	60,042	61,243	62,467	63,717	64,991	66,291
<b>Reserve Officer</b>	20.58	20.99	21.41	21.84	22.27	22.72	23.17	23.64	24.11	24.59	25.08	25.59	26.10	26.62
<i>On-Call officer only (50 hours PY)</i>	0.00	43,657	44,530	45,421	46,329	47,256	48,201	49,165	50,148	51,151	52,174	53,218	54,282	55,368
<b>Planning</b>														
<b>Planner/Development Director</b>	32.57	33.22	33.89	34.56	35.26	35.96	36.68	37.41	38.16	38.92	39.70	40.50	41.31	42.13
<i>Non-Exempt</i>	67,747	69,102	70,484	71,893	73,331	74,798	76,294	77,820	79,376	80,963	82,583	84,234	85,919	87,637
<b>Staff Planner/Development</b>	24.10	24.58	25.07	25.57	26.09	26.61	27.14	27.68	28.24	28.80	29.38	29.97	30.56	31.18
<i>Non-Exempt</i>	50,128	51,130	52,153	53,196	54,260	55,345	56,452	57,581	58,733	59,907	61,105	62,328	63,574	64,846
<b>Public Works</b>														
<b>Public Works Director</b>	39.98	40.78	41.59	42.42	43.27	44.14	45.02	45.92	46.84	47.78	48.73	49.71	50.70	51.71
<i>Exempt - Supervisor</i>	83,152	84,815	86,512	88,242	90,007	91,807	93,643	95,516	97,426	99,375	101,362	103,390	105,457	107,566
<b>Public Works Supervisor</b>	29.80	30.40	31.01	31.63	32.26	32.90	33.56	34.23	34.92	35.62	36.33	37.06	37.80	38.55
<i>Exempt - Supervisor</i>	61,988	63,228	64,493	65,782	67,098	68,440	69,809	71,205	72,629	74,082	75,563	77,075	78,616	80,188
<b>Public Works Operator 3</b>	26.53	27.06	27.60	28.15	28.71	29.29	29.87	30.47	31.08	31.70	32.34	32.98	33.64	34.32
<i>Non-Exempt</i>	55,177	56,281	57,406	58,554	59,725	60,920	62,138	63,381	64,649	65,942	67,261	68,606	69,978	71,377
<b>Public Works Operator 2</b>	23.24	23.71	24.18	24.67	25.16	25.66	26.17	26.70	27.23	27.78	28.33	28.90	29.48	30.07
<i>Non-Exempt</i>	48,344	49,311	50,298	51,303	52,330	53,376	54,444	55,533	56,643	57,776	58,932	60,110	61,312	62,539
<b>Public Works Operator 1</b>	20.74	21.16	21.58	22.01	22.45	22.90	23.36	23.83	24.30	24.79	25.29	25.79	26.31	26.83
<i>Non-Exempt</i>	43,145	44,008	44,888	45,785	46,701	47,635	48,588	49,560	50,551	51,562	52,593	53,645	54,718	55,812
<b>Public Works Seasonal Worker</b>	15.10	15.40	15.71	16.03	16.35	16.67	17.01	17.35	17.69	18.05	18.41	18.78	19.15	19.54
<i>Non-Exempt</i>	31,413	32,041	32,682	33,336	34,003	34,683	35,376	36,084	36,805	37,542	38,292	39,058	39,839	40,636