

RESOLUTION NO. 5337-17

A RESOLUTION AUTHORIZING PERSONNEL SERVICES UPDATES FOR
NON-REPRESENTED EMPLOYEES FOR FISCAL YEAR 2017-18

WHEREAS, the Council of the City of Tualatin is the authority in setting the compensation and benefits for City employees; and

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TUALATIN, OREGON, that:

Section 1. Effective retroactive to July 1, 2017, the Salary Schedules for Exempt Management, Non-exempt Management, Exempt Police Management and Non-Exempt Police Management employees shall be updated and increased by a 3% cost of living adjustment, as provided in attached Exhibits A, B, and C, with the pay rates for these employees adjusted accordingly. Selected Police Management positions will be eligible to participate in various programs contained in the Tualatin Police Officers Association Collective Bargaining Agreement.

Section 2. Effective retroactive to July 1, 2017, the Salary Schedules for Temporary employees shall be updated as provided in attached Exhibits D and E.

Section 3. Effective retroactive to July 1, 2017 the City Manager salary shall be updated and increased by a 3% cost of living adjustment.

Adopted by the City Council this 14th day of August, 2017.

CITY OF TUALATIN, OREGON

BY 

Mayor

APPROVED AS TO FORM

BY 

City Attorney

ATTEST:

BY 

City Recorder

FY 2017/18 SALARY SCHEDULE
EFFECTIVE 7/01/2017

EXEMPT MANAGEMENT

Grade	Title	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M12	Assistant to the City Manager Sr. Human Resources & Risk Mgmt Analyst	Hourly	35.36	36.43	37.52	38.66	39.83	41.01	42.23
		Annual	73,548.59	75,776.69	78,047.63	80,404.27	82,846.61	85,310.37	87,838.40
M13	Vacant	Hourly	37.15	38.25	39.41	40.59	41.83	43.06	44.35
		Annual	77,276.37	79,568.74	81,968.22	84,431.98	87,002.86	89,573.74	92,251.74
M14	Assistant Finance Director Library Manager Park & Recreation Manager Planning Manager	Hourly	39.01	40.19	41.39	42.62	43.90	45.22	46.57
		Annual	81,132.69	83,596.45	86,081.63	88,652.51	91,309.09	94,051.36	96,857.90
M15	Assistant City Engineer Building Official	Hourly	41.93	43.19	44.48	45.81	47.20	48.62	50.05
		Annual	87,217.10	89,830.83	92,508.83	95,293.95	98,186.19	101,121.28	104,099.22
DM1	Community Services Director Human Resources Director Information Systems Director	Hourly	45.23	46.61	48.00	49.42	50.91	52.45	54.01
		Annual	94,072.78	96,943.60	99,835.84	102,792.35	105,898.83	109,091.01	112,347.46
DM2	Finance Director Public Works Director/City Engineer	Hourly	47.88	49.34	50.82	52.37	53.92	55.54	57.20
		Annual	99,600.18	102,620.96	105,706.02	108,919.62	112,154.64	115,518.21	118,967.47
DM3	Vacant	Hourly	50.97	52.51	54.09	55.70	57.39	59.11	60.87
		Annual	106,027.38	109,219.55	112,497.42	115,860.99	119,374.53	122,952.34	126,615.84
DM4	Assistant City Manager City Attorney <i>Community Development Director</i>	Hourly	52.39	53.94	55.56	57.22	58.95	60.73	62.53
		Annual	108,962.46	112,197.49	115,561.06	119,010.32	122,609.55	126,315.90	130,065.10
DM5	Police Chief	Hourly	57.84	59.56	61.36	63.19	65.09	67.05	69.05

Grade	Step	Old Low Amt	Old High Amt
DM1-X	1	91,332.80	91,332.80
DM1-X	2	94,120.00	94,120.00
DM1-X	3	96,928.00	96,928.00
DM1-X	4	99,798.40	99,798.40
DM1-X	5	102,814.40	102,814.40
DM1-X	6	105,913.60	105,913.60
DM1-X	7	109,075.20	109,075.20
DM1-X	8	112,320.00	112,320.00
DM1-X	9	115,731.20	115,731.20
DM2-X	1	96,699.20	96,699.20
DM2-X	2	99,632.00	99,632.00
DM2-X	3	102,627.20	102,627.20
DM2-X	4	105,747.20	105,747.20
DM2-X	5	108,888.00	108,888.00
DM2-X	6	112,153.60	112,153.60
DM2-X	7	115,502.40	115,502.40
DM2-X	8	118,955.20	118,955.20
DM2-X	9	122,574.40	122,574.40
DM3-X	1	102,939.20	102,939.20
DM3-X	2	106,038.40	106,038.40
DM3-X	3	109,220.80	109,220.80
DM3-X	4	112,486.40	112,486.40
DM3-X	5	115,897.60	115,897.60
DM3-X	6	119,371.20	119,371.20
DM3-X	7	122,928.00	122,928.00
DM3-X	8	126,588.80	126,588.80
DM3-X	9	130,416.00	130,416.00
DM4-X	1	105,788.80	105,788.80
DM4-X	2	108,929.60	108,929.60
DM4-X	3	112,195.20	112,195.20
DM4-X	4	115,544.00	115,544.00
DM4-X	5	119,038.40	119,038.40
DM4-X	6	122,636.80	122,636.80
DM4-X	7	126,276.80	126,276.80
DM4-X	8	130,062.40	130,062.40
DM4-X	9	133,952.00	133,952.00
DM5-X	1	116,812.80	116,812.80
DM5-X	2	120,286.40	120,286.40
DM5-X	3	123,905.60	123,905.60
DM5-X	4	127,608.00	127,608.00
DM5-X	5	131,435.20	131,435.20
DM5-X	6	135,408.00	135,408.00
DM5-X	7	139,443.20	139,443.20
DM5-X	8	143,644.80	143,644.80
DM5-X	9	147,929.60	147,929.60
M12-X	1	71,406.40	71,406.40
M12-X	2	73,569.60	73,569.60

M12-X	3	75,774.40	75,774.40
M12-X	4	78,062.40	78,062.40
M12-X	5	80,433.60	80,433.60
M12-X	6	82,825.60	82,825.60
M12-X	7	85,280.00	85,280.00
M12-X	8	87,859.20	87,859.20
M12-X	9	90,500.80	90,500.80
M13-X	1	75,025.60	75,025.60
M13-X	2	77,251.20	77,251.20
M13-X	3	79,580.80	79,580.80
M13-X	4	81,972.80	81,972.80
M13-X	5	84,468.80	84,468.80
M13-X	6	86,964.80	86,964.80
M13-X	7	89,564.80	89,564.80
M13-X	8	92,268.80	92,268.80
M13-X	9	95,035.20	95,035.20
M14-X	1	78,769.60	78,769.60
M14-X	2	81,161.60	81,161.60
M14-X	3	83,574.40	83,574.40
M14-X	4	86,070.40	86,070.40
M14-X	5	88,649.60	88,649.60
M14-X	6	91,312.00	91,312.00
M14-X	7	94,036.80	94,036.80
M14-X	8	96,844.80	96,844.80
M14-X	9	99,756.80	99,756.80
M15-X	1	84,676.80	84,676.80
M15-X	2	87,214.40	87,214.40
M15-X	3	89,814.40	89,814.40
M15-X	4	92,518.40	92,518.40
M15-X	5	95,326.40	95,326.40
M15-X	6	98,176.00	98,176.00
M15-X	7	101,067.20	101,067.20
M15-X	8	104,104.00	104,104.00
M15-X	9	107,203.20	107,203.20

New Low Amt	New High Amt
94,072.78	94,072.78
96,943.60	96,943.60
99,835.84	99,835.84
102,792.35	102,792.35
105,898.83	105,898.83
109,091.01	109,091.01
112,347.46	112,347.46
115,689.60	115,689.60
119,203.14	119,203.14
99,600.18	99,600.18
102,620.96	102,620.96
105,706.02	105,706.02
108,919.62	108,919.62
112,154.64	112,154.64
115,518.21	115,518.21
118,967.47	118,967.47
122,523.86	122,523.86
126,251.63	126,251.63
106,027.38	106,027.38
109,219.55	109,219.55
112,497.42	112,497.42
115,860.99	115,860.99
119,374.53	119,374.53
122,952.34	122,952.34
126,615.84	126,615.84
130,386.46	130,386.46
134,328.48	134,328.48
108,962.46	108,962.46
112,197.49	112,197.49
115,561.06	115,561.06
119,010.32	119,010.32
122,609.55	122,609.55
126,315.90	126,315.90
130,065.10	130,065.10
133,964.27	133,964.27
137,970.56	137,970.56
120,317.18	120,317.18
123,894.99	123,894.99
127,622.77	127,622.77
131,436.24	131,436.24
135,378.26	135,378.26
139,470.24	139,470.24
143,626.50	143,626.50
147,954.14	147,954.14
152,367.49	152,367.49
73,548.59	73,548.59
75,776.69	75,776.69

78,047.63	78,047.63
80,404.27	80,404.27
82,846.61	82,846.61
85,310.37	85,310.37
87,838.40	87,838.40
90,494.98	90,494.98
93,215.82	93,215.82
77,276.37	77,276.37
79,568.74	79,568.74
81,968.22	81,968.22
84,431.98	84,431.98
87,002.86	87,002.86
89,573.74	89,573.74
92,251.74	92,251.74
95,036.86	95,036.86
97,886.26	97,886.26
81,132.69	81,132.69
83,596.45	83,596.45
86,081.63	86,081.63
88,652.51	88,652.51
91,309.09	91,309.09
94,051.36	94,051.36
96,857.90	96,857.90
99,750.14	99,750.14
102,749.50	102,749.50
87,217.10	87,217.10
89,830.83	89,830.83
92,508.83	92,508.83
95,293.95	95,293.95
98,186.19	98,186.19
101,121.28	101,121.28
104,099.22	104,099.22
107,227.12	107,227.12
110,419.30	110,419.30

FY 2017/18 SALARY SCHEDULE
EFFECTIVE 7/01/2017

NON EXEMPT MANAGEMENT EMPLOYEES

Grade	TITLE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M2	Legal Assistant	Hourly	22.44	23.10	23.80	24.51	25.26	26.01	26.79
		Annual	46,675.20	48,048.00	49,504.00	50,980.80	52,540.80	54,100.80	55,723.20
M3	Vacant	Hourly	23.63	24.34	25.07	25.83	26.60	27.40	28.22
		Annual	49,150.40	50,627.20	52,145.60	53,726.40	55,328.00	56,992.00	58,697.60
M4	Vacant	Hourly	24.87	25.62	26.40	27.17	28.00	28.84	29.69
		Annual	51,729.60	53,289.60	54,912.00	56,513.60	58,240.00	59,987.20	61,755.20
M5	Recreation Coordinator	Hourly	25.86	26.63	27.44	28.24	29.10	29.98	30.87
		Annual	53,788.80	55,390.40	57,075.20	58,739.20	60,528.00	62,358.40	64,209.60
M6	Court Administrator Human Resources Analyst Paralegal	Hourly	27.16	27.99	28.83	29.68	30.57	31.50	32.45
		Annual	56,492.80	58,219.20	59,966.40	61,734.40	63,585.60	65,520.00	67,496.00
M7	Recreation Supervisor	Hourly	28.49	29.36	30.24	31.14	32.07	33.04	34.02
		Annual	59,259.20	61,068.80	62,899.20	64,771.20	66,705.60	68,723.20	70,761.60
M8	Police Services Supervisor	Hourly	29.94	30.84	31.74	32.70	33.70	34.71	35.75
		Annual	62,275.20	64,147.20	66,019.20	68,016.00	70,096.00	72,196.80	74,360.00
M9	Access Services Supervisor Public Service Supervisor Pohl Center Supervisor	Hourly	31.45	32.38	33.36	34.34	35.38	36.44	37.53
		Annual	65,416.00	67,350.40	69,388.80	71,427.20	73,590.40	75,795.20	78,062.40
M10	Maintenance Service Div Mgr Park Maintenance Div Mgr Street and Sewer Div Mgr	Hourly	32.99	33.96	34.99	36.04	37.11	38.23	39.39
		Annual	68,619.20	70,636.80	72,779.20	74,963.20	77,188.80	79,518.40	81,931.20
M11	Accounting Supervisor Water Division Mgr	Hourly	34.64	35.67	36.75	37.84	39.01	40.19	41.39
		Annual	72,051.20	74,193.60	76,440.00	78,707.20	81,140.80	83,595.20	86,091.20

Grade	Step	Description	Old Low Amt	Old High Amt	New Low Amt	New High Amt
M10	1		32.03	32.03	32.99	32.99
M10	2		32.97	32.97	33.96	33.96
M10	3		33.97	33.97	34.99	34.99
M10	4		34.99	34.99	36.04	36.04
M10	5		36.03	36.03	37.11	37.11
M10	6		37.12	37.12	38.23	38.23
M10	7		38.24	38.24	39.39	39.39
M10	8		39.39	39.39	40.57	40.57
M10	9		40.57	40.57	41.79	41.79
M11	1		33.63	33.63	34.64	34.64
M11	2		34.63	34.63	35.67	35.67
M11	3		35.68	35.68	36.75	36.75
M11	4		36.74	36.74	37.84	37.84
M11	5		37.87	37.87	39.01	39.01
M11	6		39.02	39.02	40.19	40.19
M11	7		40.18	40.18	41.39	41.39
M11	8		41.38	41.38	42.62	42.62
M11	9		42.62	42.62	43.90	43.90
M2	1		21.79	21.79	22.44	22.44
M2	2		22.43	22.43	23.10	23.10
M2	3		23.11	23.11	23.80	23.80
M2	4		23.80	23.80	24.51	24.51
M2	5		24.52	24.52	25.26	25.26
M2	6		25.25	25.25	26.01	26.01
M2	7		26.01	26.01	26.79	26.79
M2	8		26.79	26.79	27.59	27.59
M2	9		27.59	27.59	28.42	28.42
M2	10		26.57	27.38	27.37	28.20
M3	1		22.94	22.94	23.63	23.63
M3	2		23.63	23.63	24.34	24.34
M3	3		24.34	24.34	25.07	25.07
M3	4		25.08	25.08	25.83	25.83
M3	5		25.83	25.83	26.60	26.60
M3	6		26.60	26.60	27.40	27.40
M3	7		27.40	27.40	28.22	28.22
M3	8		28.21	28.21	29.06	29.06
M3	9		29.07	29.07	29.94	29.94
M4	1		24.15	24.15	24.87	24.87
M4	2		24.87	24.87	25.62	25.62
M4	3		25.63	25.63	26.40	26.40
M4	4		26.38	26.38	27.17	27.17
M4	5		27.18	27.18	28.00	28.00
M4	6		28.00	28.00	28.84	28.84
M4	7		28.83	28.83	29.69	29.69
M4	8		29.69	29.69	30.58	30.58
M4	9		30.60	30.60	31.52	31.52

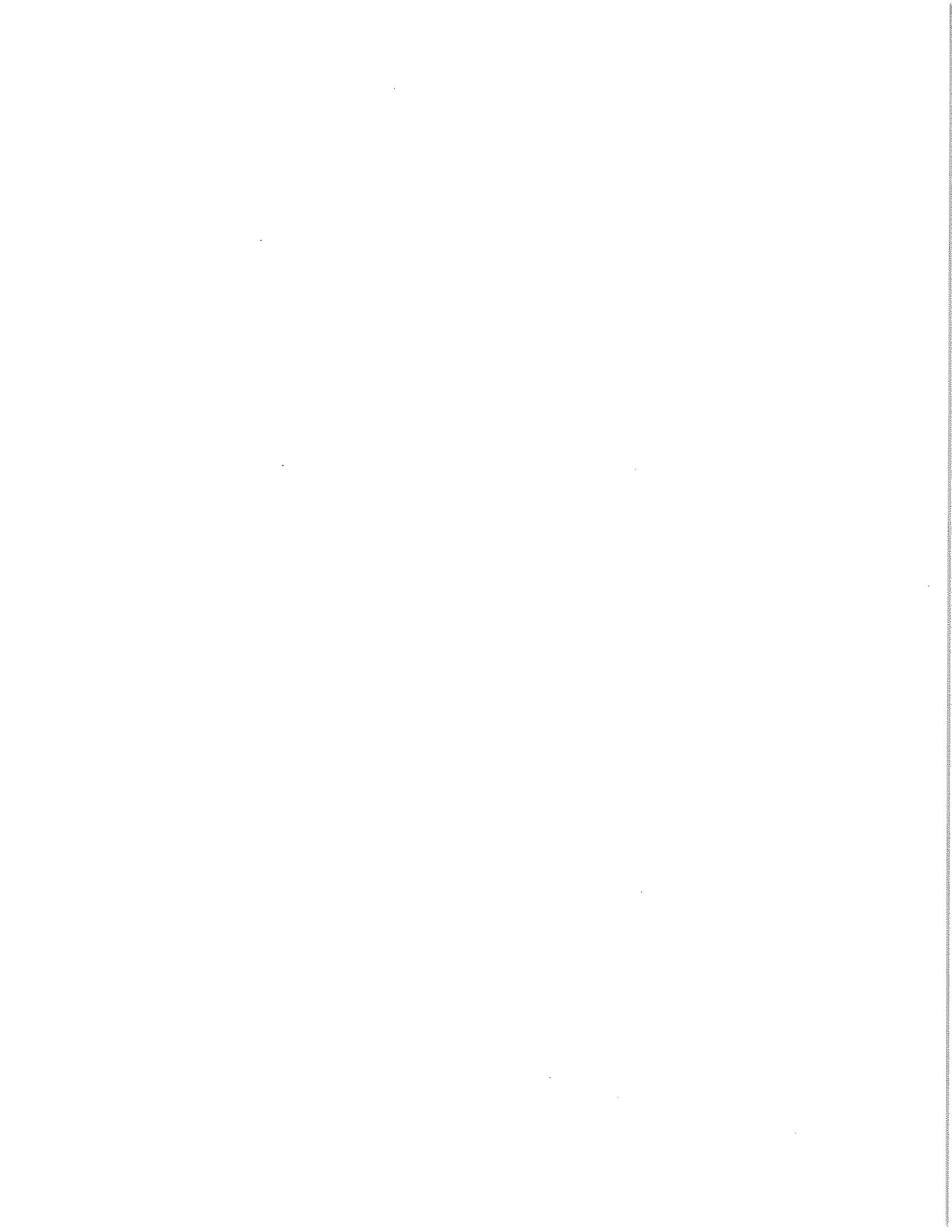
M5	1	25.11	25.11	25.86	25.86
M5	2	25.85	25.85	26.63	26.63
M5	3	26.64	26.64	27.44	27.44
M5	4	27.42	27.42	28.24	28.24
M5	5	28.25	28.25	29.10	29.10
M5	6	29.11	29.11	29.98	29.98
M5	7	29.97	29.97	30.87	30.87
M5	8	30.87	30.87	31.80	31.80
M5	9	31.79	31.79	32.74	32.74
M6	1	26.37	26.37	27.16	27.16
M6	2	27.17	27.17	27.99	27.99
M6	3	27.99	27.99	28.83	28.83
M6	4	28.82	28.82	29.68	29.68
M6	5	29.68	29.68	30.57	30.57
M6	6	30.58	30.58	31.50	31.50
M6	7	31.50	31.50	32.45	32.45
M6	8	32.44	32.44	33.41	33.41
M6	9	33.42	33.42	34.42	34.42
M7	1	27.66	27.66	28.49	28.49
M7	2	28.50	28.50	29.36	29.36
M7	3	29.36	29.36	30.24	30.24
M7	4	30.23	30.23	31.14	31.14
M7	5	31.14	31.14	32.07	32.07
M7	6	32.08	32.08	33.04	33.04
M7	7	33.03	33.03	34.02	34.02
M7	8	34.02	34.02	35.04	35.04
M7	9	35.04	35.04	36.09	36.09
M8	1	29.07	29.07	29.94	29.94
M8	2	29.94	29.94	30.84	30.84
M8	3	30.82	30.82	31.74	31.74
M8	4	31.75	31.75	32.70	32.70
M8	5	32.72	32.72	33.70	33.70
M8	6	33.70	33.70	34.71	34.71
M8	7	34.71	34.71	35.75	35.75
M8	8	35.76	35.76	36.83	36.83
M8	9	36.83	36.83	37.93	37.93
M9	1	30.53	30.53	31.45	31.45
M9	2	31.44	31.44	32.38	32.38
M9	3	32.39	32.39	33.36	33.36
M9	4	33.34	33.34	34.34	34.34
M9	5	34.35	34.35	35.38	35.38
M9	6	35.38	35.38	36.44	36.44
M9	7	36.44	36.44	37.53	37.53
M9	8	37.54	37.54	38.67	38.67
M9	9	38.67	38.67	39.83	39.83

FY 2017/18 SALARY SCHEDULE
EFFECTIVE 7/1/2017

POLICE

Grade	TITLE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STE
4% steps										
P1	Police Officer	Hourly	28.45	29.59	30.77	32.00	33.28	34.61	35.99	
		Annual	59,176.00	61,547.20	64,001.60	66,560.00	69,222.40	71,988.80	74,859.20	
Non-Exempt Police Mgmt 4% Steps										
P2	Police Sergeant	Hourly	34.62	36.02	37.45	38.95	40.53	42.14	43.83	
		Annual	72,009.60	74,921.60	77,896.00	81,016.00	84,302.40	87,651.20	91,166.40	94
Exempt Police Management 3% Steps										
P3	Police Lieutenant	Hourly	45.84	47.20	48.63	50.10	51.59	53.13	54.73	
		Annual	95,336.80	98,186.19	101,142.70	104,206.34	107,312.82	110,504.99	113,847.14	117
P4	Police Captain	Hourly	50.41	51.93	53.50	55.12	56.75	58.45	60.20	
		Annual	104,849.06	108,019.81	111,276.26	114,639.82	118,046.24	121,581.20	125,223.28	128
DM5	Police Chief	Hourly	57.84	59.56	61.36	63.19	65.09	67.05	69.05	
		Annual	120,317.18	123,894.99	127,622.77	131,436.24	135,378.26	139,470.24	143,626.50	147

* italicized positions are not filled.



TEMPORARY EMPLOYEES - SCHEDULE A
 FY 2017/2018 Salary Schedule
 Effective 7/01/2017

EXHIBIT D

Grade	TITLE	RATE	MINIMUM REGULAR WAGE FY 17/18	MAXIMUM REGULAR WAGE FY 17/18
T4	TEMP PARKING ENFORCE OFF	Hourly	15.17	19.22
T6	TEMP LIBRARY ASST TEMP OFFICE ASST I	Hourly	17.17	21.76
T8	TEMP OFFICE ASSIST II	Hourly	18.91	23.98
T9	TEMP POLICE SERVICES TECH TEMP PUBLIC SERVICE ASST TEMP SPECIAL EVENTS COORD	Hourly	19.88	25.21
T11	TEMP FINANCE/ACCTG TECH TEMP OFFICE COORD TEMP PROP EVIDENCE TECH TEMP REC PROG SPEC	Hourly	22.42	28.43
T12	TEMP FLEET TECH I TEMP VOLUNTEER COORD	Hourly	23.54	29.82
T13	TEMP LIBRARIAN I	Hourly	24.73	31.31
T14	TEMP LIBRARIAN II	Hourly	26.24	33.21
T16	TEMP BLDG CONST INSPT II	Hourly	29.23	37.04

Grade	Step	Description	Old Low Amt	Old High Amt	New Low Amt	New High Amt
T11	1		21.77	27.60	22.42	28.43
T11	2		21.77	27.60	22.42	28.43
T12	1		22.85	28.95	23.54	29.82
T12	2		22.85	28.95	23.54	29.82
T13	1		24.01	30.40	24.73	31.31
T13	2		24.01	30.40	24.73	31.31
T14	1		25.48	32.24	26.24	33.21
T14	2		25.48	32.24	26.24	33.21
T16	1		28.38	35.96	29.23	37.04
T16	2		28.38	35.96	29.23	37.04
T4	1		14.73	18.66	15.17	19.22
T4	2		14.73	18.66	15.17	19.22
T6	1		16.67	21.13	17.17	21.76
T6	2		16.67	21.13	17.17	21.76
T8	1		18.36	23.28	18.91	23.98
T8	2		18.36	23.28	18.91	23.98
T9	1		19.30	24.48	19.88	25.21
T9	2		19.30	24.48	19.88	25.21

TEMPORARY EMPLOYEES - SCHEDULE B
 FY 2017/18 SALARY SCHEDULE
 EFFECTIVE 7/01/2017

EXHIBIT E

Grade	TITLE	RATE	REGULAR WAGE FY 17/18
U1	TEMP LIBRARY PAGE	Hourly	11.25
U5	TEMP RECREATION LEADER I TEMP RECREATION AIDE	Hourly	11.40
U9	TEMP HOMEWORK LEADER TEMP LIBRARY SENIOR PAGE TEMP FILE CLERK TEMP OPS MAINT WORKER	Hourly	13.84
U10	TEMP INTERN TEMP PARK RANGER TEMP RECREATION LEADER II	Hourly	14.56
U12	TEMP YOUTH LEADER	Hourly	16.20
U14	TEMP SR YOUTH LEADER	Hourly	17.41
U16	TEMP TECHNOLOGY SPEC	Hourly	19.96
U30	TEMP REC. COUNSELOR I	Hourly	34.66
J1	JUDGE	Hourly	100.00

Grade	Step	Descriptor	Old Low Ar	Old High Ar	New Low A	New High Amt
U10	1		14.14	14.14	14.56	14.56
U12	1		15.73	15.73	16.2	16.2
U14	1		16.9	16.9	17.41	17.41
U16	1		19.38	19.38	19.96	19.96
U30	1		33.65	33.65	34.66	34.66
U9	1		13.44	13.44	13.84	13.84