



AGENDA

ASTORIA CITY COUNCIL

Tuesday, September 10, 2019
9:00 AM
2nd Floor Council Chambers
1095 Duane Street, Astoria OR 97103

SPECIAL SESSION

1. CALL TO ORDER
2. EXECUTIVE SESSION

2.a ORS 192.660(3) - Labor Negotiations

3. ROLL CALL

4. PROCLAMATION

4.a National Hispanic Heritage Month

5. REPORTS OF COUNCILORS

6. CHANGES TO AGENDA

7. REGULAR AGENDA ITEMS

All agenda items are open for public comment following deliberation by the City Council. Rather than asking for public comment after each agenda item, the Mayor asks that audience members raise their hands if they want to speak to the item and they will be recognized. In order to respect everyone's time, comments will be limited to 3 minutes.

7.a Consideration of Chauffeurs, Teamsters and Helpers Local 58 (Parks & General Employees) Collective Bargaining Agreement

7.b Salary Resolution Establishing Basic Compensation Plan Cost of Living Wage Adjustments

7.c 3rd St. & Lexington Ave. SS Replacement - Authorization to Award Construction Contract

8. NEW BUSINESS & MISCELLANEOUS, PUBLIC COMMENTS (NON-AGENDA)

9. ADJOURN TO WORK SESSION

9.a Small Wireless Communications Facilities

9.b Discussion Regarding Walldorf Germany (Sister City) Celebration

10. ADJOURNMENT


**THIS MEETING IS ACCESSIBLE TO THE DISABLED. AN INTERPRETER FOR THE
HEARING IMPAIRED MAY BE REQUESTED UNDER THE TERMS OF ORS 192.630
BY CONTACTING THE CITY MANAGER'S OFFICE, 503-325-5824.**



CITY OF ASTORIA

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MEMORANDUM • CITY MANAGER

DATE: SEPTEMBER 6, 2019
TO: MAYOR AND CITY COUNCIL
FROM:  BRETT ESTES, CITY MANAGER
SUBJECT: ASTORIA SPECIAL CITY COUNCIL MEETING AND WORK SESSION
OF TUESDAY, SEPTEMBER 10, 2019

EXECUTIVE SESSION

- 2.a ORS 192.660(3) - Labor Negotiations

PROCLAMATION

- 4.a National Hispanic Heritage Month

REGULAR AGENDA ITEMS

- 7.a Consideration Chauffeurs, Teamsters and Helpers Local 58 (Parks and General Employees Collective Bargaining Agreement)
7.b Salary Resolution Establishing Basic Compensation Plan Cost of Living Wage Adjustments

Staff positions and associated compensation are detailed in the "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". Whenever there are changes in positions, whether a position is being deleted, added or redefined; or whether a change in compensation is proposed; such changes are adopted by resolution. The proposed resolution implements negotiated collective bargaining agreement adjustments effective July 1, 2019 for the General / Parks Group. Additionally, management and confidential employee positions were reviewed for necessary adjustments to ensure appropriate pay levels to meet objectives for staff promotion, retention and recruitment. It is recommended that Council adopt the Salary Resolution as presented.

- 7.c 3rd St. & Lexington Ave. SS Replacement - Authorization to Award Construction Contract

Recently, the Public Works Department discovered a portion of seriously deteriorated sanitary sewer pipe between 3rd Street and 4th Street on Lexington Ave. The pipe is partially collapsed, impeding flow, and in need of immediate replacement.

Public Works Staff is currently working on procurement of a Contractor that will assist in replacing the damaged section of pipe. The construction estimate for this project is \$96,000, including a 10% contingency.

Due to the proximity of the water line to the proposed work, the Public Works Department will provide temporary service to 6 homes immediately adjacent to the project.

It is recommended that City Council authorize the City Manager to sign a construction contract up to a maximum amount of \$125,000 for the 3rd St. and Lexington Ave. Sanitary Sewer Replacement Project.

ADJOURN TO WORK SESSION

9.a Small Wireless Communication Facilities

A representative from Verizon Wireless has contacted City Staff regarding the creation of a franchise agreement to allow small wireless communications facilities in rights-of-way. Before City Staff begin working on such agreement it was felt a dialogue with Council would be in order. Attached are materials provided by Verizon Wireless on this issue. A Verizon representative will also be present.

9.b Discussion regarding Walldorf Germany (Sister City) Celebration

The Mayor received a letter from Christiane Staab, Burgermeisterin of our Sister City, Walldorf Germany. The original letter and a rough translation are attached. The Mayor has requested a discussion about what if any delegation will be sent to this celebration, and how the trip could be funded. They would like a response by 15 October.

P R O C L A M A T I O N

WHEREAS, the period from September 15 through October 15 is has been set aside throughout the United States as National Hispanic Heritage Month, and;

WHEREAS, the term Hispanic or Latino refers to a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin who can be of any race, any ancestry or any ethnicity, and;

WHEREAS, the United States has always drawn its strength from the contributions of a diverse people, and;

WHEREAS, National Hispanic Heritage Month is a time to recognize the contributions made and the important presence of Hispanic and Latino Americans to the United States, and;

WHEREAS, Hispanic Americans have played a prominent and important role in our national heritage and our Hispanic American residents lift up our communities and our economy as entrepreneurs, executives, and small business owners, and;

WHEREAS, A significant segment of the more than 37,000 people living in Clatsop county are Hispanic, and;

WHEREAS, we honor the rich heritage of our Hispanic community;

NOW, THEREFORE, I, the Mayor of the City of Astoria, do hereby proclaim September 15 through October 15, 2019, as

NATIONAL HISPANIC HERITAGE MONTH IN ASTORIA

And call upon public officials, educators, and all residents to honor this annual tribute by learning about and celebrating with the generations of Hispanic and Latino Americans who have positively influenced and enriched our nation and society.

IN WITNESS WHEREOF, I have herewith set my hand and caused the seal of the City of Astoria to be affixed this 10th day of September, 2019.

Mayor



CITY OF ASTORIA

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MEMORANDUM • FINANCE DEPARTMENT

DATE: September 3, 2019

TO: MAYOR AND CITY COUNCIL

FROM:  BRETT ESTES, CITY MANAGER

SUBJECT: SALARY RESOLUTION ESTABLISHING BASIC COMPENSATION
PLAN COST OF LIVING WAGE ADJUSTMENTS

DISCUSSION/ANALYSIS

Staff positions and associated compensation are detailed in the "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". Whenever there are changes in positions, whether a position is being deleted, added or redefined; or whether a change in compensation is proposed; such changes are adopted by resolution. The proposed resolution implements the following changes retroactive to the appropriate dates, by group:

General/Parks Group - Schedule A

2.75% wage adjustment effective July 1, 2019, as specified in contract expiring June 30, 2020 as adopted by City Council on September 10, 2019. Adjustments have been incorporated for pay equity within this group based on negotiated wage survey data and job descriptions.

Management/Confidential - Schedule E

Wage comparison adjustments have been made to several job descriptions in order to provide appropriate compensation levels which provide for appropriate incentives for promotion, recruitment and retention.

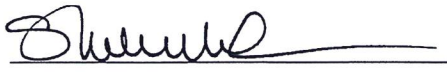
Affected Positions: Administrative Assistant
Executive Secretary (Being changed to Executive Assistant)
Equipment Maintenance Supervisor
Assistant Public Works Superintendent
Financial Report Manager
Public Works Superintendent
Assistant City Engineer
City Engineer
Finance Director
Public Works Director

Adjustments have been included to address issues dealing with wage compression and wage equity.

Wage comparisons for affected management/confidential positions were prepared by the City's labor attorney and incorporated agencies of comparable size and complexity. The comparisons were analyzed and adjusted to address the issues noted above.

RECOMMENDATION

It is recommended that Council adopt the Salary Resolution as presented.

By: 

Susan Brooks, Director of Finance
and Administrative Services

RESOLUTION NO. 19-

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 4.6 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 4.5 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.

GENERAL/PARKS UNION EMPLOYEES SCHEDULE A EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Library Assistant	12	A	2,781.46	33,378	16.05
		B	2,920.54	35,046	16.85
		C	3,066.56	36,799	17.69
		D	3,219.89	38,639	18.58
		E	3,380.88	40,571	19.51
Accounting Support Clerk	14	A	2,909.46	34,913	16.79
		B	3,054.93	36,659	17.62
		C	3,207.68	38,492	18.51
		D	3,368.06	40,417	19.43
		E	3,536.46	42,438	20.40
Senior Library Assistant Accounting Clerk Engineering Administrative Assistant Permit Technician Novice Grounds Coordinator	20	A	3,379.46	40,553	19.50
		B	3,548.43	42,581	20.47
		C	3,725.85	44,710	21.50
		D	3,912.14	46,946	22.57
		E	4,107.75	49,293	23.70

Recreation Coordinator	23	A	3,641.31	43,696	21.01
		B	3,823.37	45,880	22.06
		C	4,014.54	48,174	23.16
		D	4,215.27	50,583	24.32
		E	4,426.03	53,112	25.53
CAD Technician Engineering Technician Facility Coordinator Grounds Coordinator	26	A	3,919.93	47,039	22.61
		B	4,115.92	49,391	23.75
		C	4,321.72	51,861	24.93
		D	4,537.80	54,454	26.18
		E	4,764.69	57,176	27.49
Facility Coordinator	27	A	4,017.92	48,215	23.18
		B	4,218.82	50,626	24.34
		C	4,429.76	53,157	25.56
		D	4,651.25	55,815	26.83
		E	4,883.81	58,606	28.18
Senior Engineering Technician Senior GIS Specialist	30	A	4,320.96	51,852	24.93
		B	4,537.01	54,444	26.18
		C	4,763.86	57,166	27.48
		D	5,002.05	60,025	28.86
		E	5,252.16	63,026	30.30

Section 5. Fire Department. The following Positions and Ranges comprise the Fire Department Unit.

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Firefighter*	22	A	4,866.58	58,399	20.00
		B	5,109.91	61,319	21.00
		C	5,365.40	64,385	22.05
		D	5,633.67	67,604	23.15
		E	5,915.35	70,984	24.31
Includes 2.0% Stability		C	5,483.71	65,804	22.54
		D	5,751.98	69,024	23.64
		E	6,033.66	72,404	24.80
Includes 3.5% Stability		C	5,572.44	66,869	22.90
		D	5,840.71	70,089	24.00
		E	6,122.39	73,469	25.16
Includes 4.5% Stability		C	5,631.59	67,579	23.14
		D	5,899.86	70,798	24.25
		E	6,181.55	74,179	25.40
Includes 6.0% Stability		C	5,720.32	68,644	23.51
		D	5,988.59	71,863	24.61
		E	6,270.28	75,243	25.77
Driver/Engineer*	24	A	5,115.83	61,390	21.02
		B	5,371.62	64,459	22.08
		C	5,640.20	67,682	23.18
		D	5,922.12	71,065	24.34
		E	6,218.23	74,619	25.55
Includes 2.0% Stability		C	5,764.57	69,175	23.69
		D	6,046.49	72,558	24.85
		E	6,342.60	76,111	26.07
Includes 3.5% Stability		C	5,857.84	70,294	24.07
		D	6,139.76	73,677	25.23
		E	6,435.87	77,230	26.45

FIRE UNION EMPLOYEES SCHEDULE B EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Includes 4.5% Stability		C	5,920.02	71,040	24.33
		D	6,201.94	74,423	25.49
		E	6,498.05	77,977	26.70
Includes 6.0% Stability		C	6,013.30	72,160	24.71
		D	6,295.22	75,543	25.87
		E	6,591.32	79,096	27.09
Fire Lieutenant*	28	A	5,636.95	67,643	23.17
		B	5,918.80	71,026	24.32
		C	6,214.74	74,577	25.54
		D	6,525.48	78,306	26.82
		E	6,851.75	82,221	28.16
Includes 2.0% Stability		C	6,351.78	76,221	26.10
		D	6,662.51	79,950	27.38
		E	6,988.79	83,865	28.72
Includes 3.5% Stability		C	6,454.55	77,455	26.53
		D	6,765.29	81,183	27.80
		E	7,091.57	85,099	29.14
Includes 4.5% Stability		C	6,523.07	78,277	26.81
		D	6,833.81	82,006	28.08
		E	7,160.08	85,921	29.43
Includes 6.0% Stability		C	6,625.85	79,510	27.23
		D	6,936.59	83,239	28.51
		E	7,262.86	87,154	29.85

* 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.

FIRE MANAGEMENT SCHEDULE B EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Deputy Fire Chief	47	A	7,238.72	86,865	41.76
		B	7,600.65	91,208	43.85
		C	7,980.69	95,768	46.04
		D	8,379.72	100,557	48.34
		E	8,798.71	105,585	50.76
Fire Chief	49	A	7,738.52	92,862	44.65
		B	8,125.44	97,505	46.88
		C	8,531.71	102,381	49.22
		D	8,958.30	107,500	51.68
		E	9,406.22	112,875	54.27

Section 6. Police Department. The following Positions and Ranges comprise the Police Department Unit.

POLICE UNION EMPLOYEES SCHEDULE C EFFECTIVE JANUARY 1, 2018					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Records Specialist	12	A	2,867.65	34,411.80	16.54
		B	3,011.04	36,132.48	17.37
		C	3,161.59	37,939.10	18.24
		D	3,319.66	39,836.05	19.15
		E	3,485.65	41,827.86	20.11
Senior Records & Evidence Specialist	14	A	3,011.23	36,134.79	17.37
		B	3,161.79	37,941.53	18.24
		C	3,319.88	39,838.60	19.15
		D	3,485.88	41,830.53	20.11
		E	3,660.17	43,922.06	21.12
Communications Operator	22	A	3,757.04	45,084.50	21.68
		B	3,944.89	47,338.72	22.76
		C	4,142.14	49,705.66	23.90
		D	4,349.25	52,190.94	25.09
		E	4,566.71	54,800.49	26.35
Police Officer	29	A	4,369.68	52,436.16	25.21
		B	4,588.16	55,057.97	26.47
		C	4,817.57	57,810.87	27.79
		D	5,058.45	60,701.41	29.18
		E	5,311.37	63,736.49	30.64
Senior Police Officer (first effective 5/1/17)	30	A	4,937.86	59,254.36	28.49
		B	5,184.76	62,217.08	29.91
		C	5,443.99	65,327.93	31.41
		D	5,716.19	68,594.33	32.98
		E	6,002.00	72,024.05	34.63
Communications Operations Supervisor	32	A	5,456.43	65,477.15	31.48
		B	5,729.25	68,750.98	33.05
		C	6,015.72	72,188.58	34.71
		D	6,316.50	75,798.04	36.44
		E	6,632.33	79,587.91	38.26

POLICE SWORN MANAGEMENT SCHEDULE C EFFECTIVE JANUARY 1, 2018					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Sergeant	36	A	5,678.43	68,141.18	32.76
		B	5,962.35	71,548.19	34.40
		C	6,260.47	75,125.69	36.12
		D	6,573.49	78,881.90	37.92
		E	6,902.17	82,826.00	39.82
Deputy Chief of Police	42	A	6,510.75	78,129.02	37.56
		B	6,836.30	82,035.54	39.44
		C	7,178.11	86,137.29	41.41
		D	7,537.01	90,444.18	43.48
		E	7,913.86	94,966.37	45.66
Chief of Police	48	A	7,250.03	87,000.33	41.83
		B	7,612.53	91,350.30	43.92
		C	7,993.15	95,917.78	46.11
		D	8,392.80	100,713.66	48.42
		E	8,812.45	105,749.44	50.84

**POLICE NON-SWORN MANAGEMENT
SCHEDULE C
EFFECTIVE JULY 1, 2017**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Services Manager	28	A	3,939.74	47,276.88	22.73
		B	4,136.72	49,640.64	23.87
		C	4,343.56	52,122.72	25.06
		D	4,560.74	54,728.88	26.31
		E	4,788.78	57,465.36	27.63
Emergency Communications Manager	40	A	5,973.44	71,681.24	34.46
		B	6,272.11	75,265.31	36.19
		C	6,585.72	79,028.57	37.99
		D	6,914.00	82,980.00	39.89
		E	7,260.75	87,129.00	41.89

Section 7. Public Works. The Following Positions And Ranges Comprise The Public Works Unit. See "Schedule D" for salaries.

PUBLIC WORKS UNION EMPLOYEES SCHEDULE D EFFECTIVE JULY 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Equipment Servicer	15	A	3,215.75	38,589	18.55
		B	3,376.53	40,518	19.48
		C	3,545.36	42,544	20.45
		D	3,722.63	44,672	21.48
		E	3,608.76	46,905	22.55
Utility Worker I	19	A	3,545.09	42,541	20.45
		B	3,722.35	44,668	21.48
		C	3,908.47	46,902	22.55
		D	4,103.89	49,247	23.68
		E	4,309.08	51,709	24.86
Equipment Mechanic I Sweeper Operator Utility Technician	21	A	3,728.14	44,738	21.51
		B	3,914.55	46,975	22.58
		C	4,110.28	49,323	23.71
		D	4,315.79	51,789	24.90
		E	4,531.58	54,379	26.14
Utility Worker II	23	A	3,927.79	47,133	22.66
		B	4,124.18	49,490	23.79
		C	4,330.39	51,965	24.98
		D	4,546.90	54,563	26.23
		E	4,774.25	57,291	27.54
Wastewater Treatment Plant Operator Water Quality Technician	25	A	4,119.76	49,437	23.77
		B	4,325.75	51,909	24.96
		C	4,542.04	54,504	26.20
		D	4,769.14	57,230	27.51
		E	5,007.60	60,091	28.89
Equipment Mechanic II Senior Utility Technician Senior Utility Worker Stores Supervisor Water Source Operator Senior Building Facilities Technician	27	A	4,330.40	51,965	24.98
		B	4,546.92	54,563	26.23
		C	4,774.27	57,291	27.54
		D	5,012.98	60,156	28.92
		E	5,263.63	63,164	30.37
Lead Utility Worker Wastewater Treatment Plant Supervisor Water Quality Supervisor	29	A	4,537.60	54,451	26.18
		B	4,764.48	57,174	27.49
		C	5,002.71	60,032	28.86
		D	5,252.84	63,034	30.30
		E	5,515.48	66,186	31.82

Section 8. Management and Confidential. The following Positions and Ranges comprise the Management and Confidential Unit. See "Schedule E" for salaries.

MANAGEMENT AND CONFIDENTIAL EMPLOYEES SCHEDULE E EFFECTIVE SEPTEMBER 1, 2019					
POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Administrative Assistant	20	A	3,487.07	41,845	20.12
		B	3,661.42	43,937	21.12
		C	3,844.49	46,134	22.18
		D	4,036.71	48,441	23.29
		E	4,238.55	50,863	24.45
Executive Assistant	23	A	3,719.60	44,635	21.46
		B	3,905.58	46,867	22.53
		C	4,100.86	49,210	23.66
		D	4,305.90	51,671	24.84
		E	4,521.19	54,254	26.08
Accountant	28	A	4,184.55	50,215	24.14
		B	4,393.77	52,725	25.35
		C	4,613.46	55,362	26.62
		D	4,844.14	58,130	27.95
		E	5,086.34	61,036	29.34
Finance Operations Supervisor	30	A	4,393.72	52,725	25.35
		B	4,613.41	55,361	26.62
		C	4,844.08	58,129	27.95
		D	5,086.28	61,035	29.34
		E	5,340.60	64,087	30.81
Equipment Maintenance Supervisor Project Manager/City Planner	34	A	4,844.09	58,129	27.95
		B	5,086.29	61,036	29.34
		C	5,340.61	64,087	30.81
		D	5,607.64	67,292	32.35
		E	5,888.02	70,656	33.97
Aquatic Program Manager	35	A	4,965.20	59,582	28.65
		B	5,213.46	62,562	30.08
		C	5,474.13	65,690	31.58
		D	5,747.84	68,974	33.16
		E	6,035.23	72,423	34.82
Aquatic Center Supervisor Parks Maintenance Supervisor Recreation Manager	36	A	5,089.32	61,072	29.36
		B	5,343.78	64,125	30.83
		C	5,610.97	67,332	32.37
		D	5,891.52	70,698	33.99
		E	6,186.10	74,233	35.69
Assistant Public Works Superintendent Financial Report Manager	38	A	5,343.81	64,126	30.83
		B	5,611.00	67,332	32.37
		C	5,891.55	70,699	33.99
		D	6,186.13	74,234	35.69
		E	6,495.44	77,945	37.47
Engineer Design Technician	39	A	5,477.37	65,728	31.60
		B	5,751.24	69,015	33.18
		C	6,038.80	72,466	34.84
		D	6,340.74	76,089	36.58
		E	6,657.78	79,893	38.41

**MANAGEMENT AND CONFIDENTIAL EMPLOYEES
SCHEDULE E
EFFECTIVE SEPTEMBER 1, 2019**

POSITION	RANGE	STEP	MONTHLY	YEARLY	HOURLY
Building Official /Code Enforcement Officer	40	A	5,614.36	67,372	32.39
		B	5,895.08	70,741	34.01
		C	6,189.83	74,278	35.71
		D	6,499.32	77,992	37.50
		E	6,824.29	81,891	39.37
Public Works Superintendent	42	A	5,895.08	70,741	34.01
		B	6,189.83	74,278	35.71
		C	6,499.32	77,992	37.50
		D	6,824.29	81,891	39.37
		E	7,165.50	85,986	41.34
Library Director	45	A	6,316.13	75,794	36.44
		B	6,631.94	79,583	38.26
		C	6,963.54	83,562	40.17
		D	7,311.71	87,741	42.18
		E	7,677.30	92,128	44.29
Assistant City Engineer	47	A	6,631.91	79,583	38.26
		B	6,963.51	83,562	40.17
		C	7,311.68	87,740	42.18
		D	7,677.27	92,127	44.29
		E	8,061.13	96,734	46.51
City Engineer Parks And Recreation Director	49	A	6,963.49	83,562	40.17
		B	7,311.66	87,740	42.18
		C	7,677.24	92,127	44.29
		D	8,061.11	96,733	46.51
		E	8,464.16	101,570	48.83
Community Development Director Finance & Administrative Services Director Public Works Director	53	A	7,677.28	92,127	44.29
		B	8,061.14	96,734	46.51
		C	8,464.20	101,570	48.83
		D	8,887.41	106,649	51.27
		E	9,331.78	111,981	53.84

Section 9. Part Time and Contingent Seasonal Work Employees. The following are positions for which part time or seasonal employees may be hired. "Schedule F-1" relates to Parks and Recreation part time and seasonal positions, working less than 29 hours per week.

SCHEDULE F-1

DEPARTMENT	JOB TITLES	
PARKS AND RECREATION	RECREATION CLERK LEAD RECREATION CLERK LIFEGUARD LEAD LIFEGUARD SWIM INSTRUCTOR CHILDCARE PROFESSIONAL LEAD CHILDCARE PROFESSIONAL FITNESS INSTRUCTOR LEAD FITNESS INSTRUCTOR	ATHLETIC OFFICIAL RECREATION LEADER YOUTH PROGRAM COUNSELOR LEAD YOUTH PROGRAM COUNSELOR PARK MAINTAINER 1 PARK MAINTAINER 2 PARK MAINTAINER 3

PARKS AND RECREATION PART TIME AND SEASONAL EMPLOYEES SCHEDULE F-1 EFFECTIVE JULY 1, 2019			
POSITION	RANGE	STEP	HOURLY
RECREATION CLERK RECREATION LEADER YOUTH PROGRAM CO UNSELOR	1	1	11.25
		2	11.50
		3	11.75
		4	12.00
		5	12.25
		6	12.50
		7	12.75
		8	13.00
LIFEGUARD	3	1	12.25
		2	12.50
		3	12.75
		4	13.00
		5	13.25
		6	13.50
		7	13.75
		8	14.00
SWIM INSTRUCTOR CHILDCARE PROFESSIONAL	5	1	13.25
		2	13.50
		3	13.75
		4	14.00
		5	14.25
		6	14.50
		7	14.75
		8	15.00
LEAD RECREATION CLERK LEAD FITNESS INSTRUCTOR LEAD YOUTH PROGRAM COUNSELOR	6	1	13.75
		2	14.00
		3	14.25
		4	14.50
		5	14.75
		6	15.00
		7	15.25
		8	15.50

**PARKS AND RECREATION
PART TIME AND SEASONAL EMPLOYEES
SCHEDULE F-1
EFFECTIVE JULY 1, 2019**

POSITION	RANGE	STEP	HOURLY
LEAD LIFEGUARD LEAD CHILDCARE PROFESSIONAL	7	1	14.25
		2	14.50
		3	14.75
		4	15.00
		5	15.25
		6	15.50
		7	15.75
		8	16.00
FITNESS INSTRUCTOR ATHLETIC OFFICIAL	12	1	17.00
		2	17.50
		3	18.00
		4	18.50
		5	19.00
		6	19.50
		7	20.00
		8	20.50
PARK MAINTAINER I	9	1	15.00
		2	15.25
		3	15.75
		4	16.50
PARK MAINTAINER II	12	1	17.00
		2	17.25
		3	17.75
		4	18.50
PARK MAINTAINER III	14	1	18.50
		2	18.75
		3	19.25
		4	20.00

Section 9. Part Time and Contingent Seasonal Work Employees. “Schedule F-2” if for part time or seasonal positions outside of Parks and Recreation departments working less than 29 hours per week.

SCHEDULE F-2

DEPARTMENT	JOB TITLES
ALL DEPARTMENTS	CLERICAL SUPPORT
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR CITY HISTORIAN
FINANCE	HUMAN RESOURCES SUPPORT ACCOUNTING SUPPORT CLERK
FIRE	HAZMAT TEAM MEMBER FIRE DEPARTMENT PROJECT MANAGER
LIBRARY	LIBRARY PAGE I LIBRARY PAGE II LIBRARY ASSISTANT SENIOR LIBRARY ASSISTANT
PARKS	SPECIAL PROJECTS MANAGER (on call position)
POLICE/EMERGENCY DISPATCH	ASSISTANT TO THE EMERGENCY COMMUNICATIONS MANAGER COMMUNITY SERVICE OFFICER
PUBLIC WORKS/ENGINEERING	PUBLIC WORKS LABORER WEEKEND WATER OPERATOR ENGINEERING PROJECT ASSISTANT

**PART TIME AND SEASONAL EMPLOYEES
SCHEDULE F-2
EFFECTIVE JULY 1, 2019**

RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
1A	1	11.25	2A	1	22.50
	2	11.50		2	23.00
	3	11.75		3	23.50
	4	12.00		4	24.00
	5	12.25		5	24.50
	6	12.50		6	25.00
	7	12.75		7	25.50
	8	13.00		8	26.00
	9	13.50		9	26.50
	10	13.75		10	27.00
	11	14.00		11	27.50
	12	14.25		12	28.00
	13	14.50		13	28.50
				14	29.00
				15	29.50
RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
1B	1	14.75	3	1	30.00
	2	15.00		2	32.50
	3	15.25		3	35.00
	4	15.50		4	37.50
	5	15.75		5	40.00
	6	16.00		6	42.50
	7	16.25		7	47.50
	8	16.50		8	50.00
	9	16.75		9	52.50
	10	17.00		10	57.50
	11	17.25		11	60.00
	12	17.50		12	62.50
	13	17.75		13	65.00
	14	18.00		14	67.50
	15	18.25		15	70.00
				16	75.00
RANGE	STEP	HOURLY	RANGE	STEP	HOURLY
1C	1	18.50	4	1	80.00
	2	18.75		2	85.00
	3	19.00		3	90.00
	4	19.25		4	95.00
	5	19.50		5	100.00
	6	19.75		6	105.00
	7	20.00		7	110.00
	8	20.25		8	115.00
	9	20.50		9	120.00
	10	20.75		10	125.00
	11	21.00	RANGE	STEP	HOURLY
	12	21.25	5	1	130.00
	13	21.50		2	140.00
	14	21.75		3	150.00
	15	22.00		4	160.00
				5	170.00
				6	180.00
				7	190.00
				8	200.00

Police Reserve: \$11.00 (Schedule F-2, Range 1A / 2) per training session, \$11.00 per hour assigned duty. Police Reserve rate of pay for dances, festivals, and similar duties shall be 1½ times Range 29A (Schedule E). All drills and training sessions must be officially approved.

Section 10. Advancement Within Range. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 4.

Section 11. Exceptional And Additional Increases. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 4.

Section 12. Stability Pay. As authorized in the City of Astoria's Personnel Policies and Procedures, Compensation Plan, Section 4.6. 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 E of pay range	Schedule B
Fire Management	Step E of pay range	Schedule B
Police Union (sworn)	Step E of pay range	Schedule C
Police Union (nonsworn)	Step E 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 4.7.

Section 14. Repeal Of Resolutions. Resolution No. 19-17 adopted by the City Council on June 17, 2018 is hereby repealed and superseded by this resolution.

Section 15. Effective Date. The provisions of this resolution shall become effective upon passage.

ADOPTED BY THE CITY COUNCIL THIS _____ DAY OF _____, 2019.

APPROVED BY THE MAYOR THIS _____ DAY OF _____, 2019.

Mayor

ATTEST:

City Manager

ROLL CALL ON ADOPTION: YEA NAY ABSENT

Councilor Herman
Brownson
Rocka
West
Mayor Jones




CITY OF ASTORIA

Founded 1811 • Incorporated 1856

MEMORANDUM • PUBLIC WORKS DEPARTMENT

DATE: SEPTEMBER 6, 2019

TO: MAYOR AND CITY COUNCIL

FROM:  BRETT ESTES, CITY MANAGER

SUBJECT: 3RD ST. & LEXINGTON AVE. SS REPLACEMENT – AUTHORIZATION TO AWARD CONSTRUCTION CONTRACT

DISCUSSION/ANALYSIS

Recently, the Public Works Department discovered a portion of seriously deteriorated sanitary sewer pipe between 3rd Street and 4th Street on Lexington Ave. The pipe is partially collapsed, impeding flow, and in need of immediate replacement.

Public Works Staff is currently working on procurement of a contractor that will assist in replacing the damaged section of pipe. The scope of this repair will include replacement of 250 feet of 8 inch sanitary sewer pipe, reconnection of 3 sanitary sewer laterals, roadway demolition and partial roadway construction. The construction estimate for this project is \$96,000, including a 10% contingency.


Due to the proximity of a water line to the proposed work, the Public Works Department will provide temporary service to 6 homes immediately adjacent to the project. This will allow the contractor to work without the risk of disrupting water service to the adjacent residents. Once sanitary sewer replacement is completed, the water line will be relocated to accommodate future maintenance and comply with current drinking water regulations. This will be a separate project.

To help expedite the replacement and avoid inclement weather, Public Works Staff is requesting advance authorization for the City Manager to sign a construction contract up to \$125,000. Staff anticipates awarding this contract and issuing notice to proceed by mid-September. The authorized amount being requested above will allow Staff to move forward with higher than anticipated bids and give flexibility to approve change orders quickly if unknown conditions are encountered.

Funding for this project is available in the Public Works Improvement Fund for Sanitary Sewer Main Rehabilitation.

RECOMMENDATION

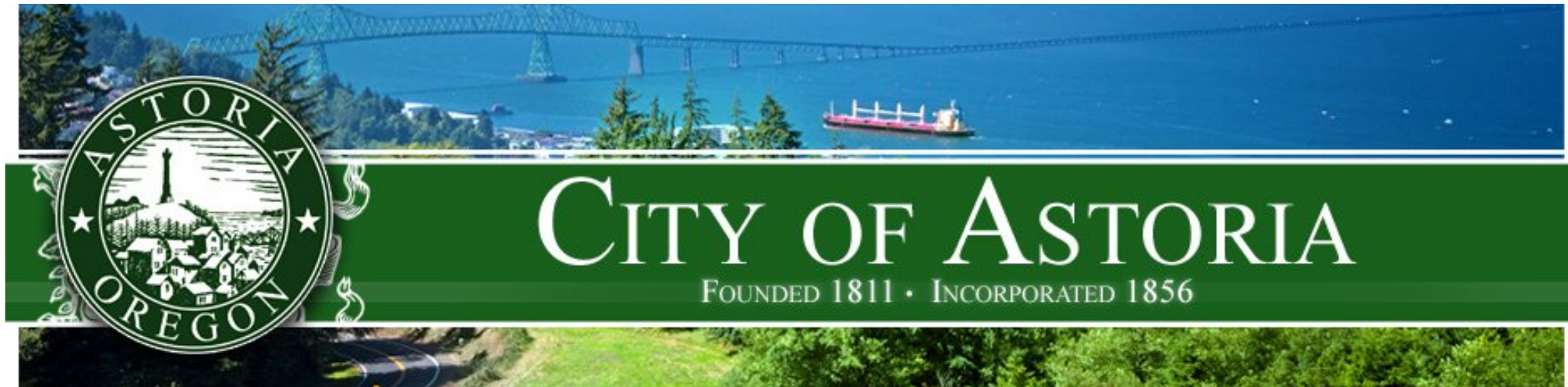
It is recommended that City Council authorize the City Manager to sign a construction contract up to a maximum amount of \$125,000 for the 3rd St. and Lexington Ave. Sanitary Sewer Replacement Project.

By: 
Jeff Harrington, Public Works Director

Prepared by: 
Nathan Crater, City Engineer

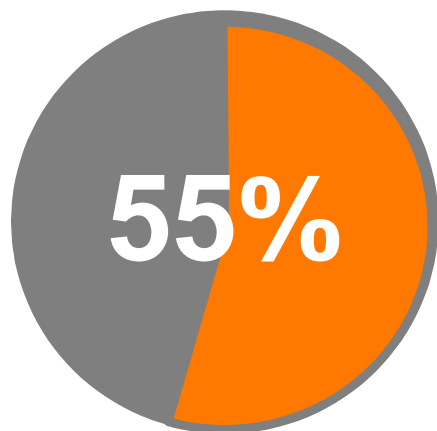
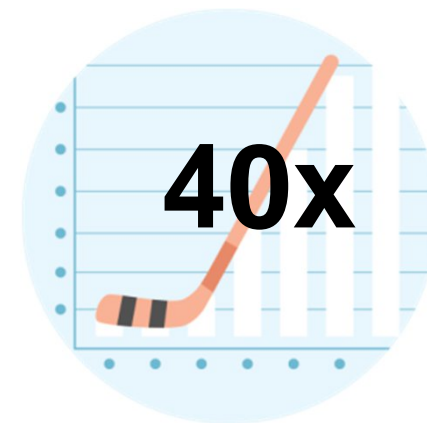
Verizon Small Cell Program

[July 2019]



Trends

From 2010 - 2017
Mobile data use  40 times



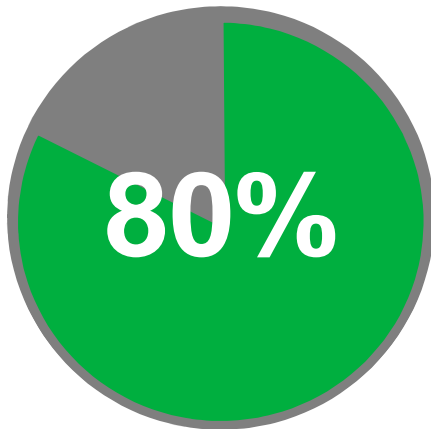
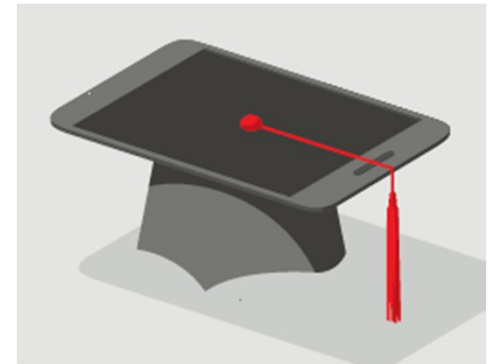
55%+ American Households
Wireless-only

Average American Household:
13 Connected Devices



Trends

**94% of Millennials
have a Smartphone**



**80% of 911 Calls
Originate from a cell phone and
First responders rely on mobile data**

**Machine to Machine Connections
Projected to Increase from
36M in 2013 to 263M in 2018**



**Digital Equity: lower income families are quicker to
depend solely on wireless for data**

What is The Impact of Insufficient Capacity?

Slow Data Speeds



Increased Video Load Times



Disruption to Video Calls



Dropped or Incomplete Calls

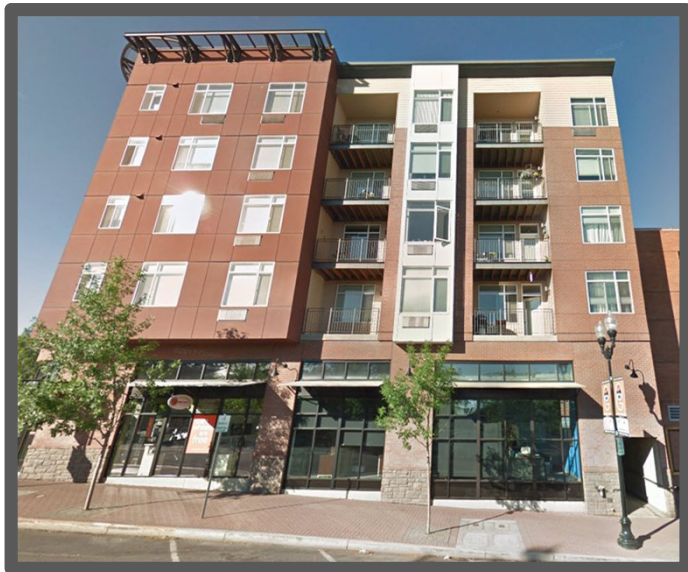
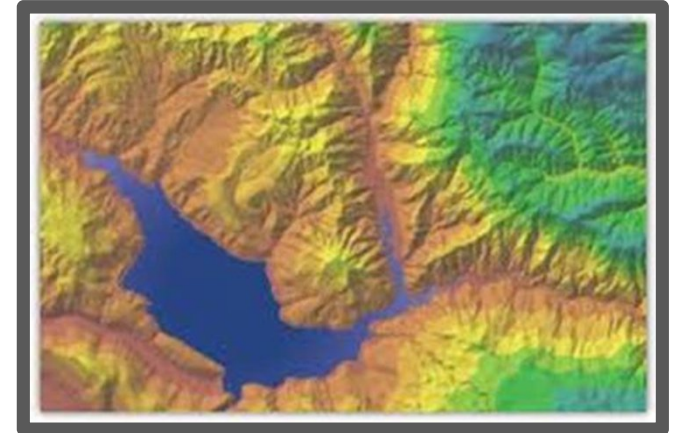


Connection Problems



Why Deploy Small Cell? Gaps in Coverage

Terrain Challenges

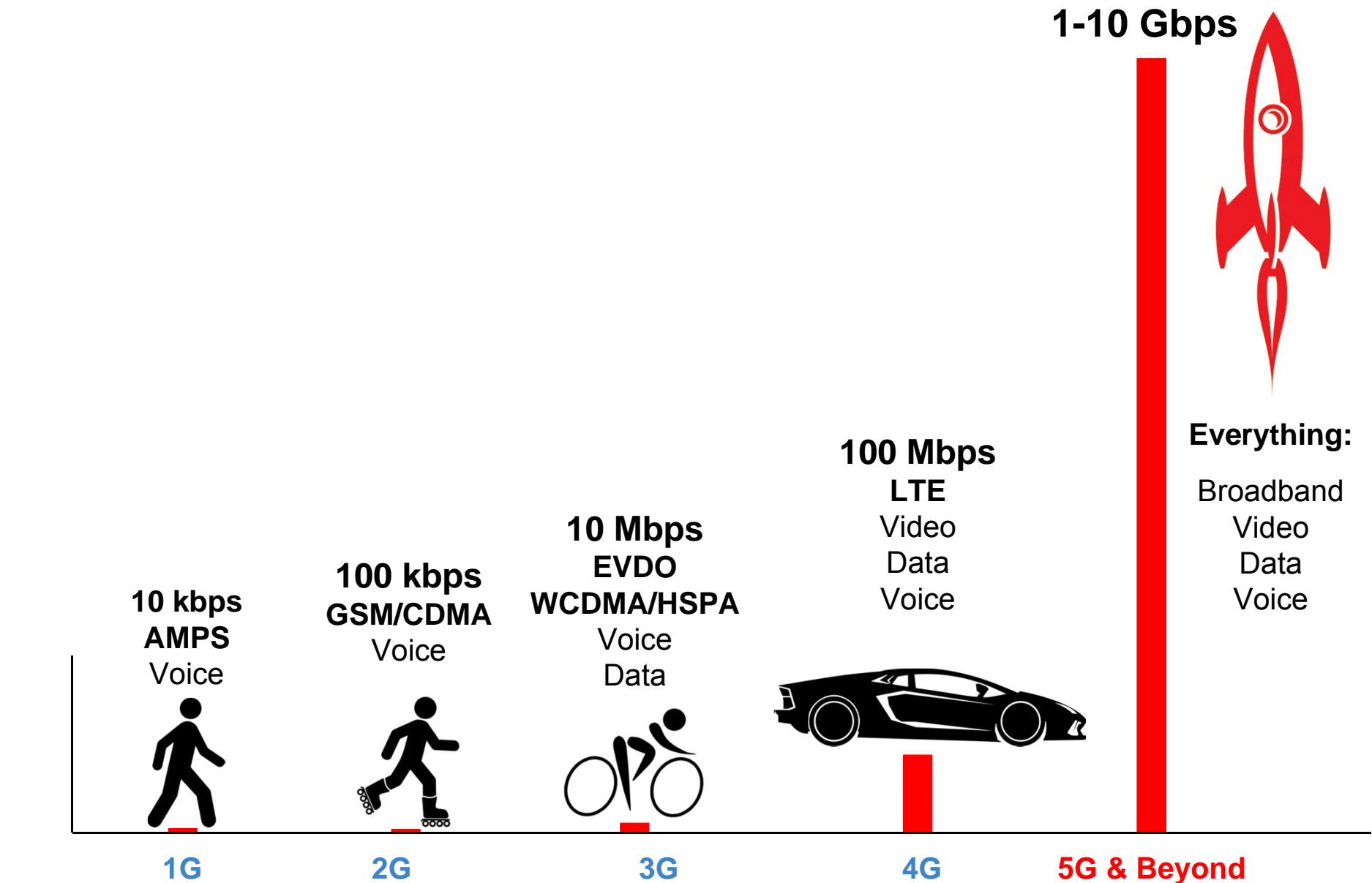


Buildings

Large Residential Areas

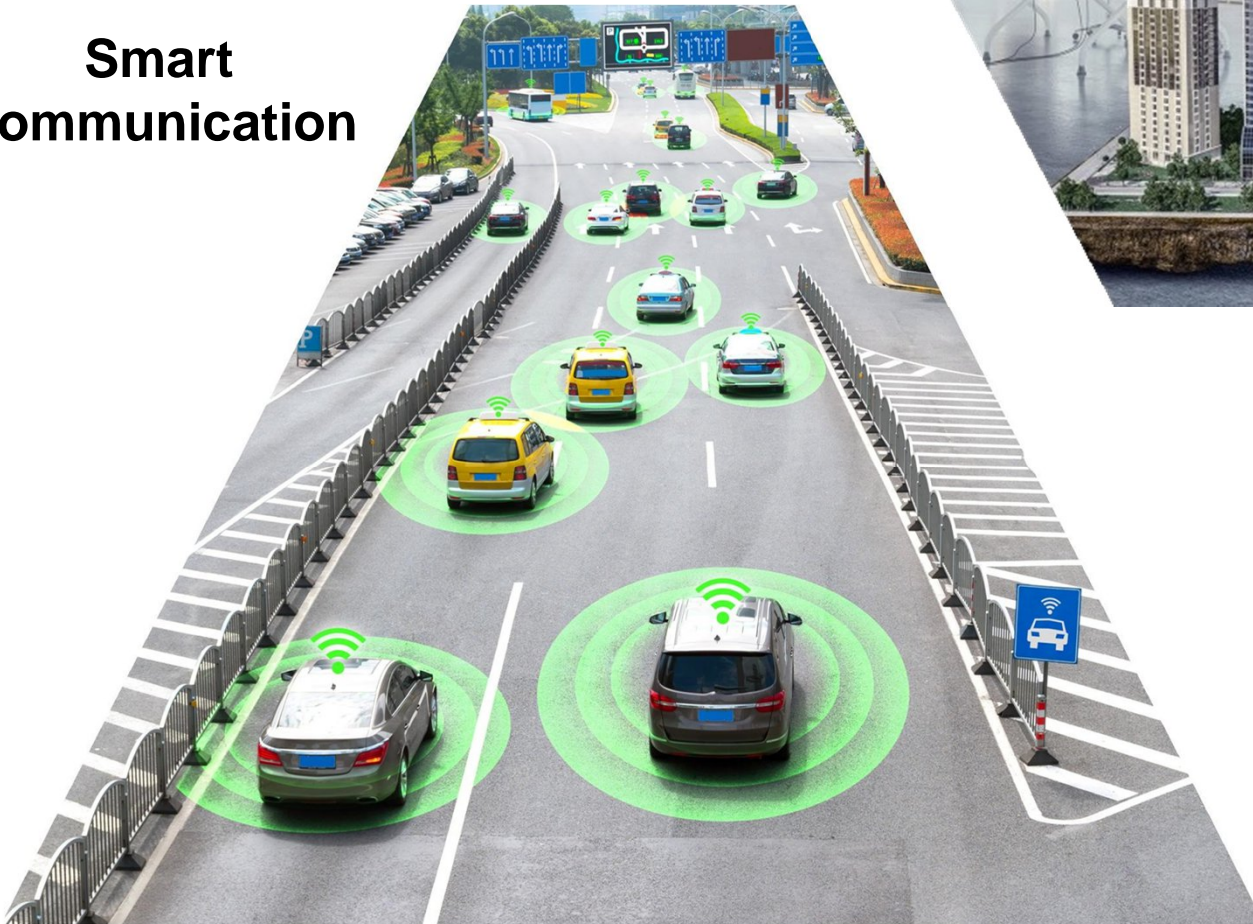


Network Evolution



What are the possibilities?

Smart Communication

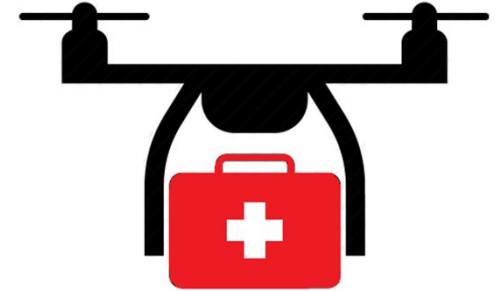


Virtual Reality Applications

Smart Communities



Smart
Health

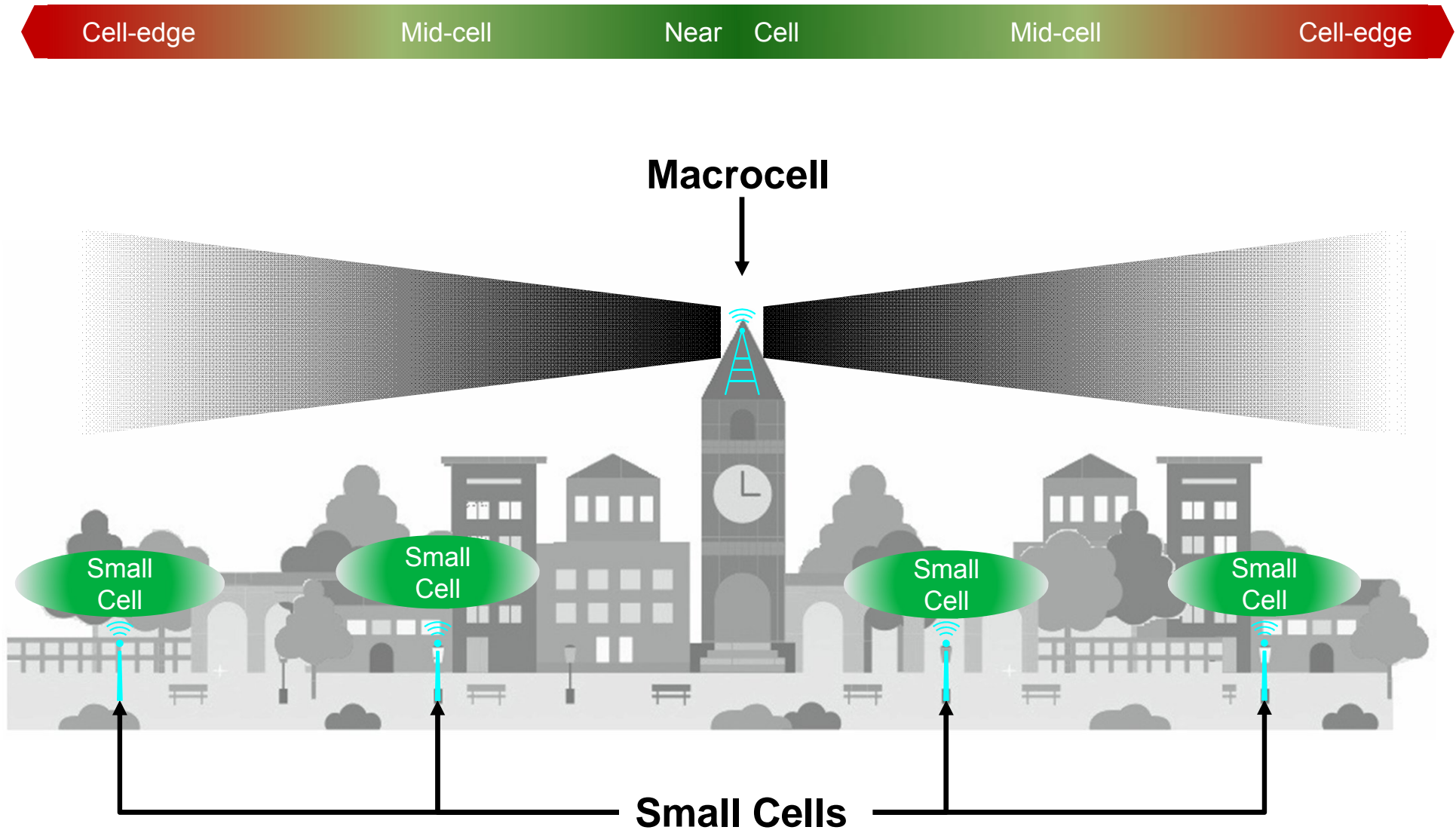


Public
Safety

Smart
Transportation



What is a Small Cell? (Rural)



The footprint, or service area of a site is determined by height and frequency band

Future Small Cell (5G)

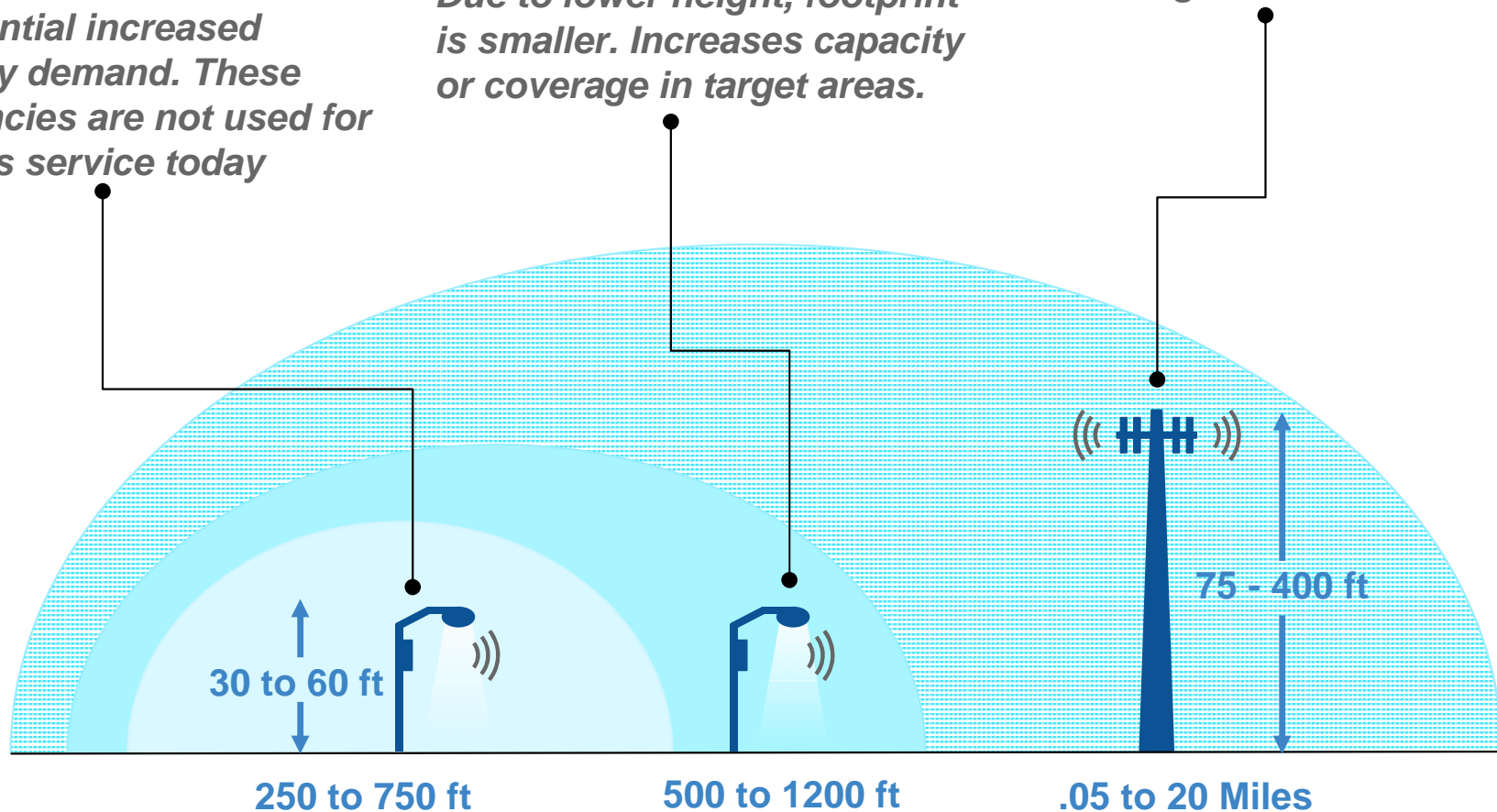
Very high frequencies enabled by future 5G technology will result in a smaller footprint, but can be used to meet the exponential increased capacity demand. These frequencies are not used for wireless service today

Current Small Cell (4G LTE)

Uses the same frequencies as macrocells, in addition to utilizing unlicensed spectrum. Due to lower height, footprint is smaller. Increases capacity or coverage in target areas.

Macrocell (4G LTE)

The common form factor for wireless communication. higher height and lower frequencies used result in the larger service area



- Heights and service areas are approximations

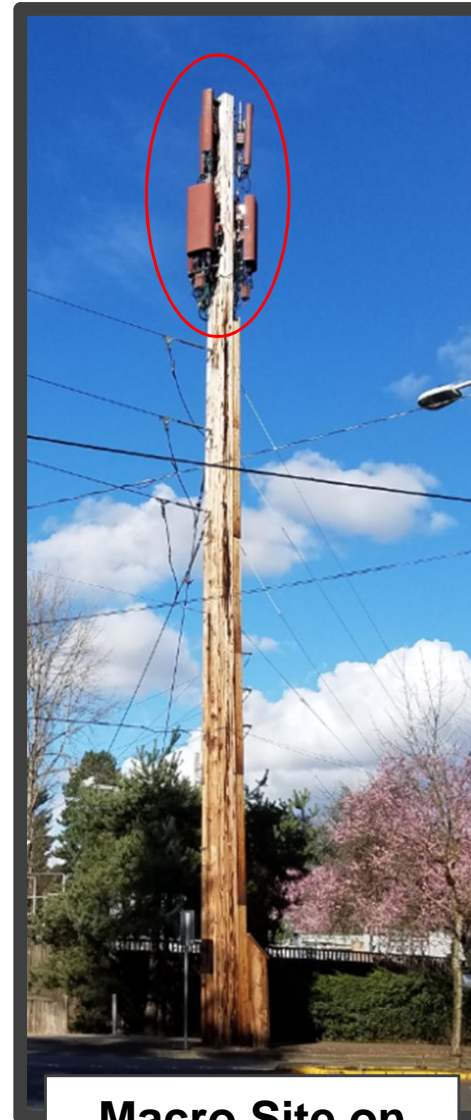
Small vs. Macro Cell – Install in the Right of Way

**1 to 4 Small Antennas
(less than 3 cubic feet)**



**Small Cell on
Utility Pole**

**3 to 12 Large Antennas
(averaging 6 to 8 feet tall)**



**Macro Site on
Utility Pole**

**4 to 6 Large Cabinets
on Adjacent Property**

Small vs. Macro Cell – Antenna

Typical Small Cell Antenna

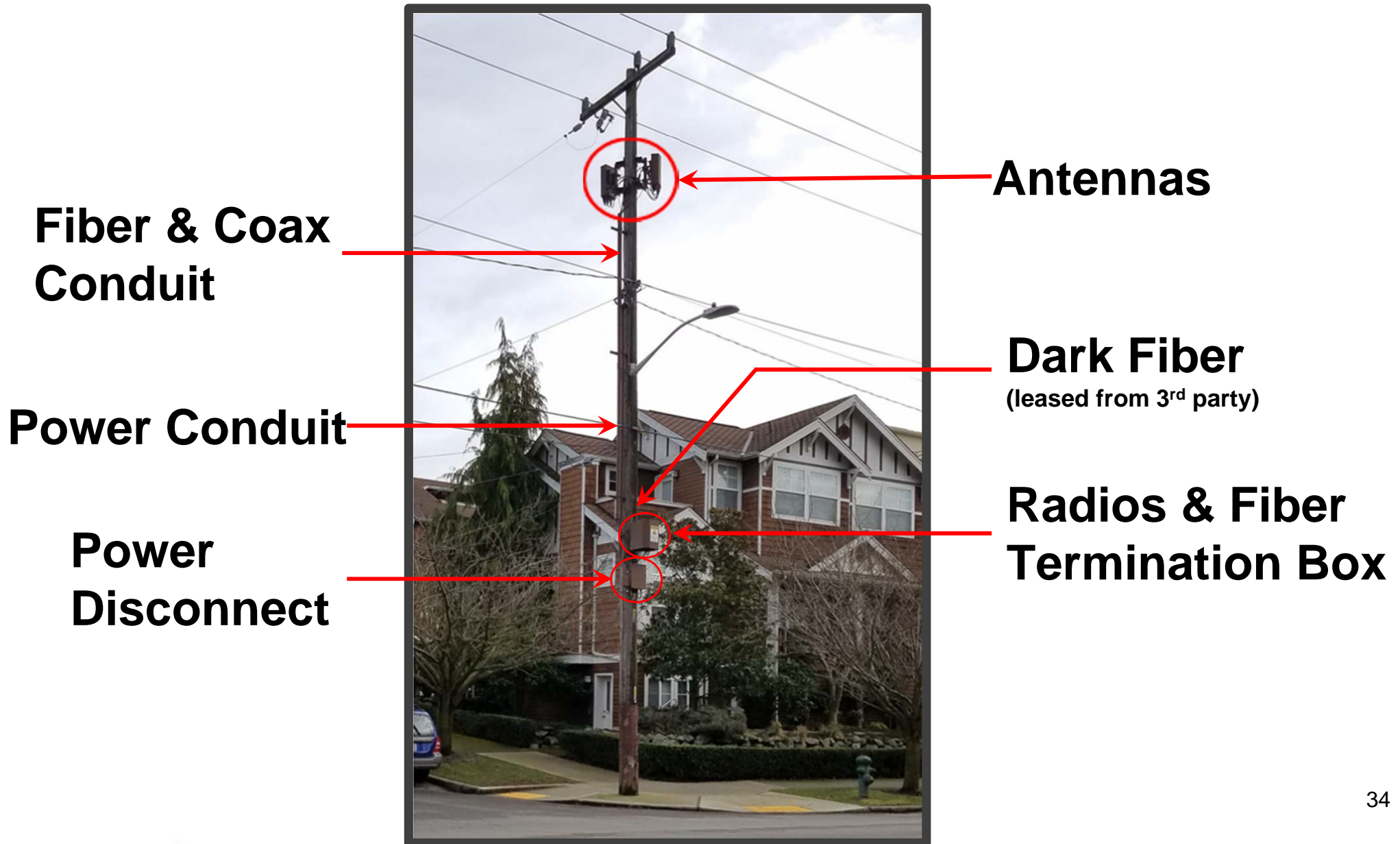
- ~2 ft. in Height
- 1 to 4 per Pole
- Install Height of 20 to 40 ft.
- No Ground Cabinet



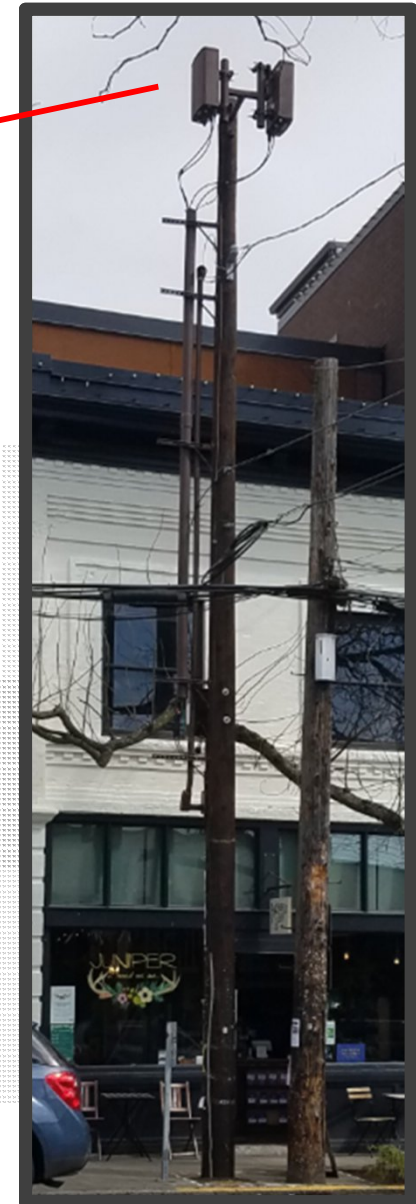
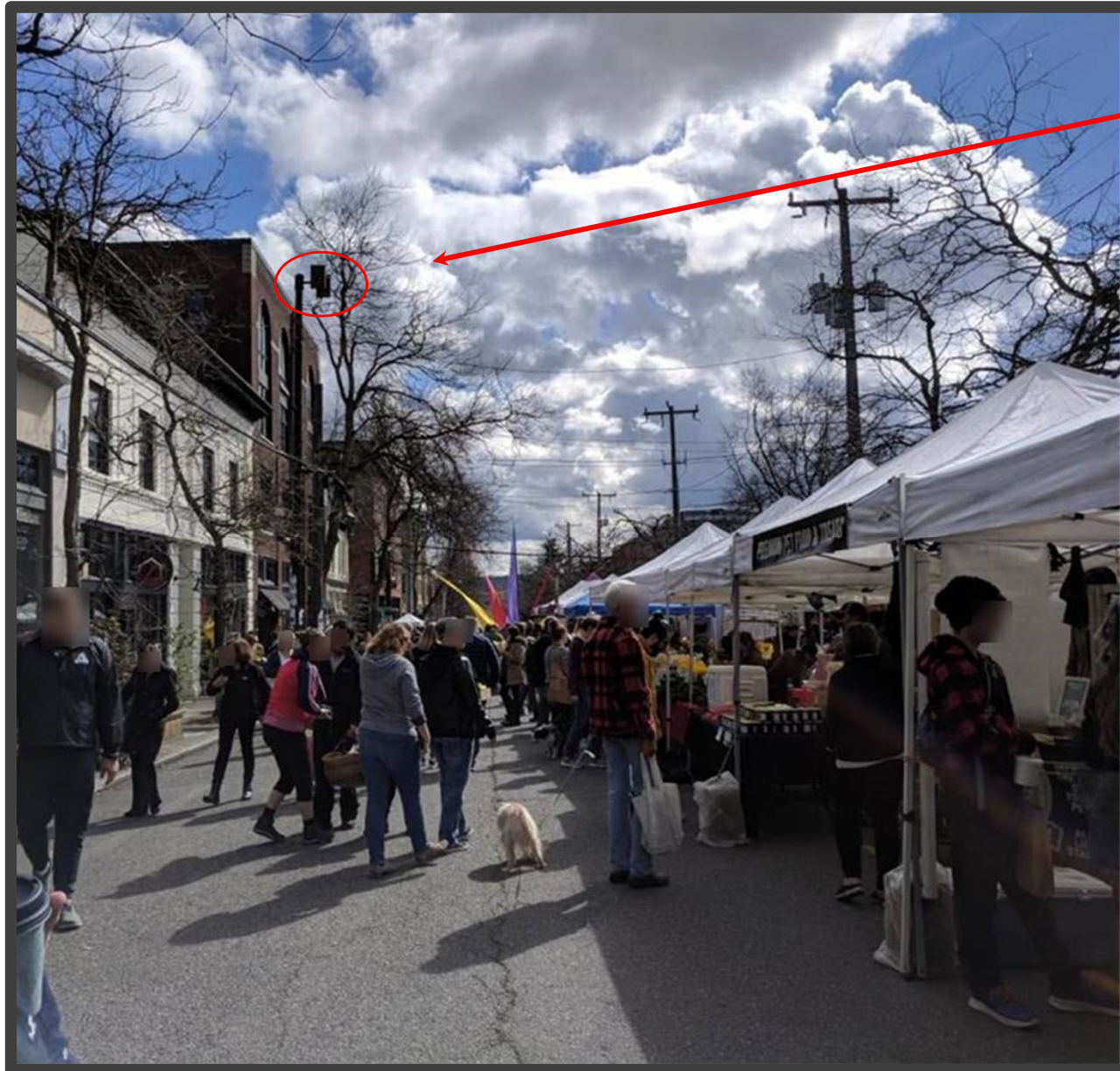
Typical Macro Cell Antenna

- 6 or 8 ft. in Height
- 6 to 12 per pole
- Install Height 80 to 200 ft.
- 2 to 4 Large Ground Cabinets or in an Equipment Room

Small Cell Components



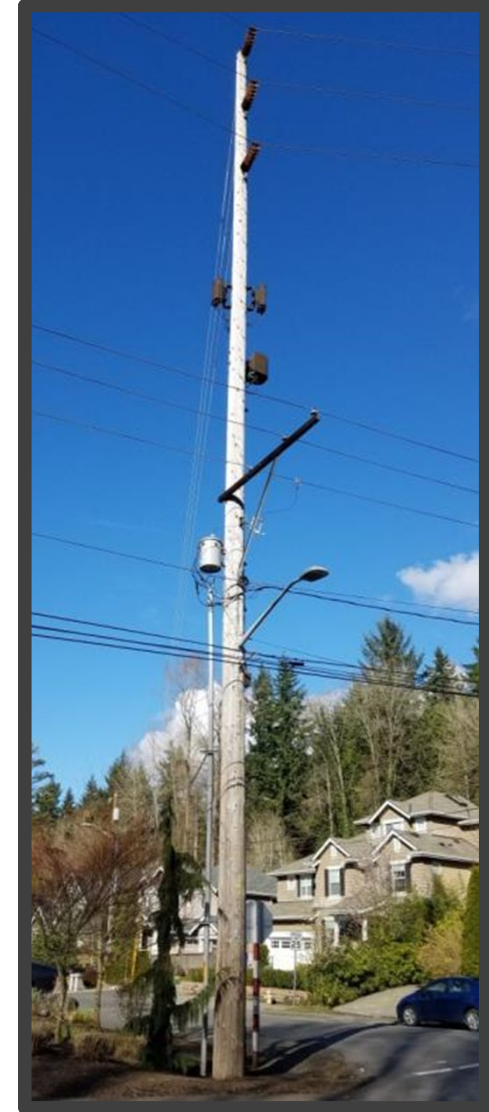
Utility Pole Install – Seattle



Utility Pole Install – Seattle

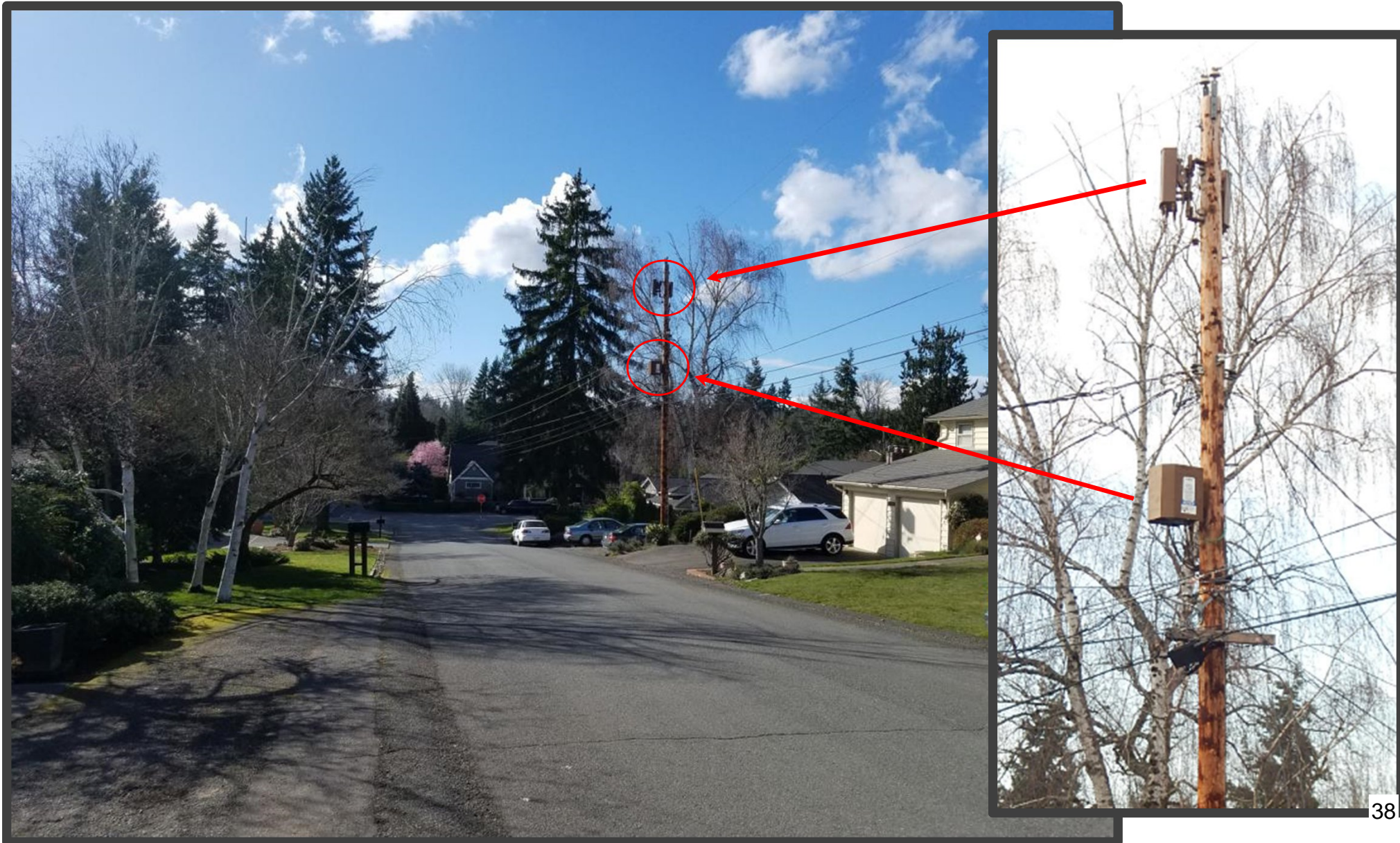


First Bellevue Installation – Archerline



Bellevue, WA (North Bellevue)
15 Nodes - PSE Poles

First Bellevue Installation – Archerline



First Bellevue Installation – Archerline



First Bellevue Installation – Archerline



First Bellevue Installation – Archerline



Light Standard



Light Standard



Minneapolis, MN



Kansas City, KS

Wireless Only Poles



FCC 18-133 Wireless Infrastructure Order

The “Big 4” Rules

1. **Fees** – must be cost-based “limited to a reasonable approximation of objectively reasonable costs”
 - Presumptively reasonable fees (e.g., \$270 recurring)
 - City must demonstrate costs if it wants to charge more

1. **Shot clocks (timeline)** – must process small cell applications within: (i) **60 days** for collocations and (ii) **90 days** for a new structure
 - Applies to all processes (pre-application review, zoning, etc.)
 - Applies to batch applications

1. **Aesthetic requirements** – must be “(1) reasonable, (2) no more burdensome than those applied to other types of infrastructure deployments, and (3) objective and **published in advance**”
 - Requirements “reasonably directed to avoiding or remedying the intangible public harm of unsightly or out-of-character deployments are [...] permissible”
 - “‘Secret’ rules that require applicants to guess at what types of deployments will pass aesthetic muster” are not permissible

1. **“Small wireless facility” definition** – must not be more restrictive than:
 - Each antenna is no more than 3 cubic feet in volume
 - All other equipment is cumulatively no more than 28 cubic feet in volume
 - The structure is (i) 50 feet or less in height or (ii) no more than 10% taller than adjacent structures or (iii) is not extended to a height of more than 10% above its preexisting height

Thank You.



Stadtjubiläum 1.250 Jahre Walldorf

Sehr geehrter Herr Jones,

die Stadt Walldorf wurde im Jahre 770 erstmals urkundlich erwähnt und kann daher im Jahr 2020 auf eine 1.250-jährige Geschichte zurück blicken. Dieses Stadtjubiläum wollen wir mit zahlreichen Aktivitäten gebührend feiern. Ein Höhepunkt wird unser geplantes Festwochenende am 9. und 10. Mai 2020 sein, bei dem wir dieses Jubiläum offiziell mit einem Festakt begehen und einen großen Festumzug veranstalten wollen. Beides soll gemeinsam mit Ihnen gefeiert werden, so dass wir Sie mit einer Delegation aus Ihrer Stadt über den Zeitraum vom

08. bis 12. Mai 2020

zu uns nach Walldorf ganz herzlich einladen. Wir würden uns freuen, wenn wir anlässlich dieses Jubiläumsjahres unsere bestehenden freundschaftlichen Verbindungen weiter ausbauen und vertiefen könnten. Gleichzeitig bietet das Stadtjubiläum die Möglichkeit, dass sich die Delegationen unserer Partnerstädte gegenseitig kennen lernen. Damit wir planen können wären wir Ihnen dankbar, wenn Sie uns bis spätestens 15. Oktober 2019 mitteilen, ob wir mit Ihrem Besuch aus Anlass unseres Stadtjubiläums rechnen dürfen.

Ich freue mich von Ihnen zu hören und verbleibe

Dear Mr. Jones,

Walldorf was first mentioned in documents in 770 and can therefore look back on a 1250-year history in 2020. We want to celebrate this city anniversary with numerous activities. A high point will be our planned weekend on the 9th and 10th of May 2020, where we will officially celebrate this jubilee with a ceremony and hold a big parade, both to be celebrated together with you so that we can cordially invite a delegation from your city to Walldorf over the period from 8 to 12 May 2020.

We would be delighted if, on the occasion of this jubilee year, we could further expand and deepen our existing friendly connections. At the same time, the city anniversary offers the opportunity for the delegations of our partner cities to get to know each other. So that we can plan we would be grateful, if you let us know no later than 15 October 2019 whether we can count on your visit to mark the occasion of our city anniversary.

I look forward to hear from you and remain with friendly greetings,

Christiane Staab

Mayor, Walldorf