

RESOLUTION NO. 1646

**A RESOLUTION APPROVING THE JULY 1, 2020 – June 30, 2021 REVISED CLASSIFICATION PAY PLAN AND MANAGEMENT COMPENSATION PLAN**

**RECITALS:**

1. Chapter 2.48 of the Central Point Code authorizes and directs the City Council to approve rules relating to personnel matters.
2. Policy #3.06.2 of the Personnel Policies and Procedures provides that the Council shall, by resolution, adjust the salaries and rates of compensation and benefits for all City officers and employees. The City Council deems it to be in the best interest of the City to make revisions thereto.

**The City of Central Point resolves as follows:**

The Classification Pay Plan for bargaining unit and Management Compensation Plan, as attached, is hereby ratified and approved.

Passed by the Council and signed by me in authentication of its passage this 8<sup>th</sup> day of October, 2020.

  
Mayor Hank Williams

ATTEST:

  
City Recorder



**Classification Pay Plan Effective July 1, 2020 - June 30, 2021**

<b>Part A: General Service Bargaining Unit Positions (hourly) (monthly)</b>				<b>Schedule Effective 7/1/20</b>					
Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
	<b>Grade 2-3</b>	<b>GS2-3</b>	16.76			N/A			
122	Utility Laborer		2,905						
	<b>Grade 2-3</b>	<b>GS2-3</b>	16.76	17.60	18.48	19.40	20.37	21.39	22.46
100	Office Assistant		2,905	3,051	3,203	3,363	3,531	3,708	3,893
	<b>Grade 4</b>	<b>GS4</b>	18.28	19.19	20.15	21.16	22.22	23.33	24.50
101	Account Clerk: Finance/Public Works		3,169	3,326	3,493	3,668	3,851	4,044	4,247
102	Community Development Specialist								
103	Parks Maintenance Worker								
104	Recreation Specialist								
105	Utility Worker								
	<b>Grade 5</b>	<b>GS5</b>	20.54	21.57	22.65	23.78	24.97	26.22	27.53
106	Assistant Engineering Technician		3,560	3,739	3,926	4,122	4,328	4,545	4,772
107	Customer Service Technician								
108	Equipment Maintenance Technician								
109	Planning Technician								
110	Recreation Programs Coordinator								
111	Senior Utility Worker								
	<b>Grade 6</b>	<b>GS6</b>	22.75	23.89	25.08	26.33	27.65	29.03	30.48
112	Acctg/Business Services Coordinator		3,943	4,141	4,347	4,564	4,793	5,032	5,283
113	Parks Lead								
114	Recreation Coordinator: Special Events/Mktg								
123	Stormwater/Erosion Control Tech								
	<b>Grade 7</b>	<b>GS7</b>	25.08	26.33	27.65	29.03	30.48	32.00	33.60
115	Community Planner I		4,347	4,564	4,793	5,032	5,283	5,547	5,824
116	Foreman: Streets, Water								
117	Park Planner								
124	Facility Management Coordinator								
	<b>Grade 8</b>	<b>GS8</b>	28.06	29.46	30.93	32.48	34.10	35.81	37.60
118	Community Planner II		4,864	5,106	5,361	5,630	5,911	6,207	6,517
119	Construction Management Coordinator								
120	Environmental Services/GIS Coordinator								
121	Information Technology Specialist								
	<b>Grade 9</b>	<b>GS9</b>	31.15	32.71	34.35	36.07	37.87	39.76	41.75
	vacant		5,399	5,670	5,954	6,252	6,564	6,892	7,237

**Part B: Police Bargaining Unit Positions**

**Schedule Effective 7/1/20**

Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F
200	Police Support Specialist	P110	3,490	3,665	3,848	4,040	4,242	4,454
201	Community Services Officer	P117	3,703	3,888	4,082	4,286	4,500	4,725
202	Police Officer	P145	4,747	4,984	5,233	5,495	5,770	6,059
203	Corporal	P150	5,250	5,513	5,789	6,078	6,382	6,701



Classification Pay Plan Effective July 1, 2020 - June 30, 2021

Part C: Non-Bargaining Unit, Management Positions Schedule effective 1/1/20 - 12/31/20

Table with 6 columns: Position#, Classification Title, Band, Minimum, —, Maximum. Lists various management positions such as Human Resources Assistant, Workplace Safety Manager, and Police Chief with their respective pay scales.

Part C: Non-Bargaining Unit, Management Positions Schedule effective 1/1/21 - 12/31/21

Table with 6 columns: Position#, Classification Title, Band, Minimum, —, Maximum. Lists various management positions such as Human Resources Assistant, Accountant (non-exempt), and Police Chief with their respective pay scales.

Approved \_\_\_\_\_ by Council, Resolution # \_\_\_\_\_



**City of Central Point**

**Management Compensation Plan**

Chris Clayton, City Manager

**ADOPTED BY COUNCIL** December 9, 2010

**REVISED** October 8, 2020

**EFFECTIVE** January 1, 2021

# Contents

Introduction.....	1
Section 1 – The Management Team.....	4
Section 2 – Management Compensation Plan .....	5
Section 3 – Salary Ranges .....	7
Section 4 – Performance Evaluation.....	11
Section 5 – Total Compensation Package.....	15
Section 6 – Comparable Market Defined .....	22
Section 7 – Conclusion .....	23
Appendix A – Salary Schedule .....	24

**This compensation plan is NOT A CONTRACT or bargained agreement.  
This plan and the salary and benefits outlined herein may be changed  
at any time with approval of the City Council.**

4. **Be Better** - Know your strengths and weaknesses and constantly seek ways to improve self, perspective, and performance. To “Be Better” requires being self-aware which promotes pluralism, allows us to be open to new ideas/solutions, and find long-term positive outcomes via our short-term failures.

### **Expectations:**

1. **Embrace the concept and ideals of “public service.”** The City of Central Point was incorporated in 1889 in order to serve the community and citizens. It is essential that those employed by, or volunteering for, the City of Central Point never lose sight of the fact that we exist to serve the Central Point community. The concept of commitment to the principles of civic duty should be at the heart of everything the City of Central Point does each and every day.
2. **Place an emphasis on excellent customer service.** It is essential that we serve the public in a courteous and professional manner. It is also important for the Central Point staff to be perceived as fair and equitable. Of course, as an organization we will not be able to say “yes” to every request or inquiry. However, in those instances when we must say “no,” it is important to deliver this message in a professional manner and to constantly seek alternate solutions for the public.
3. **Maintain the highest ethical standards.** It is essential that the City of Central Point staff earn and maintain the trust and respect of the organization and community. Consequently, it is essential that the City of Central Point establish and maintain a positive culture that is based on honesty and integrity. Each and every member of the city organization should always lead by example. We do the right thing, for the right reason, regardless of circumstance.
4. **Value cooperation, teamwork, coordination, and partnership.** It remains essential that the City’s various departments and divisions work together to improve our community. The City of Central Point is an organization increasing in size and complexity. A primary component of our success depends on the willingness of every employee and volunteer to work in concert and have a unified organization mind-set.

It is also essential for the Central Point management team to work with various stakeholders in the community and the community itself to solve the challenges and problems that face Central Point. The City of Central Point has earned the reputation as a “partner” to business, development and citizens, and we must do all we can to foster this well-deserved reputation.

5. **Hold ourselves accountable to the community for our actions.** It is appropriate to tout organizational accomplishments; however, it is also just as important to take responsibility for our failures and shortcomings, and work as a group to solve

# Section 1. The Management Team

## 1.1 Management Team

The City's Management Team is comprised of the Executive Management Team and First and Second Tier Managers and confidential employees. The Management Team's job duties include: governmental accounting; budget; records management; city governance; public safety and law enforcement; public works including street construction, water distribution, storm water and flood hazard management; land use and urban planning; parks maintenance and recreation programming; human resources management; risk management; information technology; and facilities management.

The City's Management Team is composed of professional employees who have years of experience working in their profession or in local government. At a minimum, most positions in the management team require a college degree or equivalent experience, training, and certification.

The jobs covered by this plan are professional-level positions that require specialized training, certification and/or extensive experience. These are professional people in key positions of responsibility; it is important for the City to recognize this and compensate them at a fair, professional level.

**1.2 Executive Management Team** members report directly to the City Manager and include the Finance Director, Community Development Director, Parks and Public Works Director, Human Resources Director, Police Chief, Information Technology Director, and City Recorder.

**1.3 First Tier Managers** report to a department director and include Police Captain, Parks and Recreation Manager, Public Works Operations Manager, Building Division Manager, Principal Planner, and Accountant/Finance Supervisor.

**1.4 Second Tier Managers** report to a first tier manager and include the Police Office Manager, Police Lieutenants, and Park/Public Works Supervisor.

**1.5 Confidential Employee** is an employee classified as a confidential employee under ORS 243.650.

**1.6 Non-Covered Positions** This Plan shall not cover anyone in a temporary position, in a position covered by a collective bargaining agreement, or anyone with an individual employment agreement.

### 2.3.2 Strategies

- Because the City of Central Point's success is dependent on capable and dedicated leaders, our compensation goals will strive to attract and retain individuals who share the mission and vision of the City.
- Our total compensation will be industry competitive and appeal to the type of professional employees we wish to attract and retain.
- We will adequately compensate all managers but we will reward those who go above and beyond in the furtherance of our mission.
- We will hold managers accountable for the duties and responsibilities of their positions. Regular and meaningful evaluations will be conducted to gauge accomplishments and assess deficiencies.
- We will endeavor to provide benefits that offer the most value to, and are appreciated by, our employees.
- We will promote dedication by providing growth and development opportunities to employees at all levels.
- We will strive to cultivate and promote future managers from within the organization whenever it is practical to do so.
- We will embrace an organizational culture that rewards excellent service to the citizens of Central Point.

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### 3.2.2 Revised Positions/Job Changes

When a current management position covered under this Plan substantive changes in job duties, requirements or responsibilities, as delineated in an approved, written position description, the revised position shall be assessed. A market study of the revised position will be conducted and the position will be placed in the appropriate pay band and placement of the incumbent within the pay band's salary range will be done in accordance with 3.3 Individual Placement within Salary Ranges. A change in job title or job duties will not necessarily result in a change in pay band.

### 3.3 Individual Placement within Salary Ranges

Each manager's pay will be set within the approved salary range of the pay band for their position according to their qualifications, competencies, and the relative value of those qualifications and competencies to the position and to the City of Central Point, as determined by the City Manager. Factors to be considered in determining individual pay within the established range include, but are not limited to:

- **Competency:** demonstrated level of relevant knowledge, skills and abilities and training
- **Credentials:** formal education degrees and certifications
- **Experience:** job performance and relevant work history in comparable position(s)
- **Responsibility:** authority, liability, or other responsibility not already considered in establishing the range for the position
- **Performance:** performance of the duties and responsibilities of the position as documented in an annual performance evaluation
- Any **other relevant factor**(s) that warrant consideration

Placement on the salary range shall be at the discretion of the City Manager, except that such decision shall not be arbitrary or discriminatory.

#### 3.3.1 Initial Placement upon Promotion

In the event an employee is promoted from a non-management position to a management position, the employee shall be placed on the salary range for the management position in accordance with this plan. Incentive pay received by a bargaining unit employee prior to promotion shall be considered in respect to competency, credentials, and experience, but shall not be continued as incentive pay, except as specifically allowed for under this plan.

### 3.4 Individual Pay Changes

The City Manager shall have the sole authority to approve changes in individual managers' pay, provided the change does not result in more than a 6% increase in any one calendar year, and provided the salary remains within the approved pay range. In the event the City Manager wishes to increase any managers' pay by more than 6%, the City Manager must consult with the Mayor and justify the reason(s) for the increase.

form of compensation for any approved overtime worked. Comp-time shall accrue at a rate of 1-1/2 the overtime hours actually worked with accrual balances reflecting the number of hours available to the employee. Compensatory time may be accumulated to a maximum of 80 hours. At the end of the fiscal or calendar year, comp-time balances may be paid off, at the City's option, at the employee's straight-time hourly rate.

### **3.6 Appealing Pay Decisions**

If a manager believes that he or she is not paid fairly, he or she may challenge the City Manager's decision to increase, decrease, or make no change to the Manager's pay. Any challenge must be made, in writing, to the City Manager within 15 calendar days after notification of any decision about pay. The written challenge must contain the specific amount of pay the manager believes he or she should receive, and a clear explanation of why the manager believes the City Manager's decision is unjust. The City Manager shall review the challenge and meet with the manager regarding the appeal before making a final decision. The City Manager's decision shall be final.

If a manager believes any decision is discriminatory based on race, color, gender, age, national origin, religion, sexual orientation, or other protected class, they should notify the Human Resources Director.

#### 4.4 Final Performance Evaluation

The City Manager's evaluation, or department director's evaluation with the City Manager's approval, will be the final, official performance evaluation and will be the instrument used to substantiate any performance-driven pay changes. The final evaluation will be based on the City Manager's or department director's own assessment of the manager's job performance, taking into consideration the self-evaluation and peer and/or staff evaluation. The City Manager shall consult with the department director regarding all first and second tier manager evaluations and the department director shall defend his or her assessment of the manager's performance and final evaluation rating(s) *prior* to the department director meeting with the manager about the evaluation. The City Manager's signature on a Personnel Action Form approving a performance-based pay change shall serve as evidence of the City Manager's concurrence with the department director's evaluation of a first or second tier manager.

#### 4.5 Evaluation Factors

The evaluation factors used for the final performance evaluation will include the following, or variations thereof at the City Manager's discretion:

- a. Job Knowledge and Job Performance

*How well has the manager demonstrated the knowledge, skills and abilities required to accomplish the assigned tasks and goals of their job?*

- b. Integrity, Respect and Ethics

*How dependable is this manager in respect to honesty, follow through, fairness, accountability, respecting others, ethical standards, and adhering to City policies and collective bargaining agreements?*

- c. Performance Management/Supervision and Administrative Duties

*How well does this manager manage the personnel aspect of his or her department? Are personnel matters dealt with appropriately and in a timely manner? Are meaningful and timely performance evaluations completed? Does the department head hold supervisors accountable? Is proper documentation maintained? Are timesheets turned in on time and correctly? Does this manager adequately account for his or her time?*

- d. Leadership and Goals (city, department, professional)

*How well has this manager furthered the mission of the city and vision, values, goals and expectations of the organization, set and attained department goals, and set and attained professional goals? How do this manager's peers and staff feel about his or her leadership ability and contribution to the organization?*

- e. Commitment to Organization/Teamwork

*How well does this manager demonstrate a commitment to the organization and to teamwork, focusing on the whole organization as opposed to a department first focus?*

#### **4.7 Timeline**

Performance evaluations or goal setting sessions for managers are to be completed prior to December 31<sup>st</sup>.

#### **4.8 Unsatisfactory Performance**

In addition to being subject to a potential performance-driven pay decrease that year, any manager who receives a rating of below average or unacceptable in *any* factor on the final evaluation may be placed on a work plan for the purpose of improving performance. A work plan will normally be in the form of a written plan but, depending on circumstances, may be in the form of a documented verbal discussion at the time of the evaluation meeting. Except when circumstances warrant, a performance review will be scheduled not less than 45 days and not more than 180 days after receipt of the work plan, at which time the manager's performance will be re-assessed. If improvement has been made, the manager may be deemed to have satisfactory performance, or a subsequent re-evaluation may be scheduled. Every effort will be made to assist the manager in making the necessary improvement to successfully perform the job duties. However, if the manager fails to improve after being given adequate time and resources for improvement, the manager may be subject to disciplinary action, up to and including termination.

#### **4.9 Appealing Performance Evaluations**

The criterion established for performance evaluations is intentionally rigorous and designed to identify those who perform at, above, or below expectations. If a manager believes that he or she was not rated fairly in the evaluation, he or she may challenge the City Manager's decision. Any challenge must be made, in writing, to the City Manager within 15 calendar days after receipt of the performance evaluation. The written challenge must contain the specific evaluation factor(s) being challenged and a clear explanation of why the manager believes the City Manager's evaluation is unjust. The City Manager shall review the challenge and meet with the manager regarding the appeal before making a final decision. The City Manager's decision shall be final.

If a manager believes any decision is discriminatory based on race, color, gender, age, national origin, religion, sexual orientation, or other protected class, they should notify the Human Resources Director.

contributions will require the manager to contribute to an account. Options described in this section may be used in lieu of, or in combination with, traditional salary increases. Managers understand that any matching contributions will be contingent upon the manager contributing at least the amount of the match to their account and that the amount of total compensation received might be decreased if the manager does not contribute at least the amount of the proposed match.

5.2.4 Sign on Bonus At the sole discretion of the City Manager, a one-time sign on bonus of up to \$7,500 may be offered at the time of recruitment for any management position. The decision to offer a sign on bonus shall normally be driven by difficulty in recruiting qualified applicants for a position, and industry expectations. The amount of the sign on bonus shall be at the discretion of the City Manager, except that the Human Resources Director shall be consulted.

In the event a manager receives a sign on bonus and subsequently resigns from the position within two years of receiving the bonus, the bonus benefit amount shall be refunded to the City on a prorated basis as follows:

Less than 6 months of service	100% refunded to city
6 months to 1 year of service	75% refunded to the city
1 year to 2 years of service	50% refunded to the city

The manager will be required to sign a sign on bonus agreement stipulating to this reimbursement arrangement as a condition of employment. Under certain circumstances, the City Manager may elect to not institute the reimbursement provision of this section of the Plan.

5.2.5 Relocation Assistance At the sole discretion of the City Manager, relocation assistance may be negotiated during the job offer phase of hiring a new manager from out of the area. Only those individuals who meet the following criteria shall be eligible to negotiate relocation assistance: 1) must be relocating from more than 50 miles away, 2) must be relocating to at least within 50 miles of Central Point, and 3) must be relocating a distance of at least 50 miles. Up to \$5,000 relocation assistance may be offered to an individual who relocates to within the city limits or Urban Growth Boundary (UGB) of Central Point. A new manager relocating to an area outside of the Central Point city limits or UGB may be offered a maximum of \$2,500. In the event a manager negotiates relocation assistance and subsequently resigns from the position or is terminated for cause within two years of receiving the assistance, the assistance benefit amount shall be refunded to the city on a prorated basis as follows:

Less than 6 months of service	100% refunded to city
6 months to 1 year of service	75% refunded to the city
1 year to 2 years of service	50% refunded to the city

Refunding of relocation assistance shall apply only in the event of a voluntary resignation or termination for cause. Additionally, if relocation assistance is provided to relocate within the Central Point city limits or UGB and, within 2 years, the manager subsequently moves from the City limits or UGB but remains in their management position, any amount of relocation assistance paid in excess of \$2,500 shall be refunded to the City using the above pro rata scale. The manager will be required

account to use pre-tax dollars for dependent and health care expenses pursuant to I.R.S. regulations.

5.3.3 Life Insurance The city will pay the premium on a group term life insurance policy in the amount of the annual base salary to a maximum of \$100,000 for managers meeting the eligibility requirement of the insurance carrier. The manager shall have the option of purchasing, at their own expense, additional life insurance for themselves and/or family members pursuant to the insurance policy provisions.

5.3.4 Long Term Disability The city will pay the premium on a long term disability policy with a 90 day elimination period that provides a benefit of 66-2/3% of base salary, up to a maximum of \$3,000 per month for managers meeting the eligibility requirements of the insurance carrier.

5.3.5 Cell Phone Allowance A monthly stipend may be paid to managers who are required to be available by phone while away from the office or outside of business hours, in accordance with city policy. Managers who elect to use a City-owned cell phone are not eligible for a stipend.

5.3.6 Use of Car At the sole discretion of the City Manager, the use of an assigned City vehicle may be negotiated for a manager. Any such use shall be based solely on appropriateness for the position, and subject to applicable I.R.S. rules.

5.3.7 Air Miles and Other Purchase-Related Benefits Although managers are issued purchasing cards for making authorized, work-related purchases, it is understood that, occasionally, under certain limited circumstances, the use of a personal purchasing card for making work-related purchases may be warranted. The use of personal cards for work-related purchases shall be infrequent. A manager shall be entitled to any benefits or rewards, such as air miles, hotel points or cash back, associated with work related purchases and such benefits or rewards shall be considered part of the managers' salary and compensation.

5.3.8 Use of City Resources The use of City resources on a limited and occasional basis shall be considered part of the manager's total salary and compensation. Examples of such use may include photocopiers, printers, computers, tablets, phones and other technology, provided such use does not violate the City's acceptable use policy. Additionally, except for items such as portable information technology (i.e., laptop, iPad, etc.) such use of city resources shall not include taking items off City premises (i.e., this provision does not allow for taking tools or equipment home).

5.3.9 City sponsored events The City sponsors community events such as the Wild Rogue Pro Rodeo and Red, White, and BOOM. Gifts such as event tickets, special seating, prizes, etc. that are given from the event organizer to the City may be accepted by the manager and are considered part of their official compensation package per ORS 244.040 (2) (a) and City of Central Point Resolution No. 1450.

5.3.10 Travel, Training and Education Expenses Managers are covered by city policy regarding travel, training and tuition reimbursement, and such reimbursements are taxed in accordance with IRS rules. Furthermore, it is understood that managers attending training or

due to failure to use them within the 12 calendar month limit. Whenever practicable, non-exempt, full time managers who accrue holiday bank hours under this provision are expected to use holiday bank hours on paid holiday dates as described in this section. The 104 hours of holiday bank is equivalent to the 11 paid holidays and 2 floating holidays provided to other full-time managers covered under this plan.

5.4.2 Paid Vacation The City encourages managers to take time off occasionally for vacations away from work. It is expected that managers will, at a minimum, take at least one week of vacation each year in a block of at least one full workweek. Executive Management Team members' notice of the intent to take vacation shall be submitted to the City Manager as far in advance as practicable, and shall be noted on the City's "Department Head Vacation Calendar." First and second tier managers shall submit notice of the intent to take vacation to the department head as far in advance as practicable. Vacation accrual for full time managers shall be as follows, except that the City Manager may, at his or her sole discretion and when circumstances warrant it, place a manager on the accrual chart at any level.

1 <sup>st</sup> through 4 <sup>th</sup> year of service	10 days (80 hours)
5 <sup>th</sup> through 9 <sup>th</sup> year of service	15 days (120 hours)
10 <sup>th</sup> through 14 <sup>th</sup> year of service	20 days (160 hours)
15 <sup>th</sup> year of service and beyond	25 days (200 hours)
On the anniversary of the 20 <sup>th</sup> year of service	a one-time award of 5 additional days (40 hrs)
On the anniversary of the 25 <sup>th</sup> year of service	a one-time award of 5 additional days (40 hrs)
On the anniversary of the 30 <sup>th</sup> year of service	a one-time award of 5 additional days (40 hrs)

The maximum vacation accrual for any manager at any time shall be 25 days (200 hours) per year. Vacation shall be allowed to accrue to a maximum of two times the annual accrual rate, but in no case shall accrual be more than 400 hours. Additional awards for longevity shall be counted in the maximum accrual.

Vacation will be paid out at the time of separation. Managers will be allowed to sell back unused vacation hours in accordance with current City policy.

Employees who are promoted from within City service into a management position under this management compensation plan shall have their years of service with the City count toward their vacation accrual in the manager position. One-time longevity awards shall only be awarded for current service milestones. For example, a 23-year employee who is promoted into a position covered by this Management Compensation Plan shall be eligible for the 25 year award at 25 years of service, but would not be awarded a 20 year award retroactively.

Part-time managers covered under this plan shall accrue vacation on a prorated basis.

5.4.3 Sick Leave Full-time managers shall accrue four hours of sick leave for each pay period worked. Sick leave shall be allowed to accrue without limit. Except as provided for in a current City policy or separation agreement, unused sick leave hours shall not be compensated at

## Section 6. Comparable Market Defined

The cities selected for the market comparison shall be determined at the time any market survey is done based on criteria set forth in this document. The “comps” may vary from year to year as a city may meet the criteria one year but not the next, or a city that did not meet the criteria one year may meet it the next.

**6.1 Defining the Market** The criteria for market comparables will be:

- a. Oregon cities with a population of between 9,000 and 26,000, based on the most recent Portland State University population estimate (this criterion is based on current Central Point population of 17,700 and would be adjusted for population changes);
- b. Located within a metropolitan area of at least 100,000;
- c. Median housing prices within 25% of Central Point’s median housing prices at the time of the survey.
- d. If in any year an inordinately large or insufficient number of cities meet these criteria the median housing range may be reasonably adjusted up or down.

### 6.2 Additional Considerations

Additionally, to the extent practical, the total compensation package, including monetary compensation and monetary and non-monetary benefits such as PERS contributions, health insurance premium sharing and out of pocket expense, HRA contributions, and paid leaves, should be considered in determining the relative comparability of the cities meeting the market comparables criteria.

Within the cities that meet the above criteria, only those positions that are legitimately analogous will be compared. Criteria to determine the comparability of positions will include, but not necessarily be limited to, the following:

- a. Reporting structure (both up and down)
- b. Scope of position as set forth in the position description
- c. Department budget

The City will make every effort to obtain compensation information from comparable cities. However, it is understood that obtaining such information is dependent upon the cooperation of the surveyed cities. Where survey information is not provided, the City will attempt to gather the information from other sources in an effort to fairly determine appropriate salary ranges for City of Central Point management positions.



## Appendix A

Salary Schedule for Management Positions effective January 1, 2021

Band	Tier	Position	Minimum	Maximum
I-NE	T2	Accountant (non-exempt)	\$4,700	\$6,465
I	T2	Parks & Public Works Supervisor	\$5,534	\$7,431
I	T2	Police Office Manager	\$5,534	\$7,431
I	T1	Finance Supervisor	\$5,534	\$7,431
I	T1	Parks and Recreation Manager	\$5,534	\$7,431
I	T2	Safety & Risk Manager	\$5,534	\$7,431
I	ET	City Recorder	\$5,534	\$7,431
II	T1	Building Division Manager	\$6,640	\$8,589
II	T1	Parks & Public Works Operations Manager	\$6,640	\$8,589
II	T1	Principal Planner	\$6,640	\$8,589
III	ET	Information Technology Director	\$7,010	\$9,855
III	ET	Human Resources Director	\$7,010	\$9,855
III	ET	Community Development Director	\$7,010	\$9,855
III	ET	Parks & Public Works Director	\$7,010	\$9,855
III	ET	Finance Director	\$7,010	\$9,855

Police Band	Tier	Position	Minimum	Maximum
PI	T2	Police Lieutenant (non-exempt)	\$6,640	\$8,589
PII	T1	Police Captain	\$7,010	\$9,855
PIII	ET	Police Chief	\$8,905	\$11,338

Band	Tier	Position	Minimum	Maximum
C	C1	Human Resources Assistant	\$18.28/hr	\$ 24.50/hr

“T1” = Tier 1 Manager

“T2” = Tier 2 Manager

“ET” = Executive Management Team

“C1” = Confidential employee

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