

**BEFORE THE CITY COUNCIL OF THE
CITY OF ADAIR VILLAGE, OREGON**

**In the Matter of Updating the Adair Village)
Compensation Plan and Adopting a)
Wage Schedule for Hourly Positions)
For the 2013-14 Fiscal Year)**

RESOLUTION 2013 -- #5

WHEREAS, the City of Adair Village has established a formal method of compensation for its employees, and

WHEREAS, the Adair Village City Council recognizes that it is important to compensate its employees at a reasonable rate in order to hire and retain qualified employees; and

WHEREAS, the City Council recognizes its limited tax base and ability to generate revenues, but desires to compensate its employees on the basis of average salaries of comparably sized jurisdictions; and

WHEREAS, the City of Adair Village last updated its compensation plan in June, 2011; and

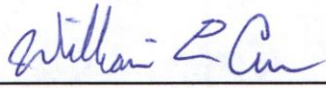
WHEREAS, the Budget Committee for the City of Adair Village recommended and the City Council approved a 2.5 percent Cost of Living increase for the 2013-14 fiscal year; and

WHEREAS, the City recognizes the equity in providing a multi-step compensation plan that both rewards employees for the local knowledge and experience gained over a period of years as well as induces them to remain with the organization; now therefore,

IT IS HEREBY RESOLVED that the City Council of the City of Adair Village adopts the Adair Village Compensation Plan and Wage Schedule as presented below, effective July 1, 2013.

	Start	Step 2	Step 3	Step 4	Step 5	Step 6
Assistant City Administrator	\$41,808.00	\$43,898.40	\$46,093.32	\$48,397.79	\$50,817.83	\$53,358.47
Utility/Court Clerk	\$26,650.00	\$27,982.50	\$29,381.63	\$30,850.45	\$32,393.08	\$34,012.58
Finance Clerk	\$26,650.00	\$27,982.50	\$29,381.63	\$30,850.45	\$32,393.08	\$34,012.58
Admin Assistant/Clerk	\$18,122.00	\$19,028.10	\$19,979.30	\$20,978.68	\$22,027.25	\$23,129.13
Recreation Coordinator	\$27,716.00	\$29,101.80	\$30,556.89	\$32,084.73	\$33,688.97	\$35,373.42
Code Compliance Officer	\$24,155.56	\$25,363.34	\$26,631.50	\$27,963.08	\$29,361.23	\$30,829.30
Public Works Supervisor	\$41,574.00	\$43,652.70	\$45,834.93	\$48,126.83	\$50,533.53	\$53,060.15
Utility Worker III	\$32,914.80	\$34,560.95	\$36,288.08	\$38,103.35	\$40,007.80	\$42,008.60
Utility Worker II	\$26,117.00	\$27,422.85	\$28,794.30	\$30,233.40	\$31,745.28	\$33,333.00
Utility Worker I	\$19,188.00	\$20,147.40	\$21,154.98	\$22,212.78	\$23,322.85	\$24,489.30
Janitor	\$18,122.00	\$19,028.10	\$19,979.51	\$20,978.48	\$22,027.40	\$23,128.77
Records Clerk	\$26,650.00	\$27,982.50	\$29,381.63	\$30,850.71	\$32,393.24	\$34,012.90

DATED: This 2nd day of July, 2013.



Mayor



City Administrator