

APPENDIX D

City of Coos Bay Salary Schedule - Effective July 1, 2023

AFSCME - Contract Expires 06/30/2025

104.0%

	I	II	III	IV	V	VI	VII
GIS Coordinator	6165	6409	6667	6934	7209	7497	7685
Engineering Serv Coord Supervisor	5684	5912	6149	6394	6649	6916	7087
Maint Spec (Electrician)	5657	5880	6111	6354	6606	6867	7040
GIS Specialist	5605	5828	6059	6303	6554	6815	6987
Engineering Services Coord, Code Inspector II	5469	5685	5915	6151	6399	6653	6818
Environmental Specialist (WQ)	5469	5685	5915	6151	6399	6653	6818
Intermediate Accountant, Planner II	5049	5253	5464	5680	5909	6146	6298
Code Inspector I	5001	5201	5409	5623	5849	6083	6235
Planner I, Maintenance Foreman	4639	4825	5017	5218	5424	5644	5784
Treat/Collect/Maint Leads	4639	4825	5017	5218	5424	5644	5784
Facility Maint Tech, Code Enforcement Officer	4365	4542	4722	4910	5107	5313	5445
Engineering Tech, Code/Plan Tech	4365	4542	4722	4910	5107	5313	5445
Mechanic II, Maintenance Mechanic (WQ)	4365	4542	4722	4910	5107	5313	5445
Lead Maint II, Construction Maint Tech	4355	4528	4707	4896	5091	5296	5427
Accounting Technician II	4227	4398	4572	4755	4945	5142	5273
Office Mgr, Eng Aide II/Draftsman, Database Spec	4172	4338	4513	4693	4881	5077	5204
Treatment Operator II, Collections Operator II	4172	4338	4513	4693	4881	5077	5204
Maintenance Worker II	4161	4327	4500	4682	4869	5062	5187
Accounting Technician I	4076	4240	4408	4585	4768	4959	5084
Econ Dev Asst, Plan Tech	4053	4216	4384	4558	4741	4930	5053
Librarian	3919	4073	4236	4405	4582	4768	4884
Treatment Operator I, Collections Operator I	3919	4073	4236	4405	4582	4768	4884
Code/Plan Spec, Contracts Admin Spec	3840	3995	4152	4316	4492	4674	4788
WQ Admin Assistant	3840	3995	4152	4316	4492	4674	4788
Maintenance Worker I	3817	3970	4129	4296	4463	4644	4759
Plant OIT, Collection OIT, Utility Worker	3812	3966	4123	4289	4460	4639	4731
Code Specialist, Secretary, PW Admin Clerk	3694	3841	3997	4157	4323	4496	4609
Library Assistant II	3522	3663	3809	3963	4121	4286	4394
Library Asst, Ref Serv Asst, ILL Tech, ILL/Out/Cour	3296	3427	3565	3708	3858	4008	4110
Courier Driver	2488	2588	2693	2800	2912	3030	3104

**Certification Pay - Wastewater**

**Treatment Operator**

**Collections Operator**

Level 3 Certification	3.5%	base pay	3.5%
Level 4 Certification	6.0%	base pay	---

IAFF - Contract Expires 06/30/2026

EST 103.0%

	I	II	III	IV	V	VI
Lieutenant	5723	6010	6308	6623	6955	7304
Firefighter, Engineer	5397	5669	5953	6249	6560	6889

**IAFF Certification Pay (% of base pay):**

EMT Intermediate	4.0%
Paramedic	6.0%
Fire Officer I	1.0%
Fire Officer II	2.0%
Hazardous Materials Team Member	1.5%
Associates Degree	3.0%
Bachelors Degree	5.0%
Physical Abilities Test (IPAT), paid in November	1,000

NON-REPRESENTED EMPLOYEES

104.0%

	I	II	III	IV	V	VI
City Manager	10830	11371	11942	12539	13164	13822
Fire Chief, Police Chief, Finance Director	8949	9397	9869	10362	10879	11423
Public Works Director, Community Dev. Director	8949	9397	9869	10362	10879	11423
Library Director	8457	8880	9322	9790	10279	10792
City Engineer/Deputy Director	8362	8782	9221	9679	10162	10671
Police Captain, Operations Administrator	7743	8132	8537	8962	9408	9881
WQ Administrator	7743	8132	8537	8962	9408	9881
Fire Battalion Chief, Fire Marshal/Bldg Code Adm	7519	7896	8287	8705	9141	9596
Project Administrator/Engineer II	7519	7896	8287	8705	9141	9596
City Attorney, Project Administrator/Engineer I	7341	7708	8092	8498	8923	9369
WQ Superintendent, Transp & Fac Superintendent	6016	6317	6629	6963	7313	7677
Deputy Library Director	5962	6262	6572	6903	7248	7610
ESO Director	5323	5591	5868	6163	6471	6795
Trans & Fac Assistant, PW Office Administrator	4721	4955	5203	5466	5736	6025
HR Coordinator, Finance Assistant	4581	4810	5051	5303	5569	5847
Executive Coordinator/City Recorder	4559	4787	5026	5277	5541	5819

NON-REPRESENTED EMPLOYEES, PART-TIME PER HOUR (NO PERS)

	I	II	III	IV
Library Substitute	13.86	14.55	15.28	16.04
Library Page	13.20	13.86	14.55	15.28
Library Reference Substitute	16.24	17.05		
Evidence Technician, Community Services Officer	27.04			

CBPOA - Contract Expires 6/30/2024

104.0%

	I	II	III	IV	V	VI
Sergeant	6686	7021	7371	7740	8128	8533
Police Officer	5505	5781	6070	6375	6692	7026
Communication Supervisor	5172	5430	5704	5988	6286	6599
Dispatcher	4503	4724	4962	5210	5469	5742
Clerical Specialist Supervisor	4305	4519	4748	4985	5236	5496
Clerical Specialist	3892	4086	4292	4508	4730	4968

**CBPOA Certification Pay:**

Intermediate DPSST Certification (3.5%)	<b>Dispatcher</b> 200.98	<b>Officer</b> 245.92
Advanced DPSST Certification (6%)	344.53	421.57

**CBPOA Longevity Pay (% of base pay):**

	<b>Clerical &amp; Non-Cert Dispatch</b>	<b>Officers &amp; Cert Dispatch</b>
10 years	2.0%	0.0%
15 years	4.5%	2.5%
20 years	7.0%	5.0%
25 Years	9.0%	7.0%

<b>Bilingual, Investigations, Canine, Motorcycle, or BA/BS (or equivalent)</b>	5.0%
<b>AA/AS (or equivalent)</b>	2.5%
<b>Physical Abilities Test (ORPAT), paid in November</b>	1,000