

CITY OF LA GRANDE

MANAGEMENT EXEMPT AND NON-EXEMPT EMPLOYEES BENEFIT AND COMPENSATION PLAN

As of June 21, 2023

Non-represented management, exempt and non-exempt employees, shall receive the following benefit package as part of their employment with the City of La Grande.

This package will be reviewed annually by the City Manager. The Council may review the base salary annually in advance of adoption of the annual operating budget, regarding cost of living adjustments, and to make such adjustment, if any, which it deems appropriate.

ARTICLE 1 - RECOGNITION

Management exempt and non-exempt non-represented positions are as listed in Addendum 1, the Wage and Salary Schedule.

ARTICLE 2 – OVERTIME AND COMPENSATORY TIME

Management non-exempt employees who work in excess of eight (8) or ten (10) hours of normal workday will receive either overtime pay or, at the discretion of the supervisor, compensatory time. Compensatory time will accrue at the same rate overtime is calculated. Overtime will be paid to management non-exempt employees at one and one half (1 ½) times the regular rate. Overtime includes time worked by direction of a supervisor. Overtime and compensatory time shall be computed to the nearest one-quarter (1/4) hour. Total compensatory time accumulation shall be capped at eighty (80) hours. Any overtime hours worked after the employee reaches the 80-hour limit will be paid to the employee at the overtime rate.

- a. Compensatory time off requests shall be approved for time off within a reasonable time after the request is made if the time off does not unduly disrupt operations of the City.
- b. Upon separation from employment with the City, or death, accrued compensatory time will be paid to the employee or heirs, whichever the case may be, at the final regular rate earned by the employee or the average rate of pay over the last 3 years of employment, whichever is higher.
- c. The City is not required to pay to any employee the value of all or a portion of the accrued compensatory time balance except upon separation as described in sub-paragraph (b) of this Article. However, in a unique circumstance or to mitigate a hardship an employee may request that City Manager authorize a cash payout of the employee's compensatory time balance, which the City may elect to do *case-by-case* on a non-precedent setting basis in order to assist an employee.

ARTICLE 3 - INSURANCE

3.1 Health Insurance - Current Employees

- a. The City shall provide health insurance (medical, prescription, dental, and vision) to qualified employees who are part of this group. All employees, within thirty (30) days of employment, shall elect to participate in the group health and accident insurance plan adopted by the City. Coverage shall begin the first day allowable under the group policy in effect.
- b. The City shall contribute 90% and employees shall contribute 10% of the premium for maintenance of the group health and accident insurance plan for employees and their eligible dependents based on a tiered premium structure..
- c. Employees who have health insurance coverage may elect to opt out of City provided health insurance upon proof of coverage. Employees who opt out shall not receive any additional compensation nor will they be eligible for the Health Reimbursement Account contributions as described below.
- d. Employees and their eligible dependents shall be enrolled through CIS in the Co-Pay F plan with Rx4, alternative care rider, and VSP (12/12/24).
- e. The City will enroll full-time employees employed in a Health Reimbursement Account. The City will contribute to the VEBA on behalf of employees who qualify for health insurance as follows:
 - \$500 for employees enrolled in medical insurance as single; \$1,000 for employees enrolled in medical insurance as two-party; or \$1,500 for family on or about July 1, 2023;
 - \$500 for employees enrolled in medical insurance as single; \$1,000 for employees enrolled in medical insurance as two-party; or \$1,500 for family on or about July 1, 2024; and
 - \$500 for employees enrolled in medical insurance as single; \$1,000 for employees enrolled in medical insurance as two-party; or \$1,500 for family on or about July 1, 2025.

3.2 Health Insurance - Coverage After Termination of Employment

For the purpose of this section, the word "employee" will designate a terminated employee.

- a. The City shall continue subsidized coverage, as described in Section 3.1 above, for employees hired in management positions prior to July 1, 2005, and their eligible dependents that resign their employment and can meet the continuous service requirements outlined below. If an employee was promoted from one of the three labor groups into this labor group and was entitled to this benefit, then that employee would continue with the benefit, even if the promotion date were after July 1, 2005:

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Continuous Service

20 years
25 or more years

Subsidy Coverage Period

first 3 years
first 5 years

- b. Such employees must be enrolled in the same plan provided to other employees, and if an additional premium cost is required, they shall remit payment as instructed by the City's Finance Office.
- c. If the retired employee has at least thirty (30) years continuous service with the City immediately preceding the date of retirement; is covered under the above program; dies before the end of the five (5) or seven (7)-year period as stated in Section 3.2 a. above and if their spouse and eligible dependents is also insured on the policy at the time of death, the City shall continue coverage for the employee's surviving dependents for the remainder of the five (5) year period. However, coverage may be discontinued, as described in Section d below, for the surviving spouse during the remainder of this five (5)-year period.
- d. All coverage, as outlined in this section, shall be discontinued when but not limited to:
- (1) Medicare
The employee shall be responsible for notifying the City when the employee and/or spouse become eligible for Medicare. For the balance of the authorized coverage period, determined in accordance with Section 3.2 a., after an employee becomes eligible for Medicare, the City shall continue to pay for the dependent's coverage until the dependent(s) obtain other insurance, become ineligible, or become eligible for Medicare.
 - (2) Other Employment
The employee becomes employed by another employer who provides health insurance or similar compensation and the employee accepts the paid health benefits. Notifying the City of other employment and acceptance of other insurance benefits shall be the responsibility of the employee.
 - (3) Death
Employee dies, and spouse remarries and has coverage available through new spouse. Spouse can continue with coverage if they do not remarry, but notification to the City of employee's death and desire to continue or discontinue coverage shall be the responsibility of the spouse.
 - (4) Divorce
An eligible spouse's eligibility ends upon the effective date of a divorce from a retired employee.

(5) Delinquent Payments

Employee or spouse becomes delinquent with payments as defined in Section 3.2 b.

Failure to properly notify the City, as outlined above, shall create a liability owed to the City by the employee and/or spouse for coverage provided by the City for periods not eligible as outlined in this section.

- e. Nothing in this Article shall be construed as reducing the obligation of the City under the Federal law, COBRA (Consolidated Omnibus Budget Reconciliation Act of 1985), to provide a temporary extension of group health coverage, or under ORS 243.303 to make retiree health care insurance available to retirees.

3.3 Life Insurance & Accidental Death and Dismemberment

For employees, the City will provide life insurance coverage of \$100,000 as determined by the insurance carrier's policy. Should death occur as a result of an accident, an additional \$100,000 of coverage is provided as determined by the insurance carrier's policy. For accidental dismemberment, up to \$100,000 coverage is provided. The premium is 100% paid, and coverage begins the first day of the month following thirty (30) days of employment.

3.4 Disability Insurance

The City shall provide long-term disability insurance for employees covered under this document. The maximum benefit any employee shall receive upon becoming disabled, as determined by the insurance carrier, shall not exceed 66 2/3% of their first \$10,000 of monthly earnings, reduced by deductible income.

Employees become eligible for coverage the first of the month following thirty (30) days of employment

3.5 Unemployment Compensation Insurance

Coverage is provided by the City: premium is 100% paid.

3.6 Workers Compensation Insurance

Coverage is provided by the City: premium is 100% paid.

3.7 Air and Ground Ambulance Membership

The City shall provide an Air and Ground Ambulance household membership to those employees residing in the La Grande air and ground coverage area. New employees will receive this benefit on a pro-rated basis beginning when the employee has successfully completed six (6) months of employment. Memberships will be for the period July 1st through June 30th annually.

ARTICLE 4 - RETIREMENT

The City shall continue with no less of a retirement plan than is now in force.

The City's contribution to a mutually agreed upon retirement system shall be a percentage of the employee's monthly salary. For sworn Police and Fire employees, the City's contribution will be made to the Oregon Public Employees Retirement System (PERS) in an amount to be determined by the current PERS Agreement.

The City will contribute seventeen percent (17%) for non-PERS employees and the employee's pre-tax contribution shall be one percent (1%). PERS employees, the City will mirror the retirement contribution of the appropriate bargaining group. In cases where the City is not making the employee contribution to PERS (Fire at present) then the City shall make a contribution to a retirement plan in an amount equal to the PERS pick up.

ARTICLE 5 - LEAVES OF ABSENCE AND TIME OFF

5.1 Vacation

a. Employees shall accrue vacation at the following rates:

<u>Years of Continuous Service</u>	<u>Hours Per Month</u>	<u>Days Per Year</u>
0 through 5 full years	8.0	12
6 through 10 full years	10.00	15
11 through 15 full years	13.33	20
16 through 20 full years	15.33	23
Over 20 full years	16.67	25

b. After successful completion of initial probationary period:

- (1) Employees shall be credited with vacation leave (accrued at the above rates) and will be allowed to begin using accrued vacation; and
- (2) Employees shall be entitled to cash compensation in lieu of vacation if employment is terminated.

c. Employees will be permitted to carry over unused vacation time equivalent to the annual vacation allowance earned by the employee in the preceding fiscal year. This carry-over will not exceed carry-over of two (2) years of vacation time without prior written approval of the City Manager.

d. In addition to the hours listed in Section 5.1 a. above, Management Exempt employees ONLY will accrue eighty (80) hours of "executive vacation," effective June 21, every year. The following conditions apply:

- (1) All eighty (80) hours must be used prior to the end of the last pay period in the current fiscal year. In other words, these eighty (80) hours are applied on a "use it or lose it" basis.

- (2) The hours cannot be accumulated as regular vacation leave.
 - (3) The hours cannot be carried over to the next year.
 - (4) Upon termination of employment, no cash compensation will be paid for hours not used.
 - (5) For new employees, the eighty (80) hours will be prorated, based on the hire date.
- e. The City Manager may grant an exception and authorize the use of vacation or executive leave for Management Exempt employees during their probationary period.

5.2 Holidays

- a. All employees shall receive twelve (12) paid holidays as listed below.

Independence Day	Christmas Day
Labor Day	New Year's Day
Veterans Day	Martin Luther King Day
Thanksgiving Day	Presidents Day
Day after Thanksgiving Day	Memorial Day

Two (2) "Floating" Holidays as sixteen (16) hours will be credited to the employee's floating holiday bank on the first day of each contract year, pro-rated for less than full time employees and for new employees. If not used the holiday will not carryover to the next contract year.

- b. Holidays that fall during authorized vacation leave or on regular days off shall not be charged against the leave.
- c. Employees hired in management exempt and non-exempt positions prior to July 1, 1993, working a four-ten (4-10) schedule will earn ten (10) hours of holiday leave for the stated holidays of Memorial Day, 4th of July, and Labor Day. Eight (8) hours of leave will be earned for all other holidays.
- Employees hired after June 30, 1993, will earn eight (8) hours of leave for all holidays.
- d. With the approval of the Department Director or City Manager, employees may accrue, on a straight time basis, holidays worked provided the employee uses the accrued holiday within 60 days of the holiday. Scheduling of any holidays to be worked is at the discretion of the Department Director. Holidays accrued may not be carried over into the next fiscal year unless scheduled with an approved vacation leave prior to June 30 and then only with the approval of the City Manager.

5.3 Sick Leave

a. Sick leave shall be accrued by each employee at the rate of eight (8) hours for each month of service and may be accumulated to a total not to exceed 960 hours (120 days).

(1) Upon termination, all hours shall be cancelled.

(2) For employees hired in this group prior to July 1, 2005, upon retirement, those employees who have reached the age of fifty-five (55) and have worked for the City for a minimum of ten (10) years shall be paid with their final pay check, fifty percent (50%) of all unused sick leave accrued up to the maximum allowable. If an employee was promoted from one of the three labor groups into this labor group and was entitled to this benefit, then that employee would continue with the benefit, even if the promotion date were after July 1, 2005.

b. Accrued sick leave may be used by employees as follows:

(1) Upon notification to their supervisor, employees may use accrued sick leave for the following purposes:

(a) For an employee's or family member's mental or physical illness, injury or health condition or need for medical diagnosis of these conditions or need for preventative medical care.

(b) To care for an infant or newly adopted child under 18, or for a newly placed foster child under 18, or for a child over 18 if the child is incapable of self-care because of a mental or physical disability.

(c) To care for a family member with a serious health condition.

(d) To recover from or seek treatment for a serious health condition that renders the employee unable to perform at least one of the essential functions of the employee's job.

(e) To care for a child of the employee who is suffering from a non-serious illness, injury or condition.

(f) To deal with the death of a family member by attending the funeral or alternative, making arrangements necessitated by the death of a family member, or grieving the death of a family member.

(g) To seek medical treatment, legal or law enforcement assistance, remedies to ensure health and safety, or to obtain other services related to domestic violence, sexual assault, harassment or stalking incidents to the employee or employee's minor child or dependent.

(h) To donate accrued sick leave to another City employee.

- e. Employees who are reemployed within one (1) year after voluntary separation shall have their sick leave hours that were accrued during the previous employment restored.

5.4 Disability Leave

In situations where employees have been injured in a non-duty accident and the injury results in a disability leave that exceeds the employee's accrued leave (sick leave, compensatory time, holidays, and vacation leave; in that order), the leave then becomes leave without pay and shall constitute a break in service. For any leave without pay status, Section 5.7 applies.

5.5 On The Job Injury

Employees who have accumulated sufficient leave time and are injured on the job and such injury prevents said employees from performing their normal duties or other duties assigned by their supervisor and who are receiving compensation from the City's workers compensation carrier, shall, subject to the limitations provided herein, be paid by the City the difference between their normal salary net after taxes and the amount paid by the workers compensation carrier for a period of up to, but not exceeding the total hours of the injured employee's accrued leave; provided, however, that the City shall make a prorated reduction from sick leave, compensatory time, holidays, and vacation leave (in that order) from employees receiving such payment during said time period which begins on date of injury.

5.6 Other Leaves of Absence with Pay

a. Employees shall be granted a leave of absence with pay for:

- (1) An employee shall be granted a leave of absence with pay for service with a jury. The jury duty compensation paid to the employee by the courts shall be turned over to the City.
- (2) Attendance in court in connection with an employee's officially assigned duties, including the time required going to the court and returning to headquarters.
- (3) Other authorized duties in connection with City business, public relations, and emergency services as long as approved by the Department Director or City Manager and, if possible, twenty-four (24) hours notice given unless notice waived by the Department Director or City Manager.

5.7 Leave Without Pay

a. In instances where the work will not be seriously affected by the temporary absence of an employee, the Department Director may approve a leave of absence without pay not to exceed one (1) week, only after all other types of applicable paid leave have been exhausted. Leaves of absence beyond one (1) week, but not more than six (6) months must be approved by the City Manager. Request for such leave must be in writing and must establish reasonable justification for approval.

- b. Employees who take leave without pay for periods in excess of one (1) calendar month, shall submit the cost of premiums of available benefits (usually health insurance) to the City for each month they are on leave without pay. If an employee chooses not to submit the required premium(s), their coverage shall be terminated and will be reinstated within the limits prescribed by the benefit carriers at the time of reinstatement with the City.
- c. Since leave without pay constitutes a break in continuous service, the employee's merit review and anniversary dates shall be adjusted accordingly.
- d. Employees on leave without pay will not earn benefits.

ARTICLE 6 - CAR, TOOL, AND/OR CLOTHING ALLOWANCE

Car, tool, cell phone and/or clothing/cleaning allowances may be granted at the discretion of the City Manager in accordance with City policy and IRS rules and regulations. Any allowance is usually based on a per month amount and may be subject to payroll taxes. Cell phone allowances shall be \$50 per month if approved.

ARTICLE 7 - WAGES AND SALARY

Employees covered by this Agreement shall be paid a monthly salary as provided in Appendices A, B, and C to this Agreement. Monthly salaries are computed based on 173.33 hours per month for a total of 2080 hours per year.

Performance increases of one step, equal to four percent (4%), will be granted to an employee on their anniversary/promotional date, if the employee's performance evaluation rates their performance as overall fully competent or better, provided however, that in no event shall any employee's pay exceed the top of the appropriate pay range.

However, until June 20, 2026, employees will not receive step increases on their anniversary/promotion date. Instead, to accommodate implementation of a comprehensive restructuring of the salary schedule, beginning June 21, 2023, and through June 20, 2026, an employee's annual evaluation will, instead, determine the advancement of the employee to the new, higher pay grade being implemented as part of the restructuring of the schedule.

In years two and three of the 2023-2026 implementation period, each employee's advancement to the higher pay grade effective on the December 21st dates is conditioned upon receiving an "Overall" rating on the most recent annual performance evaluation Supervisor's Performance Rating of "fully competent" or better. The evaluation will be performed on the anniversary of the employee's hire (or promotion) date. Employees who do not obtain this rating will remain at their then-current pay grade and step until they are reevaluated, and their performance found to be "fully competent" or better.

The outcomes of evaluations shall not affect cost of living adjustments (COLA's) to an employee's pay. In no event shall any employee's pay exceed the top step of the relevant pay range, excluding "red circle" situations.

Employees promoted from one classification to another shall receive pay equal to the entry level of the new position or a seven and one half percent (7.5%) increase in their current base salary, whichever is greater. The City Manager may approve increases in salary above the seven and one half percent (7.5%) increase in the sole discretion of the City Manager. A promotion will not allow an employee to exceed the top of the range.



Robert A. Strobe
City Manager

June 7, 2023
Date

**Appendix A
Implementation Sequence**

Implementation Actions and Sequence	
2023	
6/21/2023	Implement new schedule Preliminary Grade (Pre-Grade) Schedule: -all jobs placed 3 grades below the 2026 target grade using pay as of June 20, 2023. -all employees placed using least cost implementation.*
6/21/2023	Apply 5 % COLA to Pre-Grade Schedule (and employees)
6/21/2023	Market Alignment of grades- Phase I -all jobs placed 2 grades below the 2026 target -all employees placed using least cost implementation*
2024	
6/21/2024	Apply 2 % COLA to schedule (and employees)
12/21/2024	Market Alignment of grades - Phase II -all jobs placed 1 grade below the 2026 target -all employees remain in their 6/21/23 Step
2025	
6/21/2025	Apply 2% COLA to schedule (and employees)
12/21/2025	Market Alignment of grades - Phase III -all jobs placed at market target 2026 grade -all employees placed using least cost implementation*
Least Cost Implementation (no one loses money)*	
-Grade movement is in lieu of Step Increases during implementation and is performance based	
- If a person's current rate is below the first step of their jobs assigned grade, move the person to Step 1.	
- If a person's current rate is on or between the minimum and maximum of their jobs assigned grade, move the person to the matching or closest step which does not result in a reduction in pay.	
- If a person's current rate is over the maximum of their job's assigned grade, red circle the person at their current rate.	
-If a person is over the maximum rate, they will receive the COLA and remain red circled until their wage falls within the scale.	

Appendix B
 Grade Progression

	Grade Effective June 21, 2023	Grade Effective December 21, 2024	Grade Effective December 21, 2025
Position	Year 1 - Grade	Year 2 - Grade	Year 3 - Grade
Administrative Assistant	Grade 1	Grade 2	Grade 3
Recreation Coordinator	Grade 2	Grade 3	Grade 4
Accountant; Aquatics & Recreation Superintendent; and City Recorder	Grade 9	Grade 10	Grade 11
HR Specialist; Street, Water, and WWTP Superintendents	Grade 10	Grade 11	Grade 12
Economic Development Dr	Grade 12	Grade 13	Grade 14
Communications Manager and Economic Development Director	Grade 12	Grade 13	Grade 14
Assistant Public Works Director; Building Official; Deputy Fire Chief; and Police Lieutenant	Grade 14	Grade 15	Grade 16
Community Development, Finance, Library, and Parks and Recreation Directors	Grade 15	Grade 16	Grade 17
Fire Chief; Police Chief; and Public Works Director	Grade 16	Grade 17	Grade 18
City Manager	Grade 22	Grade 23	Grade 24

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Appendix C
Salary Schedules

Year 1 - 5% COLA Monthly Salary Schedule								
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Grade
Grade 1	\$3,640	\$3,786	\$3,937	\$4,094	\$4,258	\$4,429	\$4,606	Grade 1
Grade 2	\$3,822	\$3,975	\$4,134	\$4,299	\$4,471	\$4,650	\$4,836	Grade 2
Grade 3	\$4,013	\$4,174	\$4,340	\$4,514	\$4,695	\$4,882	\$5,078	Grade 3
Grade 4	\$4,214	\$4,382	\$4,558	\$4,740	\$4,929	\$5,127	\$5,332	Grade 4
Grade 5	\$4,424	\$4,601	\$4,785	\$4,977	\$5,176	\$5,383	\$5,598	Grade 5
Grade 6	\$4,646	\$4,831	\$5,025	\$5,226	\$5,435	\$5,652	\$5,878	Grade 6
Grade 7	\$4,878	\$5,073	\$5,276	\$5,487	\$5,706	\$5,935	\$6,172	Grade 7
Grade 8	\$5,122	\$5,327	\$5,540	\$5,761	\$5,992	\$6,231	\$6,481	Grade 8
Grade 9	\$5,378	\$5,593	\$5,817	\$6,049	\$6,291	\$6,543	\$6,805	Grade 9
Grade 10	\$5,647	\$5,873	\$6,107	\$6,352	\$6,606	\$6,870	\$7,145	Grade 10
Grade 11	\$5,929	\$6,166	\$6,413	\$6,669	\$6,936	\$7,214	\$7,502	Grade 11
Grade 12	\$6,226	\$6,475	\$6,734	\$7,003	\$7,283	\$7,574	\$7,877	Grade 12
Grade 13	\$6,537	\$6,798	\$7,070	\$7,353	\$7,647	\$7,953	\$8,271	Grade 13
Grade 14	\$6,864	\$7,138	\$7,424	\$7,721	\$8,029	\$8,351	\$8,685	Grade 14
Grade 15	\$7,207	\$7,495	\$7,795	\$8,107	\$8,431	\$8,768	\$9,119	Grade 15
Grade 16	\$7,567	\$7,870	\$8,185	\$8,512	\$8,852	\$9,207	\$9,575	Grade 16
Grade 17	\$7,946	\$8,263	\$8,594	\$8,938	\$9,295	\$9,667	\$10,054	Grade 17
Grade 18	\$8,343	\$8,676	\$9,024	\$9,384	\$9,760	\$10,150	\$10,556	Grade 18
Grade 19	\$8,760	\$9,110	\$9,475	\$9,854	\$10,248	\$10,658	\$11,084	Grade 19
Grade 20	\$9,198	\$9,566	\$9,948	\$10,346	\$10,760	\$11,191	\$11,638	Grade 20
Grade 21	\$9,658	\$10,044	\$10,446	\$10,864	\$11,298	\$11,750	\$12,220	Grade 21
Grade 22	\$10,141	\$10,546	\$10,968	\$11,407	\$11,863	\$12,338	\$12,831	Grade 22
Grade 23	\$10,648	\$11,074	\$11,517	\$11,977	\$12,456	\$12,955	\$13,473	Grade 23
Grade 24	\$11,180	\$11,627	\$12,092	\$12,576	\$13,079	\$13,602	\$14,146	Grade 24

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Year 2 - 2% COLA Monthly Salary Schedule								
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Grade
Grade 1	\$3,713	\$3,861	\$4,016	\$4,176	\$4,343	\$4,517	\$4,698	Grade 1
Grade 2	\$3,898	\$4,054	\$4,216	\$4,385	\$4,561	\$4,743	\$4,933	Grade 2
Grade 3	\$4,093	\$4,257	\$4,427	\$4,604	\$4,789	\$4,980	\$5,179	Grade 3
Grade 4	\$4,298	\$4,470	\$4,649	\$4,835	\$5,028	\$5,229	\$5,438	Grade 4
Grade 5	\$4,513	\$4,693	\$4,881	\$5,076	\$5,279	\$5,491	\$5,710	Grade 5
Grade 6	\$4,738	\$4,928	\$5,125	\$5,330	\$5,543	\$5,765	\$5,996	Grade 6
Grade 7	\$4,975	\$5,174	\$5,381	\$5,597	\$5,821	\$6,053	\$6,295	Grade 7
Grade 8	\$5,224	\$5,433	\$5,650	\$5,876	\$6,112	\$6,356	\$6,610	Grade 8
Grade 9	\$5,485	\$5,705	\$5,933	\$6,170	\$6,417	\$6,674	\$6,941	Grade 9
Grade 10	\$5,760	\$5,990	\$6,230	\$6,479	\$6,738	\$7,008	\$7,288	Grade 10
Grade 11	\$6,048	\$6,290	\$6,541	\$6,803	\$7,075	\$7,358	\$7,652	Grade 11
Grade 12	\$6,350	\$6,604	\$6,868	\$7,143	\$7,429	\$7,726	\$8,035	Grade 12
Grade 13	\$6,668	\$6,934	\$7,212	\$7,500	\$7,800	\$8,112	\$8,437	Grade 13
Grade 14	\$7,001	\$7,281	\$7,572	\$7,875	\$8,190	\$8,518	\$8,858	Grade 14
Grade 15	\$7,351	\$7,645	\$7,951	\$8,269	\$8,600	\$8,944	\$9,301	Grade 15
Grade 16	\$7,718	\$8,027	\$8,348	\$8,682	\$9,030	\$9,391	\$9,766	Grade 16
Grade 17	\$8,104	\$8,429	\$8,766	\$9,116	\$9,481	\$9,860	\$10,255	Grade 17
Grade 18	\$8,510	\$8,850	\$9,204	\$9,572	\$9,955	\$10,353	\$10,767	Grade 18
Grade 19	\$8,935	\$9,293	\$9,664	\$10,051	\$10,453	\$10,871	\$11,306	Grade 19
Grade 20	\$9,382	\$9,757	\$10,147	\$10,553	\$10,975	\$11,414	\$11,871	Grade 20
Grade 21	\$9,851	\$10,245	\$10,655	\$11,081	\$11,524	\$11,985	\$12,465	Grade 21
Grade 22	\$10,344	\$10,757	\$11,188	\$11,635	\$12,100	\$12,584	\$13,088	Grade 22
Grade 23	\$10,861	\$11,295	\$11,747	\$12,217	\$12,705	\$13,214	\$13,742	Grade 23
Grade 24	\$11,404	\$11,860	\$12,334	\$12,828	\$13,341	\$13,874	\$14,429	Grade 24

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Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Grade
Grade 1	\$3,787	\$3,938	\$4,096	\$4,260	\$4,430	\$4,607	\$4,792	Grade 1
Grade 2	\$3,976	\$4,135	\$4,301	\$4,473	\$4,652	\$4,838	\$5,031	Grade 2
Grade 3	\$4,175	\$4,342	\$4,516	\$4,696	\$4,884	\$5,080	\$5,283	Grade 3
Grade 4	\$4,384	\$4,559	\$4,742	\$4,931	\$5,129	\$5,334	\$5,547	Grade 4
Grade 5	\$4,603	\$4,787	\$4,979	\$5,178	\$5,385	\$5,600	\$5,824	Grade 5
Grade 6	\$4,833	\$5,027	\$5,228	\$5,437	\$5,654	\$5,880	\$6,116	Grade 6
Grade 7	\$5,075	\$5,278	\$5,489	\$5,709	\$5,937	\$6,174	\$6,421	Grade 7
Grade 8	\$5,329	\$5,542	\$5,763	\$5,994	\$6,234	\$6,483	\$6,742	Grade 8
Grade 9	\$5,595	\$5,819	\$6,052	\$6,294	\$6,545	\$6,807	\$7,080	Grade 9
Grade 10	\$5,875	\$6,110	\$6,354	\$6,608	\$6,873	\$7,148	\$7,434	Grade 10
Grade 11	\$6,169	\$6,415	\$6,672	\$6,939	\$7,216	\$7,505	\$7,805	Grade 11
Grade 12	\$6,477	\$6,736	\$7,006	\$7,286	\$7,577	\$7,880	\$8,196	Grade 12
Grade 13	\$6,801	\$7,073	\$7,356	\$7,650	\$7,956	\$8,274	\$8,605	Grade 13
Grade 14	\$7,141	\$7,427	\$7,724	\$8,033	\$8,354	\$8,688	\$9,036	Grade 14
Grade 15	\$7,498	\$7,798	\$8,110	\$8,434	\$8,772	\$9,122	\$9,487	Grade 15
Grade 16	\$7,873	\$8,188	\$8,515	\$8,856	\$9,210	\$9,579	\$9,962	Grade 16
Grade 17	\$8,267	\$8,597	\$8,941	\$9,299	\$9,671	\$10,057	\$10,460	Grade 17
Grade 18	\$8,680	\$9,027	\$9,388	\$9,764	\$10,154	\$10,560	\$10,983	Grade 18
Grade 19	\$9,114	\$9,478	\$9,858	\$10,252	\$10,662	\$11,088	\$11,532	Grade 19
Grade 20	\$9,570	\$9,952	\$10,350	\$10,764	\$11,195	\$11,643	\$12,108	Grade 20
Grade 21	\$10,048	\$10,450	\$10,868	\$11,303	\$11,755	\$12,225	\$12,714	Grade 21
Grade 22	\$10,550	\$10,972	\$11,411	\$11,868	\$12,342	\$12,836	\$13,350	Grade 22
Grade 23	\$11,078	\$11,521	\$11,982	\$12,461	\$12,960	\$13,478	\$14,017	Grade 23
Grade 24	\$11,632	\$12,097	\$12,581	\$13,084	\$13,608	\$14,152	\$14,718	Grade 24