

# MEETING NOTICE FOR THE CITY OF HUBBARD

MONDAY

APRIL 25, 2022

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CITY COUNCIL: ROSTOCIL, AUDRITSH, PRINSLOW, THOMAS, YONALLY  
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The Hubbard City Council will meet for a regular City Council meeting. Council and Staff will meet via Zoom. Members of the public may attend/view the meeting via telephone, electronic device, and YouTube. **Should you wish to speak at the meeting, you may sign up by completing the form on the City's webpage or calling City Hall 48 hours prior to the meeting.** (Comments may be limited at the Mayor's discretion.)

<https://www.cityofhubbard.org/bc/webform/sign-if-you-want-speak-meeting>)

Join Zoom Meeting

<https://us02web.zoom.us/j/89633152983?pwd=U2VUbEpnSm4yeEUvMnFjcXREdTFuQT09>

Meeting ID: 896 3315 2983

Passcode: 345206

One tap mobile

+13462487799,,89633152983#,,,,\*345206# US (Houston)

+14086380968,,89633152983#,,,,\*345206# US (San Jose)

Dial by your location

+1 346 248 7799 US (Houston)

+1 408 638 0968 US (San Jose)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 646 876 9923 US (New York)

Meeting ID: 896 3315 2983

Passcode: 345206

Find your local number: <https://us02web.zoom.us/j/89633152983?pwd=U2VUbEpnSm4yeEUvMnFjcXREdTFuQT09>

Live streaming: <https://www.cityofhubbard.org/livestream>

## \*\*\*\*\*ACCESSIBILITY NOTICE\*\*\*\*\*

**Please contact the Director of Administration/City Recorder prior to the scheduled meeting if you need assistance accessing this electronic meeting at the following: [vlnogle@cityofhubbard.org](mailto:vlnogle@cityofhubbard.org); Phone No. 503.981.9633; or Hubbard City Hall, 3720 2<sup>nd</sup> St., Hubbard OR 97032. TTY users please call Oregon Telecommunications Relay Service at 1-800-735-2900.**

Agendas are posted at City Hall and on the City's website at [www.cityofhubbard.org](http://www.cityofhubbard.org). You may schedule Agenda items by contacting the Director of Administration/City Recorder Vickie Nogle at 503-981-9633. (TTY / Voice 1-800-735-2900)

SEE ATTACHED AGENDA

Posted 4/21/2022, 4:00 p.m.

Vickie L. Nogle, MMC

Director of Administration/City Recorder

**HUBBARD SPECIAL CITY COUNCIL  
MEETING AGENDA  
CITY HALL: (503)981-9633**

**APRIL 25, 2022 – 6:30 PM**

**LOCATION: City Council and Staff will meet via Zoom**

**(MEMBERS OF THE PUBLIC MAY ATTEND, CALL OR LOG IN WITH AN ELECTRONIC  
DEVICE -Refer to Cover Sheet for details)**

**MEETING Notice:** Members of the public may attend in person or attend/view via telephone, electronic device, YouTube. **Should you wish to speak at the meeting, you may sign up by completing the form on the City's webpage or calling City Hall 48 hours prior to the meeting.** (Comments may be limited at the Mayor's discretion.)

<https://www.cityofhubbard.org/bc/webform/sign-if-you-want-speak-meeting>

**1) CALL TO ORDER.**

**A) Flag Salute.**

**2) REVIEW COMPENSATION RANGE FOR UTILITY WORKER I.**

**A) Resolution 723-2022. A Resolution amending Compensation Ranges for Utility Worker 1, and repealing Resolution No. 719-2021.**

**3) APPEARANCE OF INTERESTED CITIZENS.**

**(Should you wish to speak at the meeting, you may sign up by completing the form on the City's webpage or calling City Hall 48 hours prior to the meeting. Comments may be limited at the Mayor's discretion.)**

<https://www.cityofhubbard.org/bc/webform/sign-if-you-want-speak-meeting>

**4) OTHER CITY BUSINESS.**

**5) ADJOURNMENT. (Next regular scheduled City Council Meeting May 10, 2022, at 7:00 p.m.)**

**\*\*\*\*\*ACCESSIBILITY NOTICE\*\*\*\*\***

**Please contact the Director of Administration/City Recorder, Hubbard City Hall, 3720 2<sup>nd</sup> St.,  
Hubbard OR 97032 (Phone No. 503-981-9633) prior to the scheduled meeting time if you need  
assistance accessing this electronic meeting. TCC users please call Oregon Telecommunications Relay  
Service at 1-800-735-2900.**

Utility WorkerSalary Survey

<u>City</u>	<u>Population</u>	<u>Title</u>	<u>Salary</u> <u>Minimum</u>	<u>Hourly</u>	<u>Maximum</u>	<u>Hourly</u>
Scappoose	7360	Utility Worker I	3462	20.13	4419	25.69
Sheridan	6122	Maintenance Worker I	2924	17	4321	25.12
King City	4309	Public Work	2600	15.11	3484	20.25
Wood Village	4190	Utility Worker I	3370	19.59	4304	25.02
Lafayette	4149	Utility Worker I	3865	22.74	4619	26.85
Aumsville	4099	Utility Worker I	3543	20.59	4415	25.66
Mt. Angel	3542	Utility Worker I	3205	18.63	5321	30.9
Dundee	3235	Utility Worker II	3500	20.35	4264	24.79
North Plains	2942	Utility Worker I	3204	18.63	3941	22.91
Dayton	2668	Maintenance Operator I	3265	18.98	4137	24.05
Carlton	2180	Utility Worker I	3529	20.36	4518	26.06
Average			3315	19.28	4340	25.21
Median			3370	19.59	4321	25.02
Hubbard	3478	Utility Worker I	3083	17.92	3752	21.81
% Difference/Average			-6.99%		-13.55%	
% Difference/Median			-8.52%		-13.17%	

**RESOLUTION NO. 723-2022**

**A RESOLUTION AMENDING COMPENSATION RANGES FOR UTILITY WORKER 1, AND REPEALING RESOLUTION NO. 719-2021.**

**Findings**

- A. The City Council of the City of Hubbard finds it necessary to amend the compensation range for Utility Worker 1.

**Based on the findings, the City of Hubbard ordains as follows:**

1. The City of Hubbard Compensation Ranges for non-represented employees is set forth in the attached documents marked Exhibit “A” attached hereto and by this reference incorporated herein and entitled City of Hubbard Salary Schedule for Non-Represented employees.
2. The City of Hubbard Compensation Ranges for represented employees is set forth in the attached documents marked Exhibit “B” attached hereto and by this reference incorporated herein and entitled City of Hubbard Salary Schedule for Represented employees.
3. Resolution No. 719-2021 is hereby repealed.
4. Effective May 1, 2022.

**ADOPTED BY THE CITY COUNCIL** this 25th day of April 2022.

**APPROVED:**

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Charles Rostocil, Mayor

**ATTEST:**

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Vickie Nogle, MMC  
Director of Administration/City Recorder

**APPROVED AS TO FORM:**

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Berry, Elsner, & Hammond, City Attorney

**EXHIBIT "A"**

**CITY OF HUBBARD - SALARY SCHEDULE FOR NON-REPRESENTED EMPLOYEES**

(Effective May 1, 2022)

POSITION	A STEP	B STEP	C STEP	D STEP	E STEP	F STEP
<b><u>Administration Department</u></b>						
Director of Administration/City Recorder	5,206	5,414	5,629	5,855	6,090	6,333
Finance Director	5,206	5,414	5,629	5,855	6,090	6,333
Administrative Assistant/Court Clerk	3,385	3,520	3,661	3,808	3,959	4,118
<b><u>Public Works Department</u></b>						
Public Works Superintendent	5,743	5,972	6,209	6,458	6,718	6,985
Public Works Administrative Manager	4,323	4,496	4,675	4,862	5,057	5,259
Utility Worker II	3,951	4,109	4,273	4,444	4,622	4,807
<b>Utility Worker I</b>	<del>3,083</del> <b>3,299</b>	<del>3,207</del> <b>3,431</b>	<del>3,335</del> <b>3,568</b>	<del>3,467</del> <b>3,710</b>	<del>3,606</del> <b>3,858</b>	<del>3,752</del> <b>4,015</b>
Public Works Office Assistant / Part-Time \$16.12 - \$19.52						
Utility Worker I / Part-Time	Minimum Wage ( <del>\$12.75 - \$17.25 hr.</del> ) Minimum Wage (\$13.50 - \$18.00 hr.)					
Temporary Summer Helper	Minimum Wage ( <del>\$12.75 - \$13.50 hr.</del> ) Minimum Wage (\$13.50 - \$14.25 hr.)					

Step increases will be authorized upon the satisfactory completion of the annual performance evaluation as stated in Chapter 7.00 of the City of Hubbard Personnel Policy .

EXHIBIT "A"

**CITY OF HUBBARD - SALARY SCHEDULE FOR NON-REPRESENTED EMPLOYEES**

(Effective July 1, 2021)

1.63% COLA

POSITION	A STEP	B STEP	C STEP	D STEP	E STEP	F STEP
<b><u>Police Department</u></b>						
Chief of Police	6,556	6,817	7,087	7,373	7,668	7,973
Sergeant	4,991	5,190	5,399	5,615	5,838	6,071
Administrative Assistant to Chief of Police	3,385	3,520	3,661	3,808	3,959	4,118
Temporary Police Reserves	0					

Step increases will be authorized upon the satisfactory completion of the annual performance evaluation as stated in Chapter 7.00 of the City of Hubbard Personnel Policy .

EXHIBIT "B"

**CITY OF HUBBARD - SALARY SCHEDULE FOR REPRESENTED EMPLOYEES**

(Effective August 1, 2021)

POSITION	A STEP	B STEP	C STEP	D STEP	E STEP	F STEP
Police Officer	4,238	4,408	4,585	4,769	4,958	5,157

Step increases will be authorized upon the satisfactory completion of the annual performance evaluation as stated in Chapter 7.00 of the City of Hubbard Personnel Policy .