

BEFORE THE COUNCIL OF THE  
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF ADOPTING A ) RESOLUTION NO. 81-290  
PAY PLAN AND CLASSIFICATIONS )  
FOR ZOO SEASONAL VISITOR ) Introduced by the Council  
SERVICES WORKERS ) Coordinating Committee

WHEREAS, Ordinance No. ~~81-116~~ (Personnel Rules) of the District requires the maintenance of a Compensation and Classification Plan for non-union Metro Regular, Temporary and Seasonal employees; and

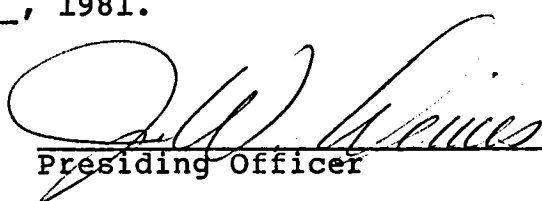
WHEREAS, The Seasonal Visitor Services employees pay rates and classifications have not been included in the Metro Pay and Classification Plans; now, therefore

BE IT RESOLVED,

1. That the Council approves addition of the attached amendment to the Metro Pay Plan and Classification Plan effective January 1, 1982, for all seasonal Zoo Visitor Services employees formerly covered by a Collective Bargaining Agreement with the S.E.I.U., Local 49.

2. That the Executive Officer is authorized to take all steps necessary and appropriate to carry out the purposes of this Resolution. Funds to cover the costs of the provisions of this Resolution will be transferred from Contingency to Personal Services within the Zoo fund during the mid-year budget adjustment.

ADOPTED by the Council of the Metropolitan Service District  
this 22nd day of December, 1981.

  
\_\_\_\_\_  
Presiding Officer

SEASONAL VISITOR SERVICES WORKERS

<u>Code</u>	<u>Classification</u>	<u>Salary Range</u>	<u>Beg. Rate</u>	<u>After 12 Mo. 480 hrs</u>	<u>After 24 Mo. 480 hrs</u>	<u>After 36 Mo. 480 hrs</u>	<u>After 48 Mo. 480 hrs</u>	<u>After 60 Mo. 480 hrs</u>	<u>After 72 Mo. 480 hrs</u>
001	V.S. Workers 1	49	3.45	3.80	4.15	4.50	4.85	5.20	<del>5.55</del>
002	V.S. Workers 2	49	3.80	4.15	4.50	4.85	5.20	5.55	<del>5.90</del>
003	V.S. Workers 3	49	4.15	4.50	4.85	5.20	5.55	5.90	<del>6.25</del>

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A G E N D A   M A N A G E M E N T   S U M M A R Y

TO: Metro Council  
FROM: Executive Officer *ELG*  
SUBJECT: Adopting a Pay Plan and Classifications for Zoo Seasonal  
Visitor Services Workers

I. RECOMMENDATIONS:

- A. ACTION REQUESTED: Approval of Resolution providing for adoption of the Pay Plan and Classifications for non-union Zoo Visitor Services seasonal workers formerly covered by a Collective Bargaining Agreement with Service Workers International Union, Local 49.
- B. POLICY IMPACT: Pay Plan adjustments and classifications require Council approval. The proposal provides for adoption of the attached Pay Plan and Classifications for Zoo Visitor Services seasonal workers as of January 1, 1982.

The consequence of going from a labor contract to the Personnel Rules allow pay increases to be based on merit rather than seniority.

- C. BUDGET IMPACT: Funds to cover the package increase are within the Zoo budget. It is anticipated that during the mid-year budget adjustment a request for transfer of approximately \$25,000 from Zoo Contingency will be made to cover this package.

II. ANALYSIS:

- A. BACKGROUND: The seasonal Visitor Services workers were formerly covered by a labor contract which included six classifications and six rates of pay. Employees decertified from the Union. Timing of the decertification did not allow preparation of a salary schedule and Classification Plan for consideration at the September 24, 1981, Council meeting when the other cost of living adjustments were adopted. A Pay and Classification Plan has been developed which reduces the number of classifications from six to three and provides for a seven-step Pay Plan. The Pay and Classification Plan provides flexibility for management to appoint at classifications and rates of pay consistent with the skill level of the applicants. It also provides equitable pay rates for long time seasonal employees who have returned every year for the past 15 to 20 years. The new pay schedule reflects a pay increase of eight percent consistent with the cost of living adjustment awarded to other Metro employees and is considered adequate enough to

allow for the elimination of a 3¢ per hour laundry allowance previously paid under the labor contract.

B. ALTERNATIVES CONSIDERED: Other salary adjustments were considered, but the attached Pay Plan is consistent with FY 82 wages in other comparable institutions.

C. CONCLUSION: Approval of the attached Resolution.

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12/03/81