

BEFORE THE COUNCIL OF THE  
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF PROVIDING ) RESOLUTION NO. 82-333  
PAY PLAN ADJUSTMENTS FOR FISCAL )  
YEAR 1983. )

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

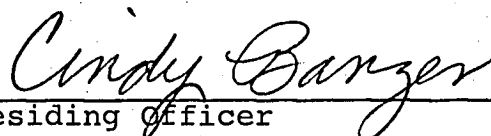
WHEREAS, said ordinance requires salary adjustment review to reflect consideration of cost of living changes; now, therefore,

BE IT RESOLVED:

1. That the Council approves, in lieu of a cost of living adjustment for non-Zoo Metro employees for FY '83, three (3) discretionary paid holidays to be taken between July 1, 1982, and June 30, 1983.

2. That the Council approves a cost of living adjustment for non-union Zoo employees equal to the cost of living adjustment granted to the Zoo union employees pursuant to the Metro/Local #483 Collective Bargaining Agreement, dated July 1, 1981, Schedule "A", subsections (2)(a), (b), and (c).

Passed by the Council of the Metropolitan Service District  
this 24th day of June, 1982.

  
\_\_\_\_\_  
Presiding officer

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  
SUBJECT:      Cost of Living Adjustment for Employees in FY '83

- I.    ACTION REQUESTED: Approval of disapproval of the attached Resolution providing for three (3) additional personal leave days for non-Zoo Metro employees and a cost of living adjustment for non-union Zoo employees that is comparable to that of Zoo union employees.
- II.   BACKGROUND: During their deliberations, the Council Committees, the Budget Committee and the Council provided for four percent (4%) merit increases for employees and no cost of living adjustments.

The Employees' Association presented the following alternatives to the Budget Committee and the Coordinating Committee:

- 1)    In lieu of eliminating cost of living adjustments in the Metro budget, provide for five (5) additional personal leave days for each employee (approx. 2% of salary) for FY '83 only, i.e. Christmas Eve, day after Thanksgiving, and three (3) other personal leave days during the year to be taken at the employee's discretion.
  - 2)    The Zoo non-union employees should be granted the same cost of living adjustment as their union co-workers.
- III. POLICY IMPACT: Pay plan and benefits adjustments require Council approval. The proposal provides for additional personal leave days in lieu of cost of living adjustments for all non-Zoo Metro employees and a cost of living adjustment for Zoo non-union employees equal to the Metro/Local #483 Collective Bargaining Agreement, dated July 1, 1981, Schedule "A", subsections (2)(a), (b) and (c) which provide:
- (a)   "...rates shall be increased at a rate of seven (7) percent."
  - (b)   "...rates shall be increased an additional percentage equal to fifty (50) percent of the difference between seven (7) percent and the 'Consumer Price Index...'"
  - (c)   "If the Index exceeds twelve (12) percent, the union and the employer will meet and negotiate without unnecessary delay concerning any wage rate increases for the second year of this agreement in excess of

the increase determined under (a) and (b) above."

- IV. BUDGET IMPACT: Funds to cover the cost of living adjustment for non-union Zoo employees are included in the Contingency fund and can be transferred to the Personal Services account as a part of the normal mid-year adjustments. A 7% increase in Zoo non-union salaries will total approximately \$67,000.

Providing for three (3) additional personal leave days for all non-Zoo Metro employees will not increase dollar cost; however, there will be a loss of three (3) days productivity with an estimated dollar value of \$21,813.

V. ALTERNATIVES CONSIDERED:

- (1) No COLA for Zoo non-union employees nor for Metro employees, as recommended by management and as approved for the FY '83 budget.
- (2) The Employees' Association recommendation as stated above.
- (3) The Coordinating Committee recommendation as stated above.

- VI. EXECUTIVE OFFICER RECOMMENDATION: The Executive Officer supports the recommendation to provide a cost of living adjustment for non-union Zoo employees so that salaries will be equal to union employees. However, such an adjustment impacts the salary structure at Metro to the disadvantage of non-Zoo Metro employees and future collective bargaining negotiations with Local #483 will take this into consideration.

The Executive Officer is opposed to additional personal leave days for Metro staff. There is an obvious impact on productivity; while this policy is to be established for one year only, it sets a precedent which is difficult to reverse, particularly the closure of Metro offices Christmas Eve day and New Year's Eve day; while we have been unable to obtain specifics because of current negotiations, there is evidence that government jurisdictions are having to make cutbacks in COLA, employee benefits, or both and that our fiscal situation at Metro requires austerity measures which do not impact the budget or productivity.

The Executive Officer recognize the sacrifice which has been imposed on our employees and our mid-year review of revenues and expenditures will include consideration of possible COLA for employees at the end of the third quarter as a top priority.

- VII. COORDINATING COMMITTEE RECOMMENDATION: After discussion of the Employees' Association proposal, the Coordinating Committee took the following actions:

"Motion to recommend Council approval for three (3) additional days personal leave (Christmas Eve, New

Year's Eve and one other discretionary holiday) in lieu of COLA for Metro employees for FY '83; carried by the following vote:

YEAS: Banzer, Bonner, Oleson  
NAYS: Deines  
ABSENT: Burton, Schedeen."

"Motion to recommend Council approval to provide a 7% cost of living adjustment for non-union Zoo employees; carried by the following vote:

YEAS: Banzer, Deines, Oleson  
NAYS: Bonner  
ABSENT: Burton, Schedeen."

Attached as Exhibit "A" is Resolution No. 82-333, which has been prepared in accordance with the Coordinating Committee's recommendation for three (3) additional personal leave days for all non-Zoo Metro employees.

Regarding the Coordinating Committee's recommendation for non-union Zoo employees' COLA, staff requests clarification whether it was the intent of the Committee to keep non-union wages at the same level as union wages at the Zoo or to recommend an increase of 7% for non-union employees at the Zoo for FY '83, as stated in the motion.

The attached resolution reflects language to provide equal pay adjustments for union and non-union Zoo employees.

BEFORE THE COUNCIL OF THE  
METROPOLITAN SERVICE DISTRICT

*as presented*

FOR THE PURPOSE OF PROVIDING )  
PAY PLAN ADJUSTMENTS FOR FISCAL )  
YEAR 1983. )

RESOLUTION NO. 82-333

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

WHEREAS, said ordinance requires salary adjustment review to reflect consideration of cost of living changes; now, therefore,

BE IT RESOLVED:

1. That the Council approves, in lieu of a cost of living adjustment for non-Zoo Metro employees for FY '83, the following three (3) paid personal leave days be designated:

- a. Christmas Eve day (December 24, 1982);
- b. New Year's Eve day (December 31, 1982); and
- c. One (1) discretionary paid holiday to be taken between July 1, 1982, and June 30, 1983.

2. That the Council approves a cost of living adjustment for non-union Zoo employees equal to the cost of living adjustment granted to the Zoo union employees pursuant to the Metro/Local #483 Collective Bargaining Agreement, dated July 1, 1981, Schedule "A", subsections (2)(a), (b), and (c).

Passed by the Council of the Metropolitan Service District

this \_\_\_\_ day of \_\_\_\_, 1982.

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