

BEFORE THE COUNCIL OF THE  
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF AMENDING THE ) RESOLUTION NO. 83-416  
PAY PLAN AND AWARDING ADDITIONAL )  
PERSONAL HOLIDAYS ) Introduced by the  
 ) Executive Officer

WHEREAS, Ordinance No. 81-116 (Personnel Rules) of the District requires the maintenance of a Pay Plan for regular, regular part-time, temporary and seasonal employees; and

WHEREAS, The need for adjustments to the Pay Plan has been established; now, therefore,

BE IT RESOLVED,

1. That the Council approves the attached Tables A, S, U and Z as the Metro Pay Plan effective July 1, 1983.

2. That the Council approves three (3) additional Personal Holidays for a total of five (5) personal holidays for employees in the General, Planning and Solid Waste funds for the 1983-84 fiscal year.

3. That the Executive Officer is directed to amend the appropriate salary rates on Tables S and Z to conform to federal minimum wage standards in January 1984.

ADOPTED by the Council of the Metropolitan Service District this 7th day of July, 1983.

  
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Presiding Officer

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TABLE A

NON-UNION SALARY RANGE TABLE  
(Metro Downtown, Landfill, Field Office)

Salary Range Number	Beg.		Entry		Maximum		Maximum	
	Salary Rate		Merit Rate		Merit Rate		**Incentive Rate	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
*0.0	7,238	3.48	7,592	3.65	8,798	4.23	8,965	4.31
0.5	8,736	4.20	9,173	4.41	10,774	5.18	10,982	5.28
1.0	9,298	4.47	9,755	4.69	11,232	5.40	11,461	5.51
1.5	9,734	4.68	10,213	4.91	11,773	5.66	12,002	5.77
2.0	10,150	4.88	10,650	5.12	12,314	5.92	12,563	6.04
2.5	10,691	5.14	11,232	5.40	12,917	6.21	13,312	6.40
3.0	11,232	5.40	11,794	5.67	13,499	6.49	13,894	6.68
3.5	11,773	5.66	12,355	5.94	14,248	6.85	14,685	7.06
4.0	12,314	5.92	12,938	6.22	14,955	7.19	15,413	7.41
4.5	12,917	6.21	13,562	6.52	15,725	7.56	16,203	7.79
5.0	13,499	6.49	14,165	6.81	16,515	7.94	17,014	8.18
5.5	14,248	6.85	14,955	7.19	17,347	8.34	17,867	8.59
6.0	14,955	7.19	15,704	7.55	18,200	8.75	18,741	9.01
6.5	15,725	7.56	16,515	7.94	19,094	9.18	19,677	9.46
7.0	16,515	7.94	17,347	8.34	19,864	9.55	20,467	9.84
7.5	17,347	8.34	18,221	8.76	20,966	10.08	21,590	10.38
8.0	18,200	8.75	19,115	9.19	22,027	10.59	22,693	10.91
8.5	19,094	9.18	20,051	9.64	23,192	11.15	23,878	11.48
9.0	19,760	9.50	20,758	9.98	24,336	11.70	25,064	12.05
9.5	20,966	10.08	22,006	10.58	25,522	12.27	26,291	12.64
10.0	22,027	10.59	23,130	11.12	26,707	12.84	27,498	13.22
10.5	23,192	11.15	24,356	11.71	28,163	13.54	29,016	13.95
11.0	24,315	11.69	25,522	12.27	29,598	14.23	30,493	14.66
11.5	25,522	12.27	26,790	12.88	30,054	14.93	31,990	15.38
12.0	26,728	12.85	28,059	13.49	32,490	15.62	33,467	16.09
12.5	28,163	13.54	29,578	14.22	34,237	16.46	35,256	16.95
13.0	29,598	14.23	31,075	14.94	35,984	17.30	37,066	17.82
13.5	31,054	14.93	32,614	15.68	38,667	18.59	39,832	19.15
14.0	32,490	15.62	34,112	16.40	39,582	19.03	40,768	19.60
14.5	34,050	17.18	35,755	17.19	41,517	19.96	42,765	20.56
15.0	35,734	16.37	37,523	18.04	43,659	20.99	44,970	21.62
15.5	38,022	18.28	39,915	19.19	46,072	22.15	47,445	22.81

Salary ranges 1.0 to 5.0 are eligible to receive overtime compensation, 5.5 to 15.5 are not eligible for overtime compensation.

\* Range 0.0 is adjusted annually in January with other ranges assigned to seasonal position classifications.

\*\* Cost of living adjustments for employees in the incentive range are computed on maximum merit rate.

TABLE S

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>
001	V.S. Worker 1	49	3.45	3.80	4.15	4.50	4.85	5.20
002	V.S. Worker 2	49	3.80	4.15	4.50	4.85	5.20	5.55
003	V.S. Worker 3	49	4.15	4.50	4.85	5.20	5.55	5.90

This table is coordinated with the Federal Minimum Wage and is eligible for adjustment annually in January.

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TABLE U

INTERNATIONAL LABORERS UNION

## Local 483

<u>Code</u>	<u>Classification</u>	<u>Range</u>	<u>Entrance Rate</u>	<u>After 6 Mo.</u>	<u>After 1 Yr.</u>
019	Typist-Receptionist	50	5.19	5.47	5.84
035	Clerk (Bookkeeper)	51	6.13	6.59	6.97
020	Clerk-steno	52	6.61	7.07	7.51
430	Laborer (90 working days)	53	7.08	-	-
461	Stationmaster	54	7.81	8.07	8.37
465	Gardener I	55	8.08	8.67	8.98
445	Maintenance Worker I	56	8.08	8.67	8.98
470	Animal Keeper	57	8.41	-	9.84
466	Gardener II	58	8.83	9.27	9.98
446	Maintenance Worker II	59	8.83	9.27	9.98
447	Maintenance Worker III	60	9.41	9.85	10.54
467	Senior Gardener	61	10.19	10.66	12.05
471	Senior Animal Keeper	62	10.44	-	-
455	Maintenance Mechanic	63	10.70	-	11.02
456	Master Mechanic	64	11.01	-	12.32
457	Maintenance Electrician	65	13.10	-	-

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TABLE Z

NON-UNION ZOO SALARY RANGE TABLE

Salary Range Number	Beg. Salary Rate		Entry Merit Rate		Maximum Merit Rate		Maximum **Incentive Rate	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
	*0.0	7,176	3.45	7,535	3.62	8,734	4.19	14,144
0.5	8,653	4.16	9,085	4.36	10,670	5.13	10,982	5.28
1.0	9,863	4.74	10,357	4.98	11,898	5.72	12,256	5.90
1.5	10,308	4.95	10,823	5.20	12,472	5.99	12,845	5.90
2.0	10,754	5.17	11,292	5.42	13,044	6.27	13,435	6.46
2.5	11,326	5.45	11,893	5.71	13,681	6.58	14,091	6.77
3.0	11,898	5.72	12,494	6.00	14,317	6.88	14,746	7.09
3.5	12,472	5.99	13,095	6.29	14,010	7.25	15,533	7.47
4.0	13,044	6.27	13,696	6.58	15,843	7.62	16,319	7.84
4.5	13,681	6.58	14,364	6.90	16,672	8.01	17,171	8.26
5.0	14,317	6.88	15,631	7.22	17,499	8.41	18,022	8.67
5.5	15,080	7.25	15,834	7.61	18,389	8.84	18,941	9.11
6.0	15,843	7.62	16,636	8.00	19,279	9.27	19,858	9.54
6.5	16,672	8.01	17,504	8.41	20,234	9.73	20,841	10.02
7.0	17,499	8.41	18,373	8.84	21,061	10.12	21,693	10.43
7.5	18,389	8.84	19,308	9.29	22,207	10.68	22,872	11.00
8.0	19,279	9.27	20,243	9.74	23,352	11.22	24,054	11.57
8.5	20,234	9.73	21,246	10.22	24,561	11.81	25,298	12.17
9.0	20,953	10.07	22,114	10.64	25,770	12.39	26,542	12.77
9.5	22,207	10.68	23,316	11.21	27,043	13.00	27,853	13.39
10.0	23,352	11.22	24,519	11.79	28,315	13.61	29,164	14.02
10.5	24,561	11.81	25,789	12.40	29,842	14.35	30,737	14.78
11.0	25,759	12.38	27,058	13.01	31,369	15.08	32,310	15.54
11.5	27,043	13.00	28,394	13.65	32,896	15.81	33,883	16.29
12.0	28,315	13.61	29,730	14.30	34,423	16.55	35,456	17.05
12.5	29,842	14.35	31,334	15.07	36,269	17.44	37,357	17.97
13.0	31,369	15.08	32,938	15.84	38,113	18.33	39,256	18.87
13.5	32,896	15.81	34,541	16.61	40,977	19.70	42,206	20.29
14.0	34,423	16.55	24,375	17.38	41,931	20.16	43,189	20.77
14.5	36,077	17.34	37,881	18.21	43,967	21.14	45,287	21.77
15.0	37,860	18.20	39,752	19.11	46,258	22.23	47,646	22.91
15.5	40,277	19.37	42,291	20.33	48,803	23.47	50,268	24.17
16.0	42,848	20.60	44,990	21.63	52,188	25.09	53,755	25.84
16.5	45,581	21.91	47,860	23.01	55,518	26.69	57,183	27.49

Salary ranges 1.0 to 5.0 are eligible to receive overtime compensation, 5.5 to 15.5 are not eligible for overtime compensation.

\* Range 0.0 is adjusted annually in January with other ranges assigned to seasonal position classifications.

\*\* Cost of living adjustments for employees in the incentive range are computed on maximum merit rate.

CONSIDERATION OF RESOLUTION NO. 83-416, A  
RESOLUTION AMENDING THE METRO PAY PLAN  
AND AWARDING ADDITIONAL PERSONAL HOLIDAYS

Date: June 27, 1983

Presented by: Dick Karnuth

FACTUAL BACKGROUND AND ANALYSIS

The Pay Plan was last amended on June 24, 1982 (Resolution No. 82-340). That action applied to all regular, regular part-time, temporary and seasonal employees. It covered all schedules affecting non-union employees downtown and at the landfill (Table A), non-union employees at the Zoo (Table Z), seasonal workers at the Zoo (Table S) and members of Local #483 at the Zoo (Table U). The approved plan reflected a seven percent pay increase (COLA) for Zoo employees (Tables Z and U) over FY 1981-82.

The Collective Bargaining Agreement for FY 1983-84 has not yet been completed by Metro and Local #483; the negotiated pay schedule will be presented to Council upon agreement by the signators. Until that time, continuation of the FY 1982-83 schedule (Table U) should be given to establish continuing compensation levels for Local #483 employees.

As required in the Personnel Rules (Ordinance No. 81-116) the Executive Officer has studied employee compensation for FY 1983-84 and is providing the following schedules for Council action. In addition to the one (1) percent COLA, non-Zoo employees are to be granted three (3) additional personal holidays for a total of five (5) personal holidays during FY 1983-84.

TABLE A Reflects a one (1) percent increase for employees in the General, Planning and Solid Waste funds.

TABLE S Reflects no increase for seasonal Visitor Services workers.

Both of the above schedules comply with the current minimum wage but will be revised should the Fair Labor Standards Act be amended effective January 1, 1984.

TABLE Z Reflects no increase for non-union employees at the Zoo.

TABLE U This is the current FY 1982-83 schedule presented for continuation pending the outcome of negotiations.

EXECUTIVE OFFICER'S RECOMMENDATION

The Executive Officer recommends approval of the Resolution establishing employee compensation rates attached as Tables A, S, U and Z.

COMMITTEE CONSIDERATION AND RECOMMENDATION

The costs of the one percent increase were reviewed and recommended to Council for approval by the Council Coordinating Committee at their April 25, 1983 meeting, and incorporated in the adopted budget on June 23, 1983. Approval of the Pay Plan completes the process of establishing compensation levels for FY 1983-84.

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