

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF AUTHORIZING ) RESOLUTION NO. 97-2452  
THE EXECUTIVE OFFICER TO MAKE )  
ANY ADJUSTMENTS TO THE SALARY ) Introduced by  
RANGES REQUIRED TO IMPLEMENT )  
CURRENT AND FUTURE MINIMUM ) Mike Burton, Executive Officer  
WAGE INCREASES. )

WHEREAS, Metro Code 2.02.055 requires the Executive Officer to prepare Pay Plans for seasonal employees for approval by the Metro Council; and,

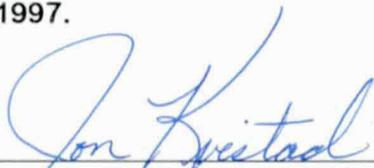
WHEREAS, The Metro Washington Park Zoo uses the minimum wage for compensating its seasonal workers; and,

WHEREAS, The Oregon voters authorized increase to the State minimum wage effective January 1, 1997,

BE IT RESOLVED,

1. That the Executive Officer can authorize adjusting the seasonal workers pay plan and salary ranges as the State minimum wage increases.
2. That this Resolution being necessary for the public health, safety, or welfare, for the reason of orderly administration of the seasonal employees pay plan, and this Resolution is effective January 1, 1997.

ADOPTED this 20<sup>th</sup> day of February, 1997.

  
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Jon Kvistad, Presiding Officer

Approved as to Form:

  
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Daniel B. Cooper, General Counsel

## STAFF REPORT

### **CONSIDERATION OF RESOLUTION NO. 97-2452 , FOR THE PURPOSE OF AUTHORIZING THE EXECUTIVE OFFICER TO MAKE ANY ADJUSTMENTS TO THE SALARY RANGES REQUIRED TO IMPLEMENT CURRENT AND FUTURE MINIMUM WAGE INCREASES.**

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Date: January 23, 1997

Presented By: Judy Gregory

#### **BACKGROUND:**

Oregon State voters passed Measure 36 in November, 1996, mandating the increase of the minimum wage from \$4.75/hour to \$6.50/hour, over a three year period:

- Effective January 1, 1997, the minimum wage increases from \$4.75/hour to \$5.50/Hour;
- Effective January 1, 1998, the minimum wage increases from \$5.50/hour to \$6.00/hour;
- Effective January 1, 1999, the minimum wage increases from \$6.00/hour to \$6.50/hour.

The current minimum wage of \$4.75/hour has been in effect since January 1, 1991, and is used at Metro facilities, particularly the Metro Washington Park Zoo, for non-represented seasonal Visitor Service Workers.

Visitor Service Workers perform important duties during peak Zoo seasons, and return in following seasons with enhanced skills and experience essential to the success of the Zoo.

The new state law increases the starting salary in the ranges currently used for Visitor Service Workers. Resolution No. 97-2452 would authorize that change and would authorize raising the top step of the Visitor Service Worker salary range. Without this action the salary ranges become compressed, placing the Zoo at a disadvantage in competing for skilled employees.

#### **FISCAL IMPACT:**

The Zoo estimates the increase for the current fiscal year portion of the increase is \$21,897. The Zoo is able to fund this increase out of their existing appropriation.

#### **RECOMMENDATION:**

Because the Visitor Service Division at the Metro Washington Park Zoo directly applies the minimum wage in the hiring of its seasonal employees during peak seasons, and because increases to the minimum wage are mandated by Oregon voters, the Metro Executive Officer, therefore, recommends approving this Resolution.