

BEFORE THE COUNCIL OF THE
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF AMENDING) RESOLUTION NO. 84-526
THE METRO PAY PLAN FOR NON-UNION)
METRO EMPLOYEES) Introduced by the
) Executive Officer

WHEREAS, Metro Code Section 2.02.145 requires the maintenance of a Pay Plan for regular, regular part-time, temporary and seasonal employees; and

WHEREAS, The Council wishes to award a 2 percent wage increase to non-union employees; now, therefore,


BE IT RESOLVED,

1. That non-union salary range table (Table A - Metro Downtown, Gatehouse Sites) be amended as shown on Exhibit "A," attached hereto, effective January 1, 1985.

2. That non-union salary range table (Table 2 - Non-Union Zoo Salary Range Table) be amended as shown on Exhibit "B," attached hereto, effective July 1, 1984.

3. That non-union salary range table (Table 5 - Seasonal Visitor Services Workers) be amended as shown on Exhibit "C," attached hereto, effective January 1, 1985.

ADOPTED by the Council of the Metropolitan Service District this 13th day of December, 1984.



Presiding Officer

JS/gl
2458C/402-3
11/30/84

EXHIBIT "A"

REVISED SALARY RANGE TABLE

TABLE A

NON-UNION SALARY RANGE TABLE
(Metro Downtown, Gatehouse Sites)

Salary Range Number	Beginning Salary Rate		Entry Merit Rate		Maximum Merit Rate		Maximum Incentive Rate**	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
*0.0	7,532	3.62	7,892	3.79	9,144	4.40	9,443	4.54
0.5	9,080	4.37	9,547	4.59	11,202	5.39	11,564	5.56
1.0	9,674	4.65	10,141	4.88	11,690	5.62	12,057	5.80
1.5	10,120	4.86	10,629	5.11	12,242	5.89	12,636	6.07
2.0	10,565	5.08	11,075	5.32	12,814	6.16	13,215	6.35
2.5	11,117	5.34	11,796	5.67	13,430	6.46	13,859	6.66
3.0	11,690	5.62	12,263	5.90	14,045	6.75	14,481	6.96
3.5	12,242	5.88	12,857	6.18	14,830	7.13	15,296	7.35
4.0	12,814	6.16	13,450	6.47	15,551	7.48	16,047	7.71
4.5	13,430	6.46	14,109	6.78	16,358	7.86	16,862	8.11
5.0	14,045	6.75	14,752	7.09	17,185	8.26	17,720	8.52
5.5	14,830	7.13	15,558	7.48	18,055	8.68	18,621	8.95
6.0	15,551	7.48	16,336	7.85	18,946	9.11	19,544	9.40
6.5	16,358	7.86	17,185	8.26	19,858	9.55	20,488	9.85
7.0	17,185	8.26	18,055	8.68	20,664	9.93	21,303	10.24
7.5	18,063	8.68	18,967	9.12	21,810	10.49	22,504	10.82
8.0	18,946	9.11	19,879	9.56	22,913	11.02	23,641	11.37
8.5	19,858	9.55	20,855	10.03	24,123	11.60	24,886	11.96
9.0	20,558	9.88	21,597	10.38	25,311	12.17	26,108	12.55
9.5	21,810	10.49	22,892	11.01	26,562	12.77	27,396	13.17
10.0	22,913	11.02	24,059	11.57	27,814	13.72	29,434	14.15
10.5	24,123	11.60	25,332	12.18	29,299	14.09	30,227	14.53
11.0	25,289	12.16	26,562	12.77	30,784	14.80	31,751	15.26
11.5	26,562	12.77	27,878	13.40	32,312	15.53	33,317	16.02
12.0	27,814	13.37	29,193	14.04	33,797	16.25	34,861	16.76
12.5	29,299	14.09	30,763	14.79	35,622	17.12	36,728	17.66
13.0	30,784	14.80	32,333	15.54	37,466	18.00	38,616	18.57
13.5	32,312	15.53	33,924	16.31	40,226	19.34	41,490	19.95
14.0	33,800	16.25	35,494	17.06	41,180	19.80	42,477	20.42
14.5	35,431	17.03	37,192	17.88	43,196	20.77	44,558	21.42
15.0	37,170	17.87	39,037	18.77	45,423	21.84	46,854	22.53
15.5	39,568	19.02	41,520	19.96	47,927	23.04	49,428	23.76
16.0	41,541	19.97	43,620	20.97	54,080	26.00	55,778	26.82

* 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.

2459C/397-4

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EXHIBIT "B"

TABLE Z

NON-UNION ZOO SALARY RANGE TABLE

Salary Range Number	Beginning Salary Rate		Entry Merit Rate		Maximum Merit Rate		Maximum Incentive Rate**	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
*0.0	7,320	3.52	7,680	3.69	8,890	4.27	9,160	4.40
0.5	8,826	4.24	9,250	4.45	10,884	5.23	11,220	5.39
1.0	10,056	4.83	10,566	5.08	12,136	5.83	12,507	6.01
1.5	10,502	5.05	11,032	5.30	12,709	6.11	13,108	6.30
2.0	10,969	5.27	11,499	5.53	13,302	6.40	13,730	6.60
2.5	11,563	5.56	12,114	5.82	13,960	6.71	14,395	6.92
3.0	12,136	5.83	12,730	6.12	14,597	7.02	15,060	7.24
3.5	12,708	6.11	13,345	6.42	15,382	7.40	15,875	7.63
4.0	13,302	6.40	13,960	6.71	16,167	7.77	16,669	8.01
4.5	13,960	6.71	14,639	7.04	16,994	8.17	17,527	8.43
5.0	14,597	7.02	15,318	7.36	17,846	8.58	18,407	8.85
5.5	15,382	7.40	16,145	7.76	18,755	9.02	19,351	9.30
6.0	16,167	7.77	16,973	8.16	19,667	9.46	20,295	9.76
6.5	16,994	8.17	17,843	8.58	20,643	9.92	21,281	10.23
7.0	17,846	8.58	18,755	9.02	21,471	10.32	22,140	10.64
7.5	18,755	9.02	19,710	9.48	22,659	10.89	23,362	11.23
8.0	19,667	9.46	20,664	9.93	23,804	11.44	24,542	11.80
8.5	20,643	9.92	21,683	10.42	25,056	12.05	25,851	12.43
9.0	21,365	10.27	22,574	10.85	26,287	12.64	27,117	13.04
9.5	22,659	10.89	23,762	11.42	27,581	13.26	28,447	13.68
10.0	23,804	11.44	25,014	12.03	28,875	13.88	29,777	14.32
10.5	25,056	12.05	26,308	12.65	30,445	14.64	31,407	15.10
11.0	26,265	12.63	27,602	13.27	31,994	15.38	32,995	15.86
11.5	27,581	13.26	28,960	13.92	33,542	16.13	34,604	16.64
12.0	28,875	13.88	30,339	14.59	35,112	16.88	36,213	17.41
12.5	30,445	14.64	31,973	15.37	37,000	17.79	38,165	18.35
13.0	31,994	15.38	33,606	16.16	38,889	18.70	40,117	19.29
13.5	33,542	16.13	35,240	16.94	41,796	20.09	43,099	20.72
14.0	35,112	16.88	36,873	17.73	42,771	20.56	44,108	21.21
14.5	36,789	17.69	38,634	18.57	44,851	21.56	46,253	22.24
15.0	38,613	18.56	40,544	19.49	47,163	22.67	48,634	23.38
15.5	41,095	19.76	43,132	20.74	49,794	23.94	51,359	24.69
16.0	43,153	20.75	45,317	21.79	56,201	27.02	57,966	27.87

* 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.

2459C/397-12
11/27/84

EXHIBIT "C"

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	3.52	3.88	4.23	4.59	4.95	5.30
002	V.S. Worker 2	49	3.88	4.23	4.59	4.95	5.30	5.66
003	V.S. Worker 3	49	4.23	4.59	4.95	5.30	5.66	6.02

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

STAFF REPORT

Agenda Item No. _____

Meeting Date _____

CONSIDERATION OF RESOLUTION NO. 84-526 FOR THE
PURPOSE OF AMENDING THE METRO PAY PLAN

Date: November 27, 1984

Presented by: Jennifer Sims

FACTUAL BACKGROUND AND ANALYSIS

When the Council approved the Collective Bargaining Agreement for union Zoo employees, the Executive officer committed to forward a proposal for remuneration to non-union employees. This report lays out the Executive Officer's recommendation.

Non-union Zoo employees have not received a Cost of Living (COLA) adjustment since July 1, 1982. Other Metro non-union employees received a 2 percent wage adjustment July 1, 1984, toward bringing the non-union Zoo and other non-union pay schedules together. Currently a 4 percent difference exists. The Executive Officer recommends a 2 percent COLA for non-union Zoo employees (except seasonal Visitor Services workers) effective July 1, 1984. It is recommended that seasonal Visitor Services employees covered by Table S in the Pay Plan receive a 2 percent increase effective January 1, 1985. To maintain the current pay schedule relationship it is also recommended that other non-union employees (Table A) also receive 2 percent effective January 1, 1985.

Other options considered include: (1) no increase, and (2) a one-time lump sum payment. These were rejected for not meeting the intent of providing a COLA.

Estimated total cost by fund:

Zoo (Effective 7/1/84)	\$22,300
Zoo)	1,600
General)	9,600
Solid Waste) (Effective 1/1/85)	7,200
IRC)	<u>7,900</u>
Total FY 1984-85 Cost	\$48,600

Resolution No. 84-526 (attached) authorizes a 2 percent increase as described above and amends Tables A, S and Z of the Metro Pay Plan.

The budget authorization required to implement this action will be requested in conjunction with other mid-year adjustments.

EXECUTIVE OFFICER'S RECOMMENDATION

The Executive Officer recommends adoption of Resolution No. 84-526.

JS/gl/2458C/402-3
11/30/84