

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF PROVIDING A COST- ) RESOLUTION NO. 03- 3345  
OF-LIVING ADJUSTMENT FOR METRO'S )  
NON-REPRESENTED EMPLOYEES ) Introduced by Michael Jordan, Chief  
EFFECTIVE JULY 1, 2003 ) Operating Officer in concurrence with  
Council President David Bragdon

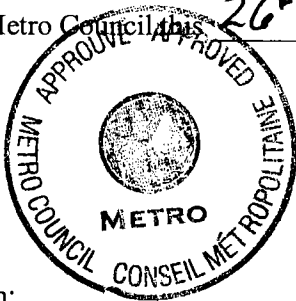
WHEREAS, Metro Code Section 2.02.035 provides that the Chief Operating Officer may, with Council approval, annually revise salary ranges to reflect a cost-of-living adjustment

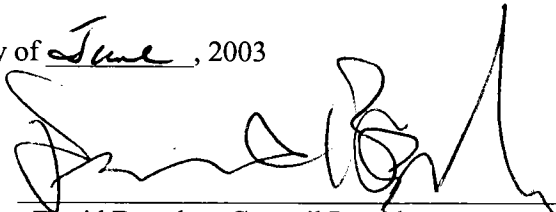
WHEREAS, the Chief Operating Officer has recommended that the Council apply a cost-of-living adjustment to non-represented salary ranges; now therefore

BE IT RESOLVED that the Metro Council

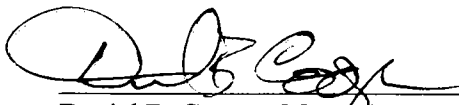
1. That salary ranges within the classification and pay plan for Metro non-represented employees shall be increased 2.0 percent pursuant to Metro Code 2.02.060(a).
2. That the Metro Chief Operating Officer is authorized to take all actions necessary to see that the provisions of this resolution are carried out promptly.

ADOPTED by the Metro Council this 26<sup>th</sup> day of June, 2003



  
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David Bragdon, Council President

Approved as to Form:

  
\_\_\_\_\_  
Daniel B. Cooper, Metro Attorney

**COLA Formulas Appearing in Metro and MERC Labor Contracts or Personnel Policies - Exhibit A for Resolution 03-3345**

EMPLOYEE UNIT	# OF EMPLOYEES	CONTRACT EXPIRATION	INSURANCE CAP	COLA FORMULA	MINIMUM	MAXIMUM	CPI LAST REPORTED	PERCENTAGE
AFSCME 3580 (Metro)	257	June-04	\$509 - 01-02 \$535 - 02-03 \$562 - 03-04	Salem-Portland CPI-U 2nd half of preceding year	2.0%	4.0%	January 2003	0.3%
LIU 483 (Metro)*	95	June-03	\$509 - 01-02 \$535 - 02-03 \$562 - 03-04	Salem-Portland CPI-W January to January	2.0%	4.0%	January 2003	0.8%
Metro Non-Rep (Metro)	151	NA	\$509 - 01-02 \$535 - 02-03 \$562 - 03-04	Annually as recommended by COO to Council	NA	NA	NA	NA
Metro VSW	341	NA	NA	NA	NA	NA	NA	NA
AFSCME 3580-1 (MERC)	67	June-04	\$509 - 01-02 \$535 - 02-03 \$562 - 03-04	National (all cities) CPI-W March to March	2.0%	4.0%	April 2003	3.2%
IUOE 701 (MERC)	13	June-03	\$509 - 01-02 \$535 - 02-03 \$562 - 03-04	Salem-Portland CPI-U 1st 1/2 of Prior Year to 1st 1/2 of Current Year	2.0%	4.0%	July/August 2003	Pending
IUOE 701-1(MERC)	19	June-06	\$562 - 03-04	National (all cities) CPI-W March to March	2.0%	4.0%	April 2003	3.2%
IATSE 28 (MERC)*	94	June-03	\$509 - 01-02 \$535 - 02-03 \$562 - 03-04	National (all cities) CPI-W 12 mo. Period Ending Previous April 30	2.0%	5.0%	May 2003	2.3%
IATSE B-20 (MERC)	146	June-04	NA	NA	NA	NA	NA	NA
MERC Non-Rep - FT	101	NA	\$509 - 01-02 \$535 - 02-03 \$562 - 03-04	PFP Trend Analysis	NA	NA	PFP Trend Analysis	2.3% - Executive Management 2.4% - Management, Supervisory, Technical & Administrative
MERC Non-Rep - PT	69	NA	NA	NA	NA	NA	NA	NA

**TOTAL** 1353

**NOTE:**

The CPI-U index represents the expenditures by all urban consumers. This index is reported monthly.

The CPI-W index represents a subset of the CPI-U population, that is, the expenditures by urban households that derive more than one-half of their income from clerical or hourly wage occupations.

The National CPI-U and National CPI-W are reported monthly. The Salem-Portland CPI-U and Salem-Portland CPI-W are reported semi-annually.

LIU 483 Contract also includes insurance coverage option through Oregon Labor Trust which has no monthly cap limit. Monthly premium cost of \$625 for FY03-04.

\* Contract terms to remain in place during continued good faith bargaining or if prior to termination of contract bargaining is not requested.

## STAFF REPORT

### IN CONSIDERATION OF RESOLUTION NO. 03-3345 FOR THE PURPOSE OF PROVIDING A COST-OF-LIVING ADJUSTMENT FOR NON-REPRESENTED EMPLOYEES EFFECTIVE JULY 1, 2003

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Date: June 10, 2003

Prepared by: Lilly Aguilar

## BACKGROUND

This Resolution is submitted to comply with the provisions of Metro Code, Section 2.20.035 requiring Council approval of revisions to the pay plan for non-represented employees. Adopting this resolution will result in a 2.0% cost-of-living adjustment to all non-represented salary ranges.

Based on bargaining contracts, a 2.0% cost-of-living adjustment shall be provided to the represented salary ranges. The following represents information from the two different Consumer Price Indexes Metro uses in negotiating with its bargaining units.

PORTLAND AREA CIP-U (All Urban Consumers)  
Second half of 2002 .3%

PORTLAND AREA CPI-W (Urban Wage Earners)  
January 2002 to January 2003 .8%

The Metro 2003 - 2004 budget, as adopted, includes 2.0% for anticipated cost-of-living increases for eligible represented and non-represented employees.

## ANALYSIS/INFORMATION

1. **Known Opposition** None
2. **Legal Antecedents** None
3. **Anticipated Effects** The anticipated effect of this increase will be approximately \$187,000.
4. **Budget Impacts** The 2003 - 2004 budget includes an approved 2.0% COLA increase.

## RECOMMENDED ACTION

The Chief Operating Officer recommends adoption of Resolution 03-3345.