

BEFORE THE COUNCIL OF THE
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF AMENDING) RESOLUTION NO. 85-589
THE METRO PAY PLAN FOR)
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 intends to award a cost of living adjustment for designated employees; and


WHEREAS, The Council directs the Executive Officer to revise the Pay Plan to reflect a 3 percent wage cost of living adjustment for FY 1985-86; now, therefore,

BE IT RESOLVED,

1. That non-union salary range Table A (Metro Downtown, Gatehouse Sites), Table U (Union), and Table Z (Non-Union Zoo) be so amended effective July 1, 1985.

2. That all regular and temporary Metro employees included in Tables A, U and Z be awarded a 3 percent COLA effective July 1, 1985.

ADOPTED by the Council of the Metropolitan Service District this 5th day of September, 1985.


Richard Waker
Deputy Presiding Officer

JS/gl
2458C/402-5
08/29/85

STAFF REPORT

Agenda Item No. 7.2

Meeting Date Sept. 5, 1985

CONSIDERATION OF AMENDING THE METRO PAY PLAN FOR
~~NON-UNION~~ METRO EMPLOYEES

Date: August 29, 1985

Presented by: Donald E. Carlson

FACTUAL BACKGROUND AND ANALYSIS

The Executive Officer recommends a 3 percent cost of living adjustment for non-union employees. This figure is based on the average increase from the Portland urban wage earners and clerical workers, revised (CPI-W) from May 1984 to May 1985. (2.8 percent) This also maintains parity between the Union and non-union employees. The Union contract also includes a 3 percent cost of living adjustment.

The estimated total annual cost by fund is as follows:

General	\$ 35,028
IRC	26,515
Building	754
Zoo	88,832
Solid Waste	26,931
Methane	<u>859</u>
Total FY 1985-86 Cost	\$178,919

Resolution No. 85-589 (attached) authorizes a 3 percent increase as described above and amends Tables A, Z and U of the Metro Pay Plan.

The budget authorization required to implement this action is in Resolution No. 85-590 which is before you for consideration in tonight's agenda.

EXECUTIVE OFFICER'S RECOMMENDATION

The Executive Officer recommends adoption of Resolution No. 85-589.

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7. RESOLUTIONS

7.1 Consideration of Resolution No. 85-588, for the Purpose of Approving the Collective Bargaining Agreement Between Metro and Laborers International Union, Local 483

Don Carlson explained the Union had agreed to the proposed two-year agreement which contained 13 changes. The most significant amendments included: 1) a 3 percent cost of living adjustment effective July 1, 1985, with a adjustment for 1986-87 based on Portland CPI-W average increase (the increase would not be less than 3 percent nor more than 4 percent with a reopener clause if the average increase was over 5 percent); 2) \$.05 increase in shift differential; 3) \$5.00 annual increase in shoe allowance; 4) increase in the maximum accumulation of sick leave to 1,630 hours; and 5) to award up to 5 percent of the total possible score to each qualified employee on the basis of seniority in the selection process for promotion.

There was no discussion of this item.

Motion: Councilor Van Bergen moved to adopt Resolution No. 85-588 and Councilor DeJardin seconded the motion.

Vote: A vote on the motion resulted in:

Ayes: Councilors Cooper, DeJardin, Gardner, Kelley, Myers, Van Bergen and Waker

Absent: Councilors Hansen, Kirkpatrick, Kafoury, Oleson and Bonner

The motion carried and the Resolution was adopted.

7.2 Consideration of Resolution No. 85-589, for the Purpose of Amending the Metro Pay Plan for Metro Employees

Mr. Carlson explained this Resolution would amend the Pay Plan to allow for the 3 percent cost of living increase granted to union employees. It would also grant a 3 percent increase to non-union employees.

In response to Councilor Waker's question, Mr. Carlson said Zoo non-union employees were currently earning 2 percent more than other non-union employees. Equity would be achieved in FY 1986-87, he said.

Motion: Councilor DeJardin moved to adopt Resolution No. 85-589 and Councilor Kelley seconded the motion.

Vote: A vote on the motion resulted in:

Ayes: Councilors Cooper, DeJardin, Gardner, Kelley, Myers, Van Bergen and Waker

Absent: Councilors Hansen, Kirkpatrick, Kafoury, Oleson and Bonner

The motion carried and the Resolution was adopted.

7.3 Consideration of Resolution No. 85-590, for the Purpose of Amending Resolution No. 85-562 and Revising FY 1985-86 Appropriations (relating to funding the Committee on Regional Convention, Trade, and Spectator Facilities (CTS) and Implementing the Cost of Living Adjustment)

Neil McFarlane explained that as part of the FY 1985-86 budget process, it had been discussed that Metro would contribute \$10,000 to a CTS Pool of Common Resources. Other local governments would also contribute to this fund, as detailed in Attachment "A" of the staff report. Metro, he said, had been designated by the CTS Committee to collect and disburse common resource pool funds. This arrangement was not included in the original budget pending agreement to establish this cash pool by other participating jurisdictions. These agreement were currently being negotiated.

Mr. McFarlane said staff recommended Metro's \$10,000 portion be transferred from General Fund Contingency and that Intergovernmental Resource Center (IRC) appropriations be amended to show a \$10,000 increase in General Fund Transfer and a corresponding reduction in Contract Services.

Jennifer Sims explained the second budget adjustment request would appropriate funds for the 3 percent cost of living increase granted to all employees by adoption of Resolution No. 85-589. Funds would be transferred from various department contingencies to Personal Services line items. The total impact for FY 1985-86 would be \$178,000, she said.

Motion: Councilor DeJardin moved to adopt Resolution No. 85-590 and Councilor Kelley seconded the motion.

Vote: A vote on the motion resulted in:

Ayes: Councilors Cooper, DeJardin, Gardner, Kelley, Myers, Van Bergen and Waker