

BEFORE THE COUNCIL OF THE  
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF AMENDING ) RESOLUTION NO. 86-660  
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 intends to award a 2 percent increase to non-union, non-Zoo employees; now, therefore,

BE IT RESOLVED,

1. That non-union salary range Table A (Metro Downtown, Gatehouse Sites), be amended and merged with Table Z (Non-Union Zoo) as shown on Exhibit "A", effective July 1, 1986.

ADOPTED by the Council of the Metropolitan Service District  
this 26th day of June, 1986.

  
Richard Waker, Presiding Officer

JS/sm  
2458C/402-6  
06/13/86

TABLE A

NON-UNION 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	8,070	3.88	8,466	4.07	10,712	5.15	11,024	5.30
0.5	9,734	4.68	10,213	4.91	11,602	5.78	12,397	5.96
1.0	10,358	4.98	10,878	5.23	12,522	6.02	12,896	6.20
1.5	10,858	5.22	11,398	5.48	13,125	6.31	13,541	6.51
2.0	11,336	5.45	11,898	5.72	13,728	6.60	14,123	6.79
2.5	11,918	5.73	12,522	6.02	14,414	6.93	14,830	7.13
3.0	12,522	6.02	13,146	6.32	15,059	7.24	15,517	7.46
3.5	13,125	6.31	13,790	6.63	15,891	7.64	16,349	7.86
4.0	13,728	6.60	14,414	6.93	16,682	8.02	17,181	8.26
4.5	14,414	6.93	15,142	7.28	17,534	8.43	18,096	8.70
5.0	15,059	7.24	15,808	7.60	18,408	8.85	18,970	9.12
5.5	15,891	7.64	16,682	8.02	19,344	9.30	19,947	9.59
6.0	16,682	8.02	17,514	8.42	20,301	9.76	20,904	10.05
6.5	17,534	8.43	18,408	8.85	21,278	10.23	21,944	10.55
7.0	18,408	8.85	19,323	9.29	22,131	10.64	22,859	10.99
7.5	19,344	9.30	20,322	9.77	23,379	11.24	24,086	11.58
8.0	20,301	9.76	21,320	10.25	24,565	11.81	25,334	12.18
8.5	21,278	10.23	22,339	10.74	25,834	12.42	26,624	12.80
9.0	22,027	10.59	23,130	11.12	27,123	13.04	27,934	13.43
9.5	23,379	11.24	24,544	11.80	28,475	13.69	29,307	14.09
10.0	24,565	11.81	25,792	12.40	29,806	14.33	30,701	14.76
10.5	25,834	12.42	27,123	13.04	31,408	15.10	32,323	15.54
11.0	27,102	13.03	28,454	13.68	32,989	15.86	34,029	16.36
11.5	28,475	13.69	29,890	14.37	34,632	16.65	35,672	17.15
12.0	29,806	14.33	31,304	15.05	36,234	17.42	37,294	17.93
12.5	31,408	15.10	32,989	15.86	38,168	18.35	39,333	18.91
13.0	32,989	15.86	34,632	16.65	40,123	19.29	41,330	19.87
13.5	34,632	16.65	36,358	17.48	43,118	20.73	44,408	21.35
14.0	36,234	17.42	38,043	18.29	44,158	21.23	45,448	21.85
14.5	37,960	18.25	39,853	19.16	46,322	22.27	47,674	22.92
15.0	39,853	19.16	41,850	20.12	48,693	23.41	50,128	24.10
15.5	42,390	20.38	44,512	21.40	51,355	24.69	52,957	25.46
16.0	44,512	21.40	46,738	22.47	57,970	27.87	59,696	28.70

\* 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 AMENDING THE METRO PAY PLAN FOR  
NON-UNION METRO EMPLOYEES

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Date: June 13, 1986

Presented by: Randy Boose

FACTUAL BACKGROUND AND ANALYSIS

Non-Zoo employees did not receive the 7 percent salary increase granted non-union Zoo employees for the FY 1982-83. Resolution No. 82-333, adopted by the Council on June 24, 1982, granted three additional personal holidays to the non-Zoo employees in lieu of the 7 percent increase until wage parity could be restored.

This request is for a 2 percent wage increase to non-Zoo employees' salaries. This is the final catch-up increase required to bring all non-union employees on a single uniform salary schedule. This requires amending the Pay Plan by increasing Table A (Non-Union) of the Plan by 2 percent, and merging it with Table 2 (Non-Union Zoo).

The three personal holidays granted in lieu of the 7 percent salary raise will not be continued after June 30, 1986, because the salary parity will have been achieved. An eligible employee will be entitled the two personal holidays as designated in Section 35(a) of the Personnel Rules.

It is anticipated that a salary increase will be presented to the Council at the July 10, 1986, meeting. It will be based on the average increase of the Portland CPI-W was required by Article 29.2 of the Collective Bargaining Agreement for union employees. Non-union employees will receive the same COLA increase as union employees. The Portland CPI figures will not be available until late June. The salary increases will be effective July 1, 1986.

EXECUTIVE OFFICER'S RECOMMENDATION

The Executive Officer recommends approval of Resolution No. 86-660 amending the Metro Pay Plan for non-union employees.

RB/sm  
5809C/462-2  
06/13/86

Volunteer Coordinator be reclassified to Program Assistant 2 because the greatly expanded volunteer program has resulted in more job responsibilities.

Motion: Councilor DeJardin moved the Resolution be adopted and Councilor Hansen seconded the motion.

Councilor Gardner requested salary information be included on the first page of future staff reports which discuss reclassifications or new positions.

Vote: A vote on the motion resulted in:

Ayes: Councilors DeJardin, Frewing, Gardner, Hansen, Kirkpatrick, Oleson and Waker

Absent: Councilors Cooper, Kafoury, Kelley, Myers and Van Bergen

The motion carried and the Resolution was adopted.

8.5 Consideration of Resolution No. 86-660, for the Purpose of Amending the Pay Plan for Non-Union Employees

Jennifer Sims explained that non-Zoo employees did not receive a 7 percent salary increase granted non-union Zoo employees in FY 1982-83. Resolution No. 82-333 granted three additional personal holidays to non-Zoo employees in lieu of the 7 percent increase until wage parity could be restored. Ms. Sims said if Resolution No. 86-660 were adopted, parity between Zoo and non-Zoo salaries would be achieved by granting non-Zoo employees a 2 percent salary increase. The three personal holidays granted in lieu of the 7 percent salary raise would not be continued after June 30, 1986. She also explained staff would soon return to the Council requesting all non-union employees be granted an annual cost of living adjustment (COLA). Depending of the actual Consumer Price Index, she said that amount requested would be around 3 percent.

In response to Councilor Frewing's question, Ms. Sims said 2 percent had been budgeted for a FY 1986-87 COLA and an additional 3 percent remained in contingency funds for salary increases. A 3 percent increase would cost Metro an additional \$155,000 for the year, she said.

Motion: Councilor Kirkpatrick moved the Resolution be adopted and Councilor Gardner seconded the motion.

Vote: A vote on the motion resulted in:

Ayes: Councilors DeJardin, Frewing, Gardner, Hansen,  
Kirkpatrick, Oleson and Waker

Absent: Councilors Cooper, Kafoury, Kelley, Myers and  
Van Bergen

The motion carried and the Resolution was adopted.

8.7 Consideration of Resolution No. 86-656, for the Purpose of  
Appointing Citizen Members to the Solid Waste Rate Review  
Committee

Ray Barker, Council Assistant, reported the proposed Resolution called for appointing the following individuals to the Solid Waste Rate Review Committee (RRC): Jonathan Block would be appointed as a local government administrator; and Charles O'Connor would be appointed as a certified public accountant. Both terms would expire December 31, 1986, but each person could be reappointed for an additional term.

Motion: Councilor DeJardin moved the Resolution be adopted and Councilor Hansen seconded the motion.

Vote: A vote on the motion resulted in:

Ayes: Councilors DeJardin, Frewing, Gardner, Hansen,  
Kirkpatrick, Oleson and Waker

Absent: Councilors Cooper, Kafoury, Kelley, Myers and  
Van Bergen

The motion carried and the Resolution was adopted.

There being no further business, Presiding Officer Waker adjourned the meeting at 9:40 p.m.

Respectfully submitted,



A. Marie Nelson  
Clerk of the Council