

BEFORE THE COUNCIL OF THE
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF AMENDING THE) RESOLUTION NO. 86-661
PAY PLAN FOR A 3 PERCENT COST OF)
LIVING ADJUSTMENT AND FOR) Introduced by the Executive
AMENDING RESOLUTION NO. 86-659) 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 1986-87; now, therefore,

BE IT RESOLVED,

1. That union salary range table U, and non-union salary range table A be so amended effective July 1, 1986.

2. That Resolution No. 86-659, Exhibit C Schedule of Appropriations is hereby amended as shown in Exhibit A to this Resolution.

ADOPTED by the Council of the Metropolitan Service District this 10th day of July, 1986.



Jim Gardner
Deputy Presiding Officer

CV/RB/sm
5890C/462-2
06/27/86

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	8,320	4.00	8,736	4.20	11,024	5.30	11,357	5.46
0.5	10,026	4.82	10,525	5.06	12,376	5.95	12,750	6.13
1.0	10,670	5.13	11,211	5.39	12,896	6.20	13,291	6.39
1.5	11,190	5.38	11,752	5.65	13,520	6.50	13,936	6.70
2.0	11,669	5.61	12,251	5.89	14,144	6.80	14,560	7.00
2.5	12,272	5.90	12,896	6.20	14,851	7.14	15,288	7.35
3.0	12,896	6.20	13,541	6.51	15,517	7.46	15,974	7.68
3.5	13,520	6.50	14,206	6.83	16,370	7.87	16,869	8.11
4.0	14,144	6.80	14,851	7.14	17,181	8.26	17,701	8.51
4.5	14,851	7.14	15,600	7.50	18,054	8.68	18,595	8.94
5.0	15,517	7.46	16,286	7.83	18,970	9.12	19,531	9.39
5.5	16,370	7.87	17,181	8.26	19,926	9.58	20,530	9.87
6.0	17,181	8.26	18,034	8.67	20,904	10.05	21,528	10.35
6.5	18,054	8.68	18,949	9.11	21,923	10.54	22,589	10.86
7.0	18,970	9.12	19,926	9.58	22,797	10.96	23,483	11.29
7.5	19,926	9.58	20,925	10.06	24,086	11.58	24,814	11.93
8.0	20,904	10.05	21,944	10.55	25,293	12.16	26,042	12.52
8.5	21,923	10.54	23,026	11.07	26,603	12.79	27,394	13.17
9.0	22,693	10.91	23,837	11.46	27,934	13.43	28,766	13.83
9.5	24,086	11.58	25,293	12.16	29,328	14.10	30,202	14.52
10.0	25,293	12.16	26,562	12.77	30,701	14.76	31,616	15.20
10.5	26,603	12.79	27,934	13.43	32,344	15.55	33,322	16.02
11.0	27,914	13.42	29,307	14.09	33,987	16.34	35,006	16.83
11.5	29,328	14.10	30,805	14.81	35,672	17.15	36,733	17.66
12.0	30,701	14.76	32,240	15.50	37,315	17.94	38,418	18.47
12.5	32,344	15.55	33,966	16.33	39,312	18.90	40,518	19.48
13.0	33,987	16.34	35,693	17.16	41,330	19.87	42,578	20.47
13.5	35,672	17.15	37,461	18.01	44,408	21.35	45,739	21.99
14.0	37,315	17.94	39,187	18.84	45,490	21.87	46,862	22.53
14.5	39,104	18.80	41,059	19.74	47,715	22.94	49,150	23.63
15.0	41,038	19.73	43,098	20.72	50,149	24.11	51,646	24.83
15.5	43,659	20.99	45,843	22.04	52,894	25.43	54,475	26.19
16.0	45,843	22.04	48,131	23.14	59,717	28.71	61,506	29.57

TABLE U
INTERNATIONAL LABORERS UNION

Local 483

Code	Classification	Entrance Rate	After Six Months	After One Year
019	Typist-Receptionist	5.88	6.17	6.57
035	Clerk (Bookkeeper)	6.87	7.36	7.77
020	Clerk-Steno	7.39	7.87	8.34
430	Laborer (90 working days)	7.88		
461	Stationmaster	8.65	8.93	9.25
465	Gardener 1	8.94	9.57	9.90
445	Maintenance Worker 1	8.94	9.57	9.90
470	Animal Keeper	9.29		10.82
466	Gardener 2	9.74	10.21	10.96
446	Maintenance Worker 2	9.74	10.21	10.96
447	Maintenance Worker 3	10.35	10.83	11.56
467	Senior Gardener	11.19	11.68	12.41
471	Senior Animal Keeper	11.44		
455	Maintenance Mechanic	11.72		12.06
456	Master Mechanic	12.05		13.44
457	Maintenance Electrician	14.27		

STAFF REPORT

Agenda Item No. 8.2

Meeting Date July 10, 1986

CONSIDERATION OF AMENDING THE PAY PLAN FOR A
3 PERCENT COST OF LIVING ADJUSTMENT AND FOR
AMENDING RESOLUTION NO. 86-659 (SCHEDULE OF
APPROPRIATIONS)

Date: June 27, 1986

Presented by: Randy Boose

FACTUAL BACKGROUND AND ANALYSIS

The Executive Officer recommends a 3 percent cost of living adjustment for all employees except those paid under the seasonal visitor service worker Table S in the Pay Plan and all non-union temporary summer workers.

This figure is based on the average increase from the Portland urban wage earners and clerical workers, revised (CPI-W) from June 1985 to May 1986 (2.93 percent).

It is also necessary to amend the appropriation schedule to authorize spending for the COLA award. Funding will be transferred from the seven operating funds which have personal services costs. The total budget impact is \$155,270.

EXECUTIVE OFFICER'S RECOMMENDATION

The Executive Officer recommends approval of Resolution No. 86-659 amending the Metro Pay Plan.

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EXHIBIT A

SCHEDULE OF APPROPRIATIONS

<u>GENERAL FUND</u>	<u>Adopted Appropriation FY 1986-87</u>	<u>Revision</u>	<u>Revised Appropriation</u>
Council			
Personal Services	\$ 73,443	\$ 2,203	\$ 75,646
Materials & Services	59,020	0	59,020
Capital Outlay	0	0	
Subtotal	<u>\$132,463</u>	<u>\$ 2,203</u>	\$ 134,666
Executive Management			
Personal Services	\$335,714	\$ 10,071	\$ 345,785
Materials & Services	102,017	0	102,017
Capital Outlay	2,442	0	2,442
Subtotal	<u>\$440,173</u>	<u>\$ 10,071</u>	\$ 450,244
Finance & Administration			
Personal Services	\$ 647,259	\$ 19,418	\$ 666,677
Materials & Services	401,079	0	401,079
Capital Outlay	9,200	0	9,200
Subtotal	<u>\$1,057,538</u>	<u>\$ 19,418</u>	\$1,076,956
Public Affairs			
Personal Services	\$286,572	\$ 8,597	\$ 295,169
Materials & Services	48,181	0	48,181
Capital Outlay	3,409	0	3,409
Subtotal	<u>\$338,162</u>	<u>\$ 8,597</u>	\$ 346,758
General Expense			
Contingency	\$102,792	\$ (40,289)	\$ 62,503
Transfers	760,828	0	760,828
Subtotal	<u>\$863,620</u>	<u>\$ (40,289)</u>	\$ 823,331
Unappropriated Balance	\$63,334	\$ 0	\$ 63,334
Total General Fund Requirements	\$2,895,290	\$ 0	\$2,895,290
<u>INTERGOVERNMENTAL RESOURCE CENTER FUND</u>			
Personal Services	\$ 887,886	\$ 26,637	\$ 914,523
Materials & Services	152,854	0	152,854
Capital Outlay	1,000	0	1,000
Transfers	791,190	0	791,190
Contingency	34,970	(26,637)	8,333
Unappropriated Balance	<u>16,750</u>	<u>0</u>	<u>16,750</u>
Total Intergovernmental Resource Center Fund Requirements	\$1,884,650	\$ 0	\$1,884,650

	<u>Adopted Appropriation FY 1986-87</u>	<u>Revision</u>	<u>Revised Appropriation</u>
<u>BUILDING MANAGEMENT FUND</u>			
Personal Services	\$ 27,530	\$ 826	\$ 28,356
Materials & Services	487,962	0	487,962
Capital Outlay	181,026	0	181,026
Contingency	<u>75,000</u>	<u>(826)</u>	<u>74,174</u>
Total Building Management Fund Requirements	\$771,518	\$ 0	\$ 771,518
<u>ZOO OPERATING FUND</u>			
Personal Services	\$3,352,076	\$ 92,477	\$ 3,444,553
Materials & Services	2,078,321	0	2,078,321
Capital Outlay	422,182	0	422,182
Transfers	3,164,539	0	3,164,539
Contingency	521,360	(92,477)	428,883
Unappropriated Balance	<u>531,091</u>	<u>0</u>	<u>531,091</u>
Total Zoo Operating Fund Requirements	\$10,069,569	\$ 0	\$10,069,569
<u>ZOO CAPITAL FUND</u>			
Personal Services	\$ 47,166	\$ 1,415	\$ 48,581
Capital Projects	5,962,820	0	5,962,820
Contingency	271,651	(1,415)	270,236
Unappropriated Balance	<u>2,583,760</u>	<u>0</u>	<u>2,583,760</u>
Total Zoo Capital Fund Requirements	\$8,865,397	\$ 0	\$ 8,865,397
<u>SOLID WASTE OPERATING FUND</u>			
Personal Services	\$ 1,081,366	\$ 32,441	\$ 1,113,807
Materials & Services	7,679,320	0	7,679,320
Capital Outlay	88,800	0	88,800
Transfers	3,652,312	0	3,652,312
Contingency	2,703,974	(32,441)	2,671,533
Unappropriated Balance	<u>63,333</u>	<u>0</u>	<u>63,333</u>
Total Solid Waste Operating Fund Requirements	\$15,269,105	\$ 0	\$15,269,105
<u>SOLID WASTE CAPITAL FUND</u>			
Capital Projects	<u>\$ 6,080,000</u>	<u>\$ 0</u>	<u>\$ 6,080,000</u>
Total Solid Waste Capital Fund Requirements	\$ 6,080,000	\$ 0	\$ 6,080,000

	<u>Adopted Appropriation FY 1986-87</u>	<u>Revision</u>	<u>Revised Appropriation</u>
<u>SOLID WASTE DEBT SERVICE FUND</u>			
Materials & Services	<u>\$1,207,100</u>	<u>\$ 0</u>	<u>\$1,207,100</u>
Total Solid Waste Debt Service Fund Requirements	\$1,207,100	\$ 0	\$1,207,100
<u>ST. JOHNS RESERVE FUND</u>			
Unappropriated Balance	<u>\$1,550,700</u>	<u>\$ 0</u>	<u>\$1,550,700</u>
Total St. Johns Reserve Fund Requirements	\$1,550,700	\$ 0	\$1,550,700
<u>ST. JOHNS FINAL IMPROVEMENTS FUND</u>			
Capital Projects	\$ 805,000	\$ 0	\$ 805,000
Contingency	85,000	\$ 0	85,000
Unappropriated Balance	<u>1,534,500</u>	<u>\$ 0</u>	<u>\$1,534,500</u>
Total St. Johns Final Improvement Fund Requirements	\$2,424,500	\$ 0	\$2,424,500
<u>ST. JOHNS METHANE RECOVERY FUND</u>			
Personal Services	\$ 7,295	\$ 0	\$ 7,295
Materials & Services	13,400	0	13,400
Unappropriated Balance	<u>16,305</u>	<u>\$ 0</u>	<u>\$ 16,305</u>
Total St. Johns Methane Recovery Fund Requirements	\$37,000	\$ 0	\$ 37,000
<u>CONVENTION, TRADE, SPECTATOR FACILITY FUND</u>			
Personal Services	\$121,170	\$ 1,474	\$ 122,644
Materials & Services	226,200	0	226,200
Transfers	0	0	0
Contingency	<u>52,630</u>	<u>\$ (1,474)</u>	<u>\$ 51,156</u>
Total Convention, Trade, Spectator Facility Fund Requirements	\$400,000	\$ 0	\$ 400,000
<u>SEWER ASSISTANCE FUND</u>			
Materials & Services	<u>\$856,689</u>	<u>\$ 0</u>	<u>\$ 856,689</u>
Total Sewer Assistance Fund Requirements	\$856,689	\$ 0	\$ 856,689

	<u>Adopted Appropriation FY 1986-87</u>	<u>Revision</u>	<u>Revised Appropriation</u>
<u>INSURANCE FUND</u>			
Materials & Services	\$317,204	\$ 0	\$317,204
Contingency	<u>60,000</u>	<u>0</u>	<u>60,000</u>
Total Insurance Fund Requirements	\$377,204	\$ 0	\$377,204
<u>REHABILITATION & ENHANCEMENT FUND</u>			
Materials & Services	\$472,185	\$ 0	\$472,185
Contingency	<u>160,655</u>	<u>0</u>	<u>160,655</u>
Total Rehabilitation & Enhancement Fund	\$632,840	\$ 0	\$632,840
<u>TRANSPORTATION TECHNICAL ASSISTANCE FUND</u>			
Materials & Services	<u>\$ 48,067</u>	<u>\$ 0</u>	<u>\$ 48,067</u>
Total Transportation Technical Assistance Fund Requirements	\$ 48,067	\$ 0	\$ 48,067

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report. If the request were denied, the franchisee must either provide a \$1,000 cash bond or give up the franchise, he explained.

Councilor Van Bergen was concerned the Council had granted other waivers and he questioned why bonds were required if variances continued to be requested. He also thought the bonding policy could discourage small recycling businesses.

Councilor Kirkpatrick noted a letter from Stan Kahn, owner of Sunflower Recycling, had suggested Metro hold his equipment as collateral in lieu of a bond. She asked why that condition had not been included in the Resolution. Mr. McConaghy said the \$1,000 bond amount was considered too small to work out such an arrangement. The Councilor said she agreed with Councilor Van Bergen that bonding procedures needed review.

After continued discussion of Metro's bonding procedures, Mr. McConaghy and Deputy Executive Officer Don Carlson agreed to review the procedures and return to the Council with a recommendation.

Motion: Councilor Frewing moved to adopt Resolution No. 86-665 and Councilor Kirkpatrick seconded the motion.

Vote: A vote on the motion resulted in:

Ayes: Councilors Collier, Cooper, DeJardin, Frewing, Gardner, Hansen, Kelley, Kirkpatrick and Van Bergen

Absent: Councilors Kafoury, Oleson and Waker

The motion carried and the Resolution was adopted.

8.2 Consideration of Resolution No. 86-661, for the Purpose of Amending the Pay Plan for a 3 Percent Cost of Living Adjustment and for Amending Resolution No. 86-659

Randy Boose, Personnel Officer, reported the recommended 3 percent cost of living adjustment was based on the FY 1986 Portland area Consumer Price Index.

Motion: Councilor Kirkpatrick moved to adopt the Resolution and Councilor DeJardin seconded the motion.

Councilor Frewing asked staff to explain how the recently granted 2 percent raise to non-Zoo employees related to this request. Mr. Boose reported the 2 percent salary increase granted by the

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Council on June 26 had allowed the non-union Zoo and non-Zoo employees to achieve parity on salary levels. A cost of living increase had been granted Zoo employees in the past that had not been granted non-Zoo employees due to lack of funding at that time.

In response to Councilor Frewing's question, Mr. Boose reported cost of living increases granted to various jurisdictions. Most reported were 3 percent or slightly higher.

Vote: A vote on the motion resulted in:

Ayes: Councilors Collier, Cooper, DeJardin, Frewing, Gardner, Hansen, Kirkpatrick and Van Bergen

Absent: Councilors Kafoury, Kelley, Oleson and Waker

The motion carried and Resolution No. 86-661 was adopted.

EXECUTIVE SESSION

At 7:20 p.m., Deputy Presiding Officer Gardner called the meeting into executive session to discuss litigation matters with counsel under the authority of ORS 192.660(1)(h). Councilors present at the executive session were Collier, Cooper, DeJardin, Frewing, Gardner, Hansen, Kirkpatrick and Van Bergen. The Deputy Presiding Officer adjourned the executive session at 7:30 p.m. and called the meeting back into regular session.

There being no further business, the regular session was adjourned at 7:30 p.m.

Respectfully submitted,



A. Marie Nelson
Clerk of the Council

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