

BEFORE THE COUNCIL OF THE  
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF AMENDING THE	)	RESOLUTION NO. 87-801
FY 1987-88 PAY PLAN AND AWARDING	)	
A 3 PERCENT COST OF LIVING	)	Introduced by the
ADJUSTMENT FOR DESIGNATED	)	Executive Officer
NON-UNION EMPLOYEES	)	

WHEREAS, Metropolitan Service District Code, Section 2.02.145, requires the maintenance of a Pay Plan for employees; and

WHEREAS, There has been a study of changes in the Consumer Price Index and market conditions; and

WHEREAS, The Executive Officer recommends a 3 percent cost of living adjustment for designated employees; now, therefore,


BE IT RESOLVED,

1. That a 3 percent cost of living adjustment is hereby awarded to all non-union employees except those paid under Table 5 in the Pay Plan including regular Visitor Services Workers and all non-union temporary Zoo summer workers.

2. That the cost of living adjustment shall be effective July 1, 1987.

3. That the non-union salary range Table A is hereby amended as shown in Exhibit "A."

ADOPTED by the Council of the Metropolitan Service District this 27th day of August, 1987.

  
Richard Waker, Presiding Officer

JS/gl  
8017C/513  
08/17/87

EXHIBIT "A"

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	8,570	4.12	9,006	4.33	11,357	5.46	11,690	5.62
0.5	10,317	4.96	10,837	5.21	12,750	6.13	13,125	6.31
1.0	10,982	5.28	11,523	5.54	13,291	6.39	13,686	6.58
1.5	11,523	5.54	12,106	5.82	13,936	6.70	14,352	6.90
2.0	12,022	5.78	12,626	6.07	14,560	7.00	14,997	7.21
2.5	12,646	6.08	13,270	6.38	15,288	7.35	15,746	7.57
3.0	13,291	6.39	13,957	6.71	15,974	7.68	16,453	7.91
3.5	13,936	6.70	14,643	7.04	16,869	8.11	17,368	8.35
4.0	14,560	7.00	15,288	7.35	17,701	8.51	18,242	8.77
4.5	15,288	7.35	16,058	7.72	18,595	8.94	19,157	9.21
5.0	15,974	7.68	16,765	8.06	19,531	9.39	20,114	9.67
5.5	16,869	8.11	17,722	8.52	20,530	9.87	21,154	10.17
6.0	17,701	8.51	18,595	8.94	21,528	10.35	22,173	10.66
6.5	18,595	8.94	19,531	9.39	22,589	10.83	23,275	11.19
7.0	19,531	9.39	20,509	9.86	23,483	11.29	24,190	11.63
7.5	20,530	9.87	21,549	10.36	24,814	11.93	25,563	12.29
8.0	21,528	10.35	22,610	10.87	26,042	12.52	26,832	12.90
8.5	22,589	10.86	23,712	11.40	27,394	13.17	28,226	13.57
9.0	23,379	11.24	24,544	11.80	28,766	13.83	29,619	14.24
9.5	24,814	11.93	26,062	12.53	30,202	14.52	31,117	14.96
10.0	26,042	12.52	27,352	13.15	31,616	15.20	32,573	15.66
10.5	27,394	13.17	28,766	13.83	33,322	16.02	34,320	16.50
11.0	28,746	13.82	30,181	14.51	35,006	16.83	36,046	17.33
11.5	30,202	14.52	31,720	15.25	36,733	17.66	37,835	18.19
12.0	31,616	15.20	33,197	15.96	38,438	18.48	39,582	19.03
12.5	33,322	16.02	34,986	16.82	40,498	19.47	41,704	20.05
13.0	35,006	16.83	36,754	17.67	42,578	20.47	43,846	21.08
13.5	36,733	17.66	38,563	18.54	45,739	21.99	47,112	22.65
14.0	38,438	18.48	40,352	19.40	46,862	22.53	48,277	23.21
14.5	40,269	19.36	42,286	20.33	49,150	23.63	50,627	24.34
15.0	42,266	20.32	44,387	21.34	51,646	24.83	53,186	25.57
15.5	44,970	21.62	47,216	22.70	54,475	26.19	56,118	26.98
16.0	47,216	22.70	49,587	23.84	61,506	29.57	63,357	30.46

\* 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.

STAFF REPORT

Agenda Item No. 8.1

Meeting Date August 27, 1987

CONSIDERATION OF RESOLUTION NO. 87-801 AMENDING  
THE FY 1987-88 PAY PLAN AND AWARDING A 3 PERCENT  
COST OF LIVING ADJUSTMENT FOR DESIGNATED  
NON-UNION EMPLOYEES

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Date: August 14, 1987

Presented by: Randy Boose

FACTUAL BACKGROUND AND ANALYSIS

The Executive Officer recommends a 3 percent Cost of Living Adjustment (COLA) for all non-union employees except all non-union temporary summer workers and those paid under Table 5 in the Pay Plan including regular Visitor Services Workers. The COLA is to be effective July 1, 1987.

This recommendation has been presented to the Employees Association. The Employees Association had a meeting to discuss the COLA recommendation. They had no additional comments about the proposed increase. Attached is a letter from the Employees Association chairperson endorsing the 3 percent increase.

A 2 percent COLA has been budgeted for FY 1987-88. It is necessary to amend the budget and appropriations schedule for the additional 1 percent award. Funds will be transferred from Contingency in the eight Operating funds which have Personal Services costs. The total cost of the 3 percent increase for the identified non-union employees is about \$170,000. The budget amendment is presented in a separate resolution.

EXECUTIVE OFFICER'S RECOMMENDATION

The Executive Officer recommends approval of Resolution No. 87-801, authorizing a 3 percent COLA for certain non-union employees and amending the Pay Plan.

JS/gl  
8017C/513  
08/17/87




**METRO**

2000 S.W. First Avenue  
Portland, OR 97201-5398  
503/221-1646

# Memorandum

Date: August 6, 1987

To: Ray Phelps

From: Debbie Allmeyer   
Employees' Association Chair

Regarding: COLA - 1987

The Employees' Association met today and voted to accept the 3% COLA offered to Metro employees.

Motion: Councilor Gardner moved the contract with Benkendorf Associates be approved and Councilor Knowles seconded the motion.

Vote: A vote on the motion resulted in all eleven Councilors present voting aye. Councilor Ragsdale was absent.

The motion carried and the contract was approved.

## 8. RESOLUTIONS

### 8.1 Consideration of Resolution No. 87-801, for the Purpose of Amending the FY 1987-88 Pay Plan and Awarding a 3 Percent Cost of Living Adjustment for Designated Non-Union Employees

Randy Boose, Personnel Officer, reviewed staff's report. He said the Metro Employees' Association had registered no objections to the 3 percent COLA.

Councilor Collier noted that non-union employees would receive the 3 percent COLA as a result of bargaining negotiations for the union employees' contract.

Motion: Councilor Kelley moved, seconded by Councilor Kirkpatrick, to adopt Resolution No. 87-801.

Vote: A vote on the motion resulted in all ten Councilors present voting aye. Councilors Van Bergen and Ragsdale were absent.

The motion carried and Resolution No. 87-801 was adopted.

### 8.2 Consideration of Resolution No. 87-802, for the Purpose of Amending Resolution No. 897-744, Revising the FY 1987-88 Budget and Appropriations

Randy Boose, Personnel Officer, reviewed staff's report. The resolution included funding for the 3 percent COLA, a solid waste engineering contract for the waste composition study, and an extension to the bond counsel contract for the resource recovery project.

Councilor Gardner, Chair of the Council Solid Waste and Management Committees, reported the Management Committee had approved the contract extension for the bond counsel contract, and the Solid Waste Committee had approved the engineering contract. He explained the bond counsel contract had been approved by a three to two vote and concern was expressed over the top billing rate charged by the contractor.

Councilor Collier noted she had voted against the bond counsel contract approval because she thought the \$135 per hour billing rate excessive and that the size of the resource recovery project negotiation team should be limited. She strongly urged staff to negotiate lower legal fees.

Motion: Councilor Knowles moved, seconded by Councilor DeJardin, to adopt Resolution No. 87-802.

Vote: A vote on the motion resulted in all ten Councilors present voting aye. Councilors Hansen and Ragsdale were absent.

The motion carried and Resolution No. 87-802 was adopted.

8.3 Consideration of Resolution No. 87-803, for the Purpose of Amending Resolution No. 87-785A to Increase the Number of Citizen Members on the Solid Waste Technical Committee

Ray Barker, Council Assistant, summarized staff's report. Councilor Gardner explained because the Solid Waste Policy Advisory Committee (SWPAC) would soon be dissolved and because two SWPAC members wanted to serve on the new Solid Waste Technical Committee, adoption of the resolution would create two additional seats for the two former SWPAC members and would require the Executive Officer to appoint those two individuals.

Presiding Officer Waker noted the Council would be asked to adopt a resolution dissolving SWPAC at the September 10 meeting.

Motion: Councilor DeJardin moved to adopt Resolution No. 87-803 and Councilor Kelley seconded the motion.

Vote: A vote on the motion resulted in all eleven Councilors present voting aye. Councilor Ragsdale was absent.

The motion carried and Resolution No. 87-803 was adopted.

10. CONTRACTS

10.1 Consideration of an Intergovernmental Agreement with the City of Portland Bureau of Water Works for Relocation of Water Lines from the Oregon Convention Center Site

Neil McFarlane, Public Facilities Analyst, presented staff's report and discussed the status of existing and future water lines on the Oregon Convention Center site.