

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF ADJUSTING NON-
REPRESENTED SALARY RANGES 516, 517,
518, & 519

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RESOLUTION NO. 04-3477

Introduced by Michael Jordan
In concurrence with Council President
Bragdon

WHEREAS, KPMG consultants completed a classification & compensation study of Metro non-represented positions and the results of the study were implemented July 1, 2003

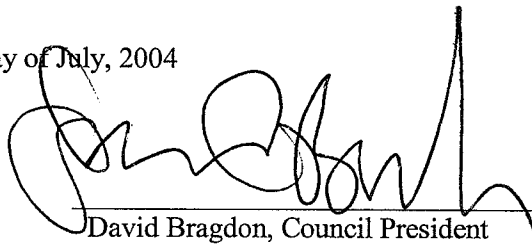
WHEREAS, KPMG recommended minimum, midpoint, and maximum salaries for non-represented positions based on comparable wage data

WHEREAS, salary ranges 516, 517, 518, & 519 of the non-represented pay plan were implemented at a rate which was an average of 18% below the salary recommended by KPMG

WHEREAS, the Chief Operating Officer has recommended that Council implement the remaining increase to salary ranges 516, 517, 518, & 519 in order to align the salaries to the market median and maintain a competitive pay structure; now therefore

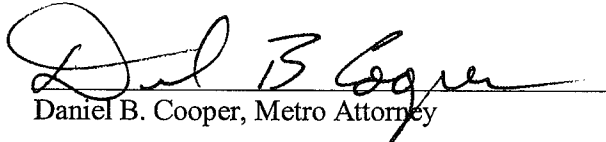
BE IT RESOLVED that the Metro Council approves the increase to Metro non-represented salary ranges 516, 517, 518, & 519 per attachment "A" effective July 1, 2004.

ADOPTED by the Metro Council this 15th day of July, 2004



David Bragdon, Council President

Approved as to Form:



Daniel B. Cooper, Metro Attorney



STAFF REPORT

IN CONSIDERATION OF RESOLUTION NO. 04-3477, FOR THE PURPOSE OF ADJUSTING NON-REPRESENTED SALARY RANGES 516, 517, 518, & 519

Date: July 15, 2004

Prepared by: Ruth Scott

BACKGROUND

This Resolution is submitted to comply with the provisions of Metro Code, Section 2.02.035 requiring Council approval of revisions to the pay plan for non-represented employees.

In FY 2003-2004, KPMG consultants conducted a classification & compensation study of Metro non-represented positions. The study included a wage survey of comparable positions. When the compensation study was implemented on July 1, 2003, salary ranges 516, 517, 518, & 519 were implemented at an average of 18% less than the comparable wage data.

This Resolution will authorize the implementation of the remaining increase to salary ranges 516, 517, 518, & 519 and align these wages to the market median to maintain a competitive pay structure.

ANALYSIS/INFORMATION

1. **Known Opposition** None
2. **Legal Antecedents** Metro Code, Section 2.02.035
3. **Anticipated Effects** No effect for raising the ranges midpoint. Anticipated cost of \$57,284 for raising the ranges minimum
4. **Budget Impacts** \$57,284, including fringe of 28.8%

RECOMMENDED ACTION

The Chief Operating Officer recommends adoption of Resolution 04-3477.

Attachment "A"

<u>Salary Range</u>	<u>Classification</u>	<u>Minimum Salary</u>	<u>*Midpoint Salary</u>	<u>Maximum of the Range</u>
516	Veterinarian I Manager II	\$73,400	\$88,140	\$102,880
517	Program Director I Legal Counsel II	\$89,000	\$106,650	\$124,300
518	Program Director II Director I	\$97,600	\$119,450	\$141,290
519	Director II	\$109,000	\$133,780	\$158,560

* Midpoint represents the highest base salary possible