

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF ADOPTING THE) RESOLUTION NO. 93-1808A
FY 1993-94 PAY PLAN AND AWARDED)
A COST OF LIVING ADJUSTMENT TO) Introduced by Rena Cusma,
AFSCME, LOCAL 3580 AND THE) Executive Officer
LABORERS INTERNATIONAL UNION,)
LOCAL 483 EMPLOYEES)

WHEREAS, Metro Code Section 2.02.145 requires the Executive Officer to prepare a Pay Plan for Metro employees for approval by the Council of Metro; and

WHEREAS, the current Pay Plan was adopted by the Council on June 25, 1992, through Resolution No. 92-1636A; and

WHEREAS, the Collective Bargaining Agreements with AFSCME, Local 3580 and the Laborers International Union, Local 483 provide for an automatic Cost of Living Adjustment which is 3.6% for FY 1993-94; and

WHEREAS, the Council has authorized sufficient funds in the FY 1993-94 Approved Budget to support this action; now therefore,

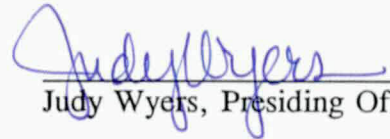
BE IT RESOLVED,

1. That the Pay Plan for AFSCME, Local 3580 and the Laborers International Union, Local 483 are amended and approved as shown on Exhibits A and B respectively attached hereto.

2. That a 3.6% Cost of Living Adjustment is hereby approved for all employees represented by AFSCME, Local 3580 and the Laborers International Union, Local 483 effective July 1, 1993.

3. This Resolution being necessary for the public health, safety or welfare, for the reason of orderly administration of the Pay Plan at the beginning of the fiscal year, an emergency is declared to exist, and this Resolution takes effect on July 1, 1993.

ADOPTED by the Metro Council this 24th day of June, 1993.



Judy Wyers, Presiding Officer

**METROPOLITAN SERVICE DISTRICT
AFSCME PAY SCHEDULE**

Range #	Class Code	Classification	Base Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
1	003* 012*	Visitor Services Wkr 3--Regular Office Assistant	7.28	7.64	8.02	8.42	8.84	9.28	9.74	10.23
2			7.64	8.02	8.42	8.84	9.28	9.74	10.23	10.74
3	018* 037* 538*	Receptionist Accounting Clerk 1 Safety/Security Officer 1	8.02	8.42	8.84	9.28	9.74	10.23	10.74	11.28
4			8.42	8.84	9.28	9.74	10.23	10.74	11.28	11.84
5	022* 040* 364* 625*	Secretary Program Assistant 1 Graphics Technician Word Processing Operator	8.84	9.28	9.74	10.23	10.74	11.28	11.84	12.43
6	013* 017* 539*	Scalehouse Technician Reproduction Clerk Safety/Security Officer 2	9.28	9.74	10.23	10.74	11.28	11.84	12.43	13.05
7	006* 015* 038* 330*	Food Service/Retail Specialist Building Service Worker Accounting Clerk 2 Planning Technician	9.74	10.23	10.74	11.28	11.84	12.43	13.05	13.70

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: July 1, 1993 - June 30, 1994

Prepared: March 19, 1993

**METROPOLITAN SERVICE DISTRICT
AFSCME PAY SCHEDULE**

Range #	Class Code	Classification	Base Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
8	021* 035*	Administrative Secretary Payroll Clerk	10.23	10.74	11.28	11.84	12.43	13.05	13.70	14.39
9	042* 626*	Program Assistant 2 Lead Word Processing Operator	10.74	11.28	11.84	12.43	13.05	13.70	14.39	15.11
10	005* 031 036	Storekeeper Administrative Assistant Lead Accounting Clerk	11.28	11.84	12.43	13.05	13.70	14.39	15.11	15.87
11	634*	Data Processing Operator	11.84	12.43	13.05	13.70	14.39	15.11	15.87	16.66
12	023 329 331* 360	Program Coordinator Management Technician Hazardous Waste Technician Graphics/Exhibit Designer	12.43	13.05	13.70	14.39	15.11	15.87	16.66	17.49
13			13.05	13.70	14.39	15.11	15.87	16.66	17.49	18.36
14	268 333 338 348 354 637*	Volunteer Coordinator Asst Management Analyst Asst Public Affairs Specialist Asst Transportation Planner Asst Regional Planner Technical Specialist	13.70	14.39	15.11	15.87	16.66	17.49	18.36	19.28

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: July 1, 1993 - June 30, 1994

Prepared: March 19, 1993

**METROPOLITAN SERVICE DISTRICT
AFSCME PAY SCHEDULE**

Range #	Class Code	Classification	Base Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
15	306	Asst Engineer	14.39	15.11	15.87	16.66	17.49	18.36	19.28	20.24
	343	Asst Solid Waste Planner								
	635	D.P. Operations Analyst								
16	039	Senior Accountant	15.11	15.87	16.66	17.49	18.36	19.28	20.24	21.25
	332	Hazardous Waste Specialist								
	334	Assoc Management Analyst								
	339	Assoc Public Affairs Specialist								
	349	Assoc Transportation Planner								
	355	Assoc Regional Planner								
	362	Graphics Coordinator								
638	Programmer/Analyst									
17	307	Associate Engineer	15.87	16.66	17.49	18.36	19.28	20.24	21.25	22.31
	344	Associate Solid Waste Planner								
	636	D.P. Systems Analyst								
18	335	Senior Management Analyst	16.66	17.49	18.36	19.28	20.24	21.25	22.31	23.43
	340	Senior Public Affairs Specialist								
	350	Senior Transportation Planner								
	356	Senior Regional Planner								
19	308	Senior Engineer	17.49	18.36	19.28	20.24	21.25	22.31	23.43	24.60
	345	Senior Solid Waste Planner								
20	476	Construction Coordinator	18.36	19.28	20.24	21.25	22.31	23.43	24.60	25.83

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: July 1, 1993 - June 30, 1994

Prepared: March 19, 1993

GOVERNMENTAL AFFAIRS COMMITTEE REPORT

RESOLUTION NO. 93-1808A, ADOPTING THE FY 1993-94 PAY PLAN AND AWARDING A COST OF LIVING ADJUSTMENT TO AFSCME, LOCAL 3580 AND THE LABORERS INTERNATIONAL UNION, LOCAL 483 EMPLOYEES

Date: June 18, 1993

Presented by: Councilor Hansen

COMMITTEE RECOMMENDATION: At its June 17, 1993 meeting the Governmental Affairs Committee voted 4-0 to recommend Council adoption of Resolution No. 93-1808A. Voting were Councilors Gates, Gardner, Hansen, and Moore. Councilor Wyers was excused.

COMMITTEE DISCUSSION/ISSUES: Personnel Manager Paula Paris presented the staff report. She said the Metro Code requires approval of the pay plan, and the collective bargaining agreements with AFSCME and the Laborers Union require annual cost of living adjustments of 85% of the increase in the Consumer Price Index (CPI). The CPI increase was 4.2%, which translates into a 3.6% cost of living increase for the affected employees. Ms. Paris presented a revised Exhibit A which corrected minor errors in the pay schedule for AFSCME employees.

There was no committee discussion, and the resolution was recommended for Council adoption with the revised exhibit.

STAFF REPORT

CONSIDERATION OF RESOLUTION NO. 93-1808 ADOPTING THE FY 1993-94 PAY PLAN AND AWARDING A COST OF LIVING ADJUSTMENT TO AFSCME, LOCAL 3580 AND THE LABORERS INTERNATIONAL UNION, LOCAL 483 EMPLOYEES.

Date: June 3, 1993

Presented by: Paula Paris and
Michelle Cline

DESCRIPTION OF ACTIONS RECOMMENDED

This Resolution filed by the Executive Officer accomplishes the following: (1) grants a 3.6% Cost of Living Adjustment increase to employees represented by AFSCME, Local 3580 and the Laborers International Union, Local 483; and (2) approves the amended pay plans for both unions which incorporates the 3.6% increase.

3.6% COLA

The collective bargaining agreements for AFSCME and LIU provide that the pay rates shall be increased by 85% of the increase in the CPI-W effective July 1, 1993. The 3.6% increase is 85% of the reported 4.2% total CPI increase.

FISCAL IMPACT AND RECOMMENDATION

The Fiscal Year 1993-94 Budget approved by Council authorized sufficient funds to support this action. Furthermore, the collective bargaining agreements formerly approved by the Council, provide for automatic Cost of Living Adjustments. It is therefore, recommended by the Executive Officer that this Resolution be approved and forwarded to full Council on June 24, 1993.

METRO AFSCME PAY SCHEDULE

Range #	Class Code	Classification	Base Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
1	003* 012*	Visitor Services Wkr 3--Regular Office Assistant	7.28	7.65	8.03	8.43	8.86	9.30	9.77	10.26
2			7.65	8.03	8.43	8.86	9.30	9.77	10.26	10.77
3	018* 037* 538*	Receptionist Accounting Clerk 1 Safety/Security Officer 1	8.03	8.43	8.86	9.30	9.77	10.26	10.77	11.31
4			8.43	8.86	9.30	9.77	10.26	10.77	11.31	11.88
5	022* 040* 364* 625*	Secretary Program Assistant 1 Graphics Technician Word Processing Operator	8.86	9.30	9.77	10.26	10.77	11.31	11.88	12.47
6	013* 017* 539*	Scalehouse Technician Reproduction Clerk Safety/Security Officer 2	9.30	9.77	10.26	10.77	11.31	11.88	12.47	13.10
7	006* 015* 038* 330*	Food Service/Retail Specialist Building Service Worker Accounting Clerk 2 Planning Technician	9.77	10.26	10.77	11.31	11.88	12.47	13.10	13.75

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: July 1, 1993 - June 30, 1994

Prepared: June 17, 1993

METRO AFSCME PAY SCHEDULE

Range #	Class Code	Classification	Base Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
8	021* 035*	Administrative Secretary Payroll Clerk	10.26	10.77	11.31	11.88	12.47	13.10	13.75	14.43
9	042* 626*	Program Assistant 2 Lead Word Processing Operator	10.77	11.31	11.88	12.47	13.10	13.75	14.43	15.16
10	005* 031 036	Storekeeper Administrative Assistant Lead Accounting Clerk	11.31	11.88	12.47	13.10	13.75	14.43	15.16	15.91
11	634*	Data Processing Operator	11.88	12.47	13.10	13.75	14.43	15.16	15.91	16.71
12	023 329 331* 360	Program Coordinator Management Technician Hazardous Waste Technician Graphics/Exhibit Designer	12.47	13.10	13.75	14.43	15.16	15.91	16.71	17.55
13			13.10	13.75	14.43	15.16	15.91	16.71	17.55	18.43
14	268 333 338 348 354 637*	Volunteer Coordinator Asst Management Analyst Asst Public Affairs Specialist Asst Transportation Planner Asst Regional Planner Technical Specialist	13.75	14.43	15.16	15.91	16.71	17.55	18.43	19.35

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: July 1, 1993 - June 30, 1994

Prepared: June 17, 1993

METRO AFSCME PAY SCHEDULE

Range #	Class Code	Classification	Base Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
15	306	Asst Engineer	14.43	15.16	15.91	16.71	17.55	18.43	19.35	20.32
	343	Asst Solid Waste Planner								
	635	D.P. Operations Analyst								
16	039	Senior Accountant	15.16	15.91	16.71	17.55	18.43	19.35	20.32	21.33
	332	Hazardous Waste Specialist								
	334	Assoc Management Analyst								
	339	Assoc Public Affairs Specialist								
	349	Assoc Transportation Planner								
	355	Assoc Regional Planner								
	362	Graphics Coordinator								
638	Programmer/Analyst									
17	307	Associate Engineer	15.91	16.71	17.55	18.43	19.35	20.32	21.33	22.40
	344	Associate Solid Waste Planner								
	636	D.P. Systems Analyst								
18	335	Senior Management Analyst	16.71	17.55	18.43	19.35	20.32	21.33	22.40	23.52
	340	Senior Public Affairs Specialist								
	350	Senior Transportation Planner								
	356	Senior Regional Planner								
19	308	Senior Engineer	17.55	18.43	19.35	20.32	21.33	22.40	23.52	24.70
	345	Senior Solid Waste Planner								
20	476	Construction Coordinator	18.43	19.35	20.32	21.33	22.40	23.52	24.70	25.93

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: July 1, 1993 - June 30, 1994

Prepared: June 17, 1993

**METROPOLITAN SERVICE DISTRICT
LABORERS INTERNATIONAL UNION, LOCAL 483 PAY SCHEDULE**

Pay Range (Hourly Rates):

Class Code	Classification	Entrance Rate	After Six Months	After One Year
019*	Typist-Receptionist	9.13	9.55	10.25
035*	Clerk/Bookkeeper	9.61	10.26	10.93
020*	Clerk/Stenographer	10.29	10.94	11.68
430*	Laborer (90 working days)	10.32	-----	-----
461*	Stationmaster	11.33	11.71	12.14
465*	Gardener 1	11.72	12.55	12.99
445*	Maintenance Worker 1	11.72	12.55	12.99
535*	Nutrition Technician	12.18	13.18	14.19
470*	Animal Keeper	12.18	-----	14.19
466*	Gardener 2	12.76	13.40	14.37
446*	Maintenance Worker 2	12.76	13.40	14.37
447*	Maintenance Worker 3	13.58	14.20	15.16
467*	Senior Gardener	14.67	15.32	16.28
478*	Work Center Coordinator	14.67	15.32	16.28
471*	Senior Animal Keeper	14.98	-----	-----
448*	Maintenance Technician	15.10	15.79	16.86
455*	Maintenance Lead	15.80	-----	17.63
456*	Master Mechanic	15.80	-----	17.63
457*	Maintenance Electrician	20.34	-----	-----

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: July 1, 1993 - June 30, 1994

Prepared: March 19, 1993