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METRO-PERSONNEL

BEFORE THE METRO COUNCIL

I HEREBY CERTIFY THAT THE FOREGOING
IS A COMPLETE AND EXACT COPY OF THE
ORIGINAL THEREOF.
[Signature]
Clerk of the Metro Council

FOR THE PURPOSE OF PROVIDING) RESOLUTION NO. 94-2052
SALARY INCREASES FOR ALL)
NON-REPRESENTED EMPLOYEES) Introduced by Rena Cusma,
) Executive Officer

WHEREAS, merit increases were frozen for fiscal year 93-94 for all non-represented employees resulting in pay increases for non-represented employees of at least 5% less than represented employees received that fiscal year in pay increases; and

WHEREAS, automatic cost of living adjustments (COLAs) have been eliminated for fiscal year 94-95 forward for all non-represented employees resulting in at least 3.06% less than represented employees received this fiscal year plus additional COLAs for future fiscal years in pay increases; and

WHEREAS, represented employees have not had automatic steps and merit steps frozen, or automatic cost of living increases eliminated due to existing collective bargaining agreements; and

WHEREAS, this disparity between non-represented employee pay increases and represented employee pay increases has resulted in non-represented employees falling behind the represented employees in annual increases and non-represented employee pay has compressed down into, in some cases, represented pay amounts of those they supervise, creating an internal comparability issue for non-represented employees of at least 8.06% over the last two fiscal years; and

WHEREAS, step increases and merit increases are frozen for fiscal year 94-95 for all MetroERC non-represented employees resulting in at least 5% less this fiscal year in pay increases and resulting in internal comparability issues with represented employees; now, therefore,

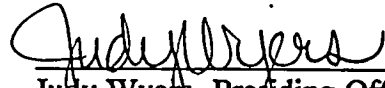
BE IT RESOLVED,

1. That all non-represented employees' salaries will be increased by five and one-half percent (5-1/2%) effective December 16, 1994.

2. That for the purposes of the establishment of the Metro Pay Plan for Non-Represented Employees each salary range for non-represented employees shall include the approved five and one-half percent (5-1/2%) increase (see revised Non-Represented Pay Plan - Exhibit A).

3. That the Metro Council recommends that the Metro Exposition Recreation Commission pass a similar resolution for non-represented employees of the Commission during December 1994.

ADOPTED by the Metro Council this 22nd day of December, 1994.



Judy Wyers, Presiding Officer

METRO
NON-REPRESENTED EMPLOYEE PAY SCHEDULE
(Monthly and Annual Rate Based on 2,088 Hours Per Year for Exempt Employees)

| Salary Range | Class Code | Classification | Beginning Rate | Maximum Merit Rate | | | |
|--------------|------------|------------------------------|----------------|------------------------------|---------|--------|---------|
| 1 | 1110 | * Admin. Support Asst. A | 7.94 | 11.59 | Hourly | | |
| | 1510 | * Education Service Aide 1 | | | | | |
| 4 | 1520 | * Education Service Aide 2 | 9.21 | 13.42 | Hourly | | |
| | 1530 | * Animal Hospital Attendant | | | | | |
| 5 | 1610 | * Management Intern | 9.66 | 14.09 | Hourly | | |
| | 1120 | * Admin. Support Asst. B | | | | | |
| 8 | 1130 | * Admin. Support Asst. C | 11.20 | 16.32 | Hourly | | |
| 10 | 1140 | Admin. Support Asst. D | 12.35 | 18.00 | Hourly | | |
| | 1150 | * Legal Secretary | 2,149 | 3,132 | Monthly | | |
| | | | 25,787 | 37,584 | Annual | | |
| 11 | 1310 | Associate Service Supervisor | 12.98 | 18.88 | Hourly | | |
| | | | 2,259 | 3,285 | Monthly | | |
| | | | 27,102 | 39,421 | Annual | | |
| 12 | 1540 | Catering Coordinator | 13.61 | 19.82 | Hourly | | |
| | | | 2,368 | 3,449 | Monthly | | |
| | | | 28,418 | 41,384 | Annual | | |
| 14 | 1580 | Events Technician | 15.00 | 21.87 | Hourly | | |
| | | | 1210 | Assistant Admin Svcs Analyst | 2,610 | 3,805 | Monthly |
| | | | 1650 | Volunteer Coordinator | 31,320 | 45,665 | Annual |

METRO
NON-REPRESENTED EMPLOYEE PAY SCHEDULE
 (Monthly and Annual Rate Based on 2,088 Hours Per Year for Exempt Employees)

| Salary Range | Class Code | Classification | Beginning Rate | Maximum Merit Rate | |
|--------------|------------|-------------------------------|----------------|--------------------|---------|
| 15 | 1630 | Law Clerk | 15.75 | 22.96 | Hourly |
| | 1320 | Service Supervisor | 2,741 | 3,995 | Monthly |
| | | | 32,886 | 47,940 | Annual |
| 16 | 1330 | Senior Service Supervisor | 16.55 | 24.11 | Hourly |
| | 1220 | Associate Admin Svcs Analyst | 2,880 | 4,195 | Monthly |
| | | | 34,556 | 50,342 | Annual |
| 17 | 1350 | Associate Program Supervisor | 17.37 | 25.33 | Hourly |
| | 1590 | Facilities Mgmt Project Coord | 3,022 | 4,407 | Monthly |
| | | | 36,269 | 52,889 | Annual |
| 18 | 1230 | Senior Admin Svcs Analyst | 18.24 | 26.59 | Hourly |
| | 1560 | Research Coordinator | 3,174 | 4,627 | Monthly |
| | | | 38,085 | 55,520 | Annual |
| 19 | 1360 | Program Supervisor | 19.16 | 27.93 | Hourly |
| | 1570 | Veterinarian | 3,334 | 4,860 | Monthly |
| | 1240 | Principal Admin Svcs Analyst | 40,006 | 58,318 | Annual |
| 20 | 1370 | Senior Program Supervisor | 20.12 | 29.31 | Hourly |
| | 1620 | Construction Coordinator | 3,501 | 5,100 | Monthly |
| | | | 42,011 | 61,199 | Annual |
| 22 | 1410 | Manager | 22.17 | 32.31 | Hourly |
| | | | 3,858 | 5,622 | Monthly |
| | | | 46,291 | 67,463 | Annual |

METRO
NON-REPRESENTED EMPLOYEE PAY SCHEDULE
(Monthly and Annual Rate Based on 2,088 Hours Per Year for Exempt Employees)

| Salary Range | Class Code | Classification | Beginning Rate | Maximum Merit Rate | |
|-----------------|---------------|--------------------------|-------------------|--------------------------|---------|
| 24 | 1420 | Senior Manager | 24.44 | 35.62 | Hourly |
| | 1640 | Senior Assistant Counsel | 4,253 | 6,198 | Monthly |
| | | | 51,031 | 74,375 | Annual |
| 25 | 1450 | Assistant Director | 25.67 | 37.39 | Hourly |
| | | | 4,467 | 6,506 | Monthly |
| | | | 53,599 | 78,070 | Annual |
| 26 | 1460 | Director | 26.96 | 39.26 | Hourly |
| | | | 4,691 | 6,831 | Monthly |
| | | | 56,292 | 81,975 | Annual |
| 29 | 1490 | Administrator | 31.20 | 45.45 | Hourly |
| | 1470 | Senior Director | 5,429 | 7,908 | Monthly |
| | | | 65,146 | 94,900 | Annual |

* Non-exempt classification. Employees in this classification are paid hourly and are eligible to receive overtime compensation.

STAFF REPORT

CONSIDERATION OF RESOLUTION NO. 94-2052, FOR THE PURPOSE OF APPROVING A PAY INCREASE FOR ALL NON-REPRESENTED EMPLOYEES.

Date: December 1 , 1994

Presented by: Paula Paris

BACKGROUND: Annual merit increases were frozen for FY93-94 for all non-represented employees resulting in pay increases for non-reps of at least 5% less than represented employees received that fiscal year in pay increases. Additionally, the revised Metro Personnel Code eliminates automatic cost of living adjustments (COLAs) for FY94-95 forward for all non-represented employees resulting in at least 3.06% less than represented employees received this fiscal year plus any future fiscal years in cost of living adjustments.

This totals at least an 8.06% disparity between non-represented and represented employee pay increases over the last two fiscal years, resulting in non-reps falling behind represented employees in pay increases and, in some cases, compressing non-rep pay down into the represented pay amounts of those they supervise.

FISCAL IMPACT: This resolution will be cost neutral. Up to this point, Metro has regularly picked up the 6% employee contribution in to the old Western Retirement Plan and in PERS, which has been a consistent budgeted 6% cost to Metro since at least 1981. However, with the implementation of Measure 8 the employees must now pick up that 6% employee contribution, which allows the budgeted 6% pick up amount to be used to neutralize this five and one-half (5-1/2%) internal comparability pay increase for non-reps. The 5-1/2% increase plus 1/2% variable fringe costs equals the 6% already budgeted in personal services.

RECOMMENDATION: We believe this pay increase for non-represented employees is necessary for consistent, equitable, and comparable pay plans within Metro. It is, therefore, recommended by the Executive Officer that Resolution No. 94-2052 be approved.

FINANCE COMMITTEE REPORT

RESOLUTION NOS. 94-2052, 94-2055, AND 94-2057 RELATING TO EMPLOYEE SALARY INCREASES AND UNION BARGAINING AGREEMENTS

Date: December 15, 1994 / Presented By: Councilor McLain

COMMITTEE RECOMMENDATION: At its December 13, 1994 meeting the Committee voted 5 to 1 to send Resolutions 94-2052, 94-2055 and 94-2057 to the Council without recommendation. Committee members voting in favor were Councilors Buchanan, Devlin, McLain, Monroe and Washington. Councilor Kvistad voted against the motion and Councilors Gardner and Van Bergen were absent.

COMMITTEE DISCUSSION/ISSUES: Paula Paris, Personnel Manager, presented the Staff Report. She stated all three resolutions provide for five and one-half percent salary increase for non-represented and represented Metro employees effective December 16, 1994. Approval of the resolutions will not require a budget amendment since the funds are already included in the Personal Service appropriation for each Fund and Department. Ms. Paris pointed out that two resolutions, 94-2055 and 94-2057, approve settlement agreements with AFSCME Local 3580 and LIU Local 483 respectively. As such they include changes in the agreements other than salaries and wages. The Agreement with Local 3580 removes the ability for managers to provide 5% merit increases in addition to 5% step increases; and the Agreement with Local 483 provides for employee discipline records to be held in the employee's personnel file for two years rather than one.

During the public hearing 14 persons, including the Executive Officer, appeared in support of the resolutions. All persons appearing were either Metro employees or representatives of the bargaining units. Attached are copies of all written testimony provided to the Committee.

RENA CUSMA, METRO EXECUTIVE OFFICER

PRESENTATION TO THE FINANCE COMMITTEE, DECEMBER 13, 1995

YOU HAVE BEFORE YOU THIS EVENING 4 RESOLUTIONS INITIATED BY ME RELATING TO MEASURE 8 AND ITS IMPACT ON METRO EMPLOYEES: ONE INVOLVING PAY EQUITY FOR NON-REPRESENTED EMPLOYEES; TWO INVOLVING SETTLEMENT AGREEMENT WITH AFSCME LOCAL 3580 AND LIU LOCAL 483; AND ONE CONFIRMING THAT THE 6% MANDATORY EMPLOYEE-PAID PERS CONTRIBUTION WILL BE PRE-TAX FOR EMPLOYEES.

1. THE ISSUE OF PAY EQUITY FOR NON-REPRESENTED EMPLOYEES ONLY PERIPHERALLY INVOLVES MEASURE 8. WE WANTED TO SUBMIT THIS RESOLUTION LAST SUMMER, BUT BECAUSE IT WOULD HAVE COST METRO MORE THAN WAS BUDGETED, WE HELD OFF. NOW HOWEVER, DUE TO MEASURE 8, WE NOW HAVE THE FUNDS TO BRING THE NON-REPS INTO COMPARABILITY WITH REPRESENTED EMPLOYEES IN PAY INCREASES OVER THE LAST TWO FISCAL YEARS, AND AT NO ADDITIONAL FUNDING TO METRO.

2. THE TWO SETTLEMENT AGREEMENTS WITH AFSCME AND LIU, WERE AS A RESULT OF THE UNIONS REQUESTING TO BARGAIN ON THE IMPACT OF MEASURE 8. ISSUES FOR BOTH THE UNIONS AND MANAGEMENT WERE DISCUSSED AND AGREEMENT REACHED. QUITE FRANKLY, THE MANAGEMENT ISSUES WOULD HAVE BEEN MORE DIFFICULT FOR MANAGEMENT TO ATTAIN EXCEPT FOR THE ISSUE OF MEASURE 8 AND THE UNIONS WANTING TO ALLEVIATE THE MANDATORY 6% CONTRIBUTION IMPACT.

3. THE ISSUE OF THE 6% EMPLOYEE-PAID CONTRIBUTION INTO PERS ON A PRE-TAX BASIS APPLIES TO ALL METRO EMPLOYEES. THIS RESOLUTION HAS BEEN PREPARED ONLY BECAUSE IT IS REQUIRED IN ORDER FOR THIS PRE-TAX ABILITY TO OCCUR. THIS GIVES METRO EMPLOYEES SLIGHT RELIEF FROM THE IMPACT OF MEASURE 8 ON THEIR TAKE-HOME PAY.

WE HAVE BEEN HEARING THROUGH VARIOUS PUBLIC MEETINGS AND THE MEDIA, ABOUT WHAT IS RIGHT AND WHAT IS WRONG WITH MEASURE 8. HOWEVER, THERE

IS ONE TRUTH THAT NEEDS TO BE APPROPRIATELY ADDRESSED, AND THAT IS THIS:
THE EFFECTIVE DATE OF THIS PROVISION OF THE MEASURE IS JANUARY 1, 1995.

WHETHER THROUGH ERROR OR KNOWINGLY, THE AUTHORS OF THE MEASURE HAVE SPONSORED AND ENTITLED A GRACE PERIOD UNTIL JANUARY 1, AS NOW ESTABLISHED UNDER THEIR MEASURE. YET THEY ARE PUBLICLY ATTEMPTING TO FAULT OTHERS FOR THIS FACT. THIS IS NOT THE FAULT OF THE VOTERS, AND IT IS CERTAINLY NOT THE FAULT OF THIS OR ANY OTHER ELECTED BODY, YET THEY CONTINUE TO TRY TO REINVENT THIS MEASURE BY MAKING THEIR MISCALCULATION OR INACCURACY THE PUBLIC'S RESPONSIBILITY AND THE ELECTED OFFICIAL'S RESPONSIBILITY. PEOPLE NEED TO BE REMINDED WHERE THE FAULT REALLY LIES...IT LIES WITH THE AUTHORS OF THE MEASURE. IT IS THEY, MR. TIERNAN AND MR. SIZEMORE, WHO CRAFTED THE MEASURE AND WHO, INTENTIONALLY OR NOT, CONCEIVED AND ESTABLISHED AN EFFECTIVE DATE OF JANUARY 1, 1995. THIS MEASURE, BY THEIR HANDS, GIVES PUBLIC EMPLOYEES AND PUBLIC EMPLOYERS A WINDOW OF OPPORTUNITY TO DEAL WITH EACH OTHER AS THEY HAVE FOR AT LEAST THE PAST TWENTY YEARS UNDER THE PUBLIC EMPLOYEES COLLECTIVE BARGAINING ACT, AND TO WORK THINGS OUT IN GOOD FAITH IN THE BEST INTEREST OF THE PARTIES.

YES, THE VOTERS HAVE SPOKEN. THEY HAVE SAID, IN ACCORDANCE WITH THE AUTHORS PLEDGE, THAT BEGINNING JANUARY 1, 1995, THINGS WILL BE DIFFERENT, THINGS WILL CHANGE. AND COME THAT DATE, IN KEEPING WITH THE PUBLIC TRUST, THINGS IN FACT WILL BE DIFFERENT. HOWEVER, WE HAVE UNTIL THAT TIME, THE CONTINUING RESPONSIBILITY TO ESTABLISH POLICY THAT IS CONSISTENT WITH THE CURRENT LAWS, AND TO CONTINUE TO CONSIDER HOW THOSE OUTCOMES AFFECT THE EMPLOYEES AND CONSEQUENTLY THE MISSION OF METRO.

IT IS MY HOPE THAT YOU GIVE THESE RESOLUTIONS YOUR FULL ATTENTION AND CONSIDERATION, AND THAT YOU CAN PUT THE RHETORIC OF THE AUTHORS OF MEASURE 8 ASIDE IN FAVOR AND IN RECOGNITION OF THE HARD WORK METRO EMPLOYEES PERFORM, THE SERVICES THEY PROVIDE, AND THE IMPACT OF THIS MEASURE ON THEM AND ON METRO.

Testimony to Finance Committee

My name is Tim Collins, I work in the Planning Department at Metro, and I am the President of our local Union, AFSCME Local 3580 and 3580-1.

We have several other Metro employees who would like to give testimony so I will be brief. I'd like to make three points:

1. Resolutions 94-2055, and 94-2057 have been agreed to by both the Unions and the Executive Officer, Rena Cusma. These agreements require employees to pay 6% of their wages into the PERS retirement plan and provide a 5.5% pay increase to represented employees. The overall effect on employees pay will be a decrease of 1/2 of 1 percent. This was agreed upon in order to make these resolutions be cost neutral to Metro. Metro would be required to pay about 1/2% of 1 percent in additional taxes.
2. These resolutions are a fair way to assure that employees are paying into their retirement plan without forcing them to take a 6% pay cut to do it. The cities of Salem, Corvallis, and Albany, along with Multnomah, Washington, Lane, and Marion counties are just some examples of local jurisdictions in Oregon that have passed similar agreements. It is important that Metro not only treat their employees fairly, but also maintains competitive wages and benefits when comparing like jobs in both the public and private sector.
3. In both 1981 and 1991 employees received improvements to the pension plans in lieu of cost of living salary adjustments.

Testimony before Finance Committee on 12/13/94

My name is Marilyn Matteson, and I am now a public involvement planner in the High Capacity Transit Section of the Planning Department. I am speaking in support of the resolution to provide a pay raise to offset the 6 percent pension contribution.

As a long-term Metro employee, I have experienced the various pay and pension changes that have happened over the past 11 years. For example, I forfeited a cost of living salary increase in order to get into the PERS pension plan several years ago.

I have also seen how professional and hard working the Metro staff is, regardless of the various pay and pension changes. The salary decrease may have a disastrous effect on employee morale and Metro may see good staff go into the private sector.

I can probably survive a 6 percent pay cut, but many people at Metro cannot stretch their salary any farther. Single parents or single-income couples may not be able to pay for child care or other necessities if they have to take a monthly salary decrease.

For these reasons, please consider providing represented employees a pay increase to help offset the immediate employee payment of 6 percent into PERS. I believe it would be unfair to give non-represented employees a pay increase and ignore the needs of represented employees at the lower salary levels. Represented employees need this resolution to pass. We are an important and productive part of the Metro staff.

Thank you for hearing my testimony.

TESTIMONY BEFORE METRO FINANCE COMMITTEE

December 13, 1994

Councilors,

My name is Lois Kaplan; I'm an Administrative Secretary in the Planning Department; and I'm speaking in support of this resolution. I've been at Metro for over 14 years and have experienced many trade-offs offered by management for fringe benefits in lieu of salary increases.

While I am hopeful that Measure 8 will eventually be struck down by the Courts as unconstitutional, I feel strongly that Metro should stand behind its employees in safeguarding those benefits that were granted through a good-faith, collective bargaining process. The older you get, the more meaningful that pension becomes. By granting this salary increase, it would help offset the penalty Measure 8 brings to staff.

As a long-termer at Metro, I have been at the top step of my secretarial classification for three years. Since Metro does not provide for tenure or merit increases beyond that point, I would be experiencing a "double hit" if required to contribute 6 percent to PERS without some offsetting action by Metro Council. I ask that you be sensitive to the needs of staff and the burdens created by diminished spendable income.

I am hopeful that the federal laws governing contractual agreements through a collective-bargaining process will prevail but, in the meantime, ask that the Finance Committee support passage of this resolution based on equity, hardship and morale of staff. Thank you.

Testimony to Finance Committee

My name is Tom Kloster, and I've been at Metro for about a year and a half. I am here in support of the resolution before you. Because I know many of you are viewing this resolution as an opportunity to remain competitive as an employer, I would like to tell you about how I was recruited by Metro, and the importance that Metro's salary structure played in my decision to move to this agency.

Prior to Metro, I worked for the City of Gresham for seven years, and prior to that I worked in Washington County. I left an "associate" level planning position in Gresham to accept a "senior" level position here at Metro. While that might sound like a step up – *and Gresham is more often thought of as the birthplace of Measure 5 than as a generous public employer* – the job change actually cost me a substantial number of fringe benefits, including:

- an extra week of vacation annually;
- all of my accumulated sick leave;
- time-and-a-half overtime pay;
- one-and-a-half extra holidays;
- a more generous medical plan;
- private office;
- free parking; and
- a continuing education program that covered not only tuition, but also books and exam costs.

I also took a 3% salary cut in order to make the move "up" from an associate to senior level position – despite starting on step four of Metro's "Senior Planner" pay range. In many ways, it was the salary cut that was the most difficult to manage. Like many workers, I provide the sole income in my household, and when it came time to consider Metro's salary offer, there wasn't much "fat" to cut out of the family budget. While I was more than willing to give up the fringe benefits that I've listed for the professional opportunity that Metro offered, the fact that Metro was able to come close to matching my established income was the turning point in allowing me to accept a position here.

I don't think my experience was an isolated one, and that's why Multnomah County Chair Beverly Stein and Washington County Chair Bonnie Hays have approved similar measures in their own jurisdictions, along with public officials in many other local agencies in the region. All have offered their votes as an effort to maintain both a positive work force and a competitive position as employers in the job market.

The issues are the same for our agency, and the resolution before you is an opportunity to maintain a similar quality in our own workplace.

Thank you for hearing my testimony.

My name is Joanna Karl, and I am in Metro's Solid Waste Department.

I want to share some history of Metro and its various pension plans. On December 1, 1978 -- when Metro was still CRAG -- a retirement plan was established requiring 5% to be paid by employees and a 5% match by the employer. On December 1, 1981, the mandatory 5% paid by the employees was picked up by the employer and another one percent was added for a total of a 6% employer pick-up. As indicated in Council's December 1981 records, this was granted in lieu of a 6% cost of living adjustment.

Nearly eight years ago, shortly after I was hired, the AFSCME bargaining unit was formed. The reason Metro staff organized at this time was because of management's desire to move Metro into the PERS retirement plan - to be funded with a decrease in staff's medical benefits. At the time, staff was very unsure if they wanted to be in PERS at all, let alone to be willing to give up medical benefits.

Successful organizing led to a negotiated contract. The first contract did not address our retirement plan. In the second contract in 1991, which is still in effect, management moved Metro into the PERS retirement plan in lieu of that year's Cost of Living Allowance increase. Giving up the COLA provided additional funding beyond the already-in-place employer pickup established in 1981. As it actually worked out, the cost of Metro entering PERS was less than anticipated, which led to Metro returning the unspent portion of the PERS money to the employees.

My points are:

- (1) Throughout the history of our various pension plans, staff has negotiated for its retirement benefits. Twice, we traded salary increases for the employee pick-up -- initially in 1981, and more recently in 1991 with the METRO move to PERS.
- (2) I strongly support this resolution. To not do so would be undermining the faith of the collective bargaining process.

Testimony to Metro Council Finance Committee
In support of Resolution 94-2055

December 13, 1994

My name is Sue Gemmell, and I'm a graphic designer in the General Services Department. My work includes the 2040 newsletter, kit and concept document, and many maps designed on the Power Macintosh. This fall I celebrated my 3 year anniversary here at Metro. I am speaking in support of the resolution 94-2055.

I clearly remember negotiating my salary and benefits. The salary Metro offered was a bit less than the minimum I had considered accepting. When I hesitated, I was told about the retirement benefits: that Metro pays the employer AND employee contributions, so in essence the salary was larger than it seemed. This tipped my decision to accept. I never imagined Metro would back out of this agreement.

I had my own business before working at Metro. Since then, I have referred all of my clients to other designers. This was not a decision that was made lightly. My commitment to Metro is long term.

The resolution before you addresses the very important issue of commitment. Employers also make commitments to employees. When we leave the private sector and bring our expertise full time to Metro, we leave valuable clients and contacts. We need to be sure of the terms under which we are hired.

The Metro Council is entrusted to treat staff fairly, to keep commitments made by Metro and to ensure that Metro has the best staff possible.

Please support Resolution 94-2055, to fairly compensate us for this impending reduction of our pay.

Thank you.

Sue Gemmell