

NOT ADOPTED

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF PROVIDING ) RESOLUTION NO. 94-2065  
SALARY INCREASES FOR ALL )  
NON-REPRESENTED EMPLOYEES ) Introduced by Council  
 ) Finance Committee

WHEREAS, Merit increases were frozen for Fiscal Year 1993-94 for all non-represented employees resulting in pay increases for non-represented employees of at least 5 percent less than represented employees received that fiscal year in pay increases; and

WHEREAS, Automatic Cost of Living Adjustments (COLA) have been eliminated for Fiscal Year 1994-95 forward for all non-represented employees resulting in at least 3.06 percent less than represented employees received this fiscal year plus additional COLA for future fiscal years in pay increases; and

WHEREAS, Represented employees have not had automatic steps and merit steps frozen, or automatic COLA 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 percent over the last two fiscal years; and

WHEREAS, Measure 8 requires employees to pay 6 percent of gross salary toward retirement plan costs; and

WHEREAS, Step increases and merit increases are frozen for Fiscal Year 1994-95 for all Metro ERC non-represented employees resulting in at least 5 percent less this fiscal year in pay increases and resulting in internal comparability issues with represented employees; and

WHEREAS, It is appropriate to conduct a new pay and compensation study for all Metro and Metro ERC employees; now, therefore,

BE IT RESOLVED,

1. That all non-represented employees' salaries will be increased by 3.06 percent effective July 1, 1994, in addition to whatever merit increase may have otherwise been approved.

2. That the Executive Officer is requested to immediately take all steps necessary to conduct a Pay and Compensation Plan Study for all Metro and Metro ERC employees in order to determine appropriate levels of compensation to be used in establishing further adjustments to non-represented employees' salary and for use in the collective bargaining process.

ADOPTED by the Metro Council this \_\_\_\_ day of \_\_\_\_\_, 1994.

---

Judy Wyers, Presiding Officer

gl  
1204

FINANCE COMMITTEE REPORT

RESOLUTION NOS. 94-2065, 94-2066 AND 94-2067 RELATING TO SALARY INCREASES AND EXTENSION OF EMPLOYMENT AGREEMENTS

Date: December 20, 1994

Presented By: Councilor Devlin

**COMMITTEE RECOMMENDATION:** At its December 13, 1994 meeting the Committee voted 4 to 1 to introduce Resolution No. 94-2065, 94-2066 and 94-2067 for Council consideration. Committee members voting in favor were Councilors Buchanan, Devlin, Monroe and Washington. Councilor Kvistad voted against the motion and Councilors Gardner, McLain and Van Bergen were absent.

**COMMITTEE DISCUSSION/ISSUES:** Councilor Devlin review the resolutions with the Committee. He explained that the resolutions are companion to the resolutions just referred by the Committee to the Council with no recommendation. He stated Resolution No. 94-2065 awards all non-represented employees a 3.06 COLA effective July 1, 1994. This resolution also directs the Executive Officer to conduct a Pay and Class Study to determine future appropriate levels of compensation for non-represented employees.

Resolution No. 94-2066 and 94-2067 extend the collective bargaining agreements with AFSCME Local 3580 and LIU Local 483 respectively to July 1, 1996 and direct the Executive Officer to conduct a Pay and Class Study to determine appropriate levels of pay to be used in the collective bargaining process.

In response to a question, Mr. Devlin indicated these resolutions would be considered only if the other resolutions on the Council agenda on December 22 dealing with the same subject are not adopted. If they are adopted, he will move that these resolutions be tabled.