

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF REVISING) RESOLUTION NO 96-2379
METRO'S NON-REPRESENTED EMPLOYEE)
PAY PLAN, AND AMENDING METRO'S) Introduced by Mike Burton, Executive
PERS RETIREMENT PRACTICES SO AS TO) Officer
CONFORM TO RECENT OREGON)
SUPREME COURT DECISIONS)

WHEREAS, Metro Code Section 2.02.055 requires the Executive Officer to review pay plans and recommend revisions to the Council; and

WHEREAS, Metro has recently concluded union negotiations with its represented employees calling for a 2.8% increase in pay for fiscal year 1996-1997; and

WHEREAS, Those same union negotiations have resulted in a change in Metro's PERS retirement procedures in order to comply with the Oregon Supreme Court's recent decision striking down "Measure 8" as unconstitutional; and

WHEREAS, The Executive Officer has recommended that the Council apply the same percentage salary increase and changes in PERS retirement procedures to Metro's non-represented employees; now, therefore,

BE IT RESOLVED:

1. That the 5.5% salary increase given to Metro non-represented employees in December of 1994 is hereby rescinded, and Metro shall resume paying the employee portion of the PERS contribution for all non-represented Metro employees and officials.
2. That the salary ranges for Metro non-represented employees shall be increased 2.8%, pursuant to Metro Code Section 2.02.060(a).

3. That the Metro Executive is authorized to take all actions necessary to see that the provisions of this resolution are carried out promptly.

ADOPTED by the Metro Council this 25th day of July 1996.



Jon Kvistad, Presiding Officer

Approved as to Form:



Daniel B. Cooper, General Counsel

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STAFF REPORT

RESOLUTION NO. 96-2379, FOR THE PURPOSE OF REVISING METRO'S NON-REPRESENTED EMPLOYEE PAY PLAN, AND AMENDING METRO'S PERS RETIREMENT PRACTICES SO AS TO CONFORM TO RECENT OREGON SUPREME COURT DECISIONS

Date: July 22, 1996

Presented by:

Judy Gregory
Mark Williams

Background:

- The AFSCME Local 3580 Contract expired on June 30, 1996. Negotiations began on May 8, 1996 and were concluded on July 1, 1996, when Metro and AFSCME, Local 3580 reached a tentative agreement on a three-year successor agreement. The agreement provides:

Wages:

- Wages are increased by 2.8% for 1996-97 (100% of National CPI measured March to March) and the "base rate" is eliminated from the salary plan.
- Because of the Oregon Supreme Court decision on Ballot Measure 8 (PERS), Metro exercised its option to return the employer paid pick up of the employees share of PERS. This action is cost neutral to Metro.

The purpose of this resolution is to apply these same adjustments to Metro's non-represented employees.

Recommendation:

Adjustments are necessary to assure equitable treatment for Metro's non-represented staff. It is therefore recommended by the Executive Officer that Resolution No. 96-2379 be approved.