

# METROPOLITAN EXPOSITION-RECREATION COMMISSION

## RESOLUTION NO. 68

Approving a one percent (1%) one-time benefits adjustment to base wages of certain full-time non-represented employees.

The Metropolitan Exposition-Recreation Commission finds:

1. That the Commission's Resolution No. 41, passed December 19, 1989, included the following:

A. That an agreement regarding consolidation of Regional Convention, Trade, Spectator and Performing Arts Facilities owned and operated by the City of Portland and the Metropolitan Service District has been approved by the Portland City Council, the Metro Council, and the Exposition-Recreation Commission (ERC).

B. That pursuant to the Agreement employees of the ERC will be transferred to the Metro ERC.

C. That those full-time non-represented ERC employees presently receive a compensation package consisting of salary, pension and other benefits.

D. That Metro ERC shall provide to the full-time non-represented ERC employees a total compensation package (combined wages and benefits) of not less value than the combined value of (1) the wage payable by Metro ERC to the transferred employees as of the date of transfer plus any cost of living increases provided by Metro ERC as of July 1, 1990, and (2) the benefits provided by the City to its employees as of July 1, 1990, all subject to Metro ERC's authority to modify the compensation package as appropriate for periods beginning July 1, 1991, and thereafter.

E. That in determining the value of benefits the Commission will consider the value to the class of full-time non-represented ERC employees as a group.

F. That consolidation needs to be accomplished without any adverse effects on the total compensation package for full-time non-represented ERC employees.

2. That the Commission authorized William M. Mercer, Inc., in conjunction with the employee benefit committee, to perform an analysis of the benefit package (benefit valuation) of Metro Service District vs. the benefit package of the City of Portland that will be effective on July 1, 1990.

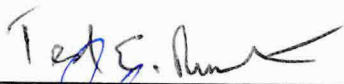
3. That William M. Mercer, Inc., has completed the analysis, a copy of which is attached and has been reviewed by the Commission, and has determined the value of benefits to be \$12,628 (that is, the City's benefit package, as of July 1, 1990, would be \$12,628 more beneficial to the transferring employees than the Metro Service District's benefit package will be) or about one percent (1%) of salary/wages of the 56 full-time non-represented ERC employees in the group.

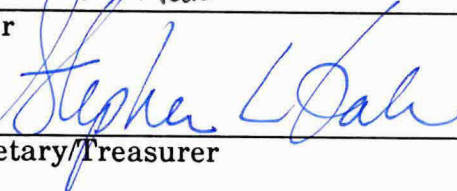
4. That the employee benefit committee and the General Manager recommend that a one percent (1%) one-time benefit adjustment to base wages of the full-time non-represented ERC employees be made effective July 1, 1990.

5. That MERC's FY 1990-91 budgets include the City's benefit rate (35%) vs. Metro's (31%) for its full-time non-represented employees, so there is no need for any budget adjustments.


BE IT THEREFORE RESOLVED that a one percent (1%) one-time benefit adjustment to base wages of the transferring full-time non-represented ERC employees be made, in order to provide a total compensation package (combined wages and benefits) of not less value than the combined value to those employees as of the date of transfer of the benefits provided by the City to its employees, as of July 1, 1990.

Passed by the Commission on June 13, 1990.

  
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Chair

  
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Secretary/Treasurer

APPROVED AS TO FORM:

  
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Metro General Counsel