

METROPOLITAN EXPOSITION-RECREATION COMMISSION

RESOLUTION NO. 196

Approving a four percent (4%) adjustment to base salaries of Metropolitan Exposition-Recreation Commission non-represented employees, included in the Commission's Compensation Plan Range Placement Table, excluding Ranges 110 through 123, retroactive to July 1, 1992.

The Metropolitan Exposition-Recreation Commission finds:

1. That the MERC's Executive Committee recommended a four percent (4%) adjustment for Metropolitan Exposition-Recreation Commission non-represented employees, for those employees included in the Commission's Compensation Plan Range Placement Table, excluding Ranges 110 through 123, retroactive to July 1, 1992.


2. That the effect of this 4% wage adjustment, by individual Funds, would be as follows for FY 1992-93:

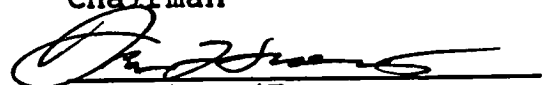
	Full-Time Labor	Part-Time	Benefits	Total
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Management Pool	13,803	0	4,831	18,634
OCC	38,234	6,110	14,910	59,254
Stadium	11,096	1,802	4,334	17,232
PCPA	29,902	1,608	10,868	42,378
Coliseum	40,971	17,941	18,825	77,736
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Total	134,006	27,461	53,767	215,234
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3. That a budgetary transfer is not necessary to cover the above wage adjustments for non-represented employees, as additional budget savings are expected to be generated in all MERC Funds to cover the \$215,234.

BE IT THEREFORE RESOLVED that the Commission approves a four percent (4%) increase to base salaries of Metropolitan Exposition-Recreation Commission non-represented employees, included in the Commission's Compensation Plan Range Placement Table, excluding Range 110 through 123, effective July 1, 1992.

Passed by the Commission September 9, 1992.

  
Chairman

  
Secretary/Treasurer

APPROVED AS TO FORM:


  
Senior Assistant Counsel

# Metropolitan Exposition-Recreation Commission

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July 10, 1992

TO: METRO Executive Committee  
Sam Brooks  
Ron Kawamoto  
Ben Middleton

FROM: Lee Fehrenkamp 

SUBJECT: Salary & Wage Adjustment (Cola)

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I would like the Executive committee to consider a salary and wage adjustment for all non-represented MERC employees for FY 92-93 beginning July 1, 1992.

The fiscal year just concluded has been extremely productive at all facilities. We have witnessed a very high volume of quality events at PCPA, reduction in deficit at the Stadium, a very active and profitable year at the Coliseum including the best June on record, and the Convention Center continues to out perform projections once again in events and revenues.

A brief history of non-rep increases for commission employees:

1987-88	4% Increase all non-rep
1988-89	No Increase
1989-90	4% Increase to all non-rep
1990-91	5.5% Increase to non-rep <u>Full-time</u> making \$30,000 or less.  3% average increase <u>January 1, 1991</u> (6 month) Full time non-rep following Ralph Anderson Study.
1991-92	No Increase for Full Time non-rep employees except (14 decertified Coliseum Operations employees not included in Ralph Anderson Study).  3% average increase to <u>Part-time</u> non-rep following Ralph Anderson Study.

This represents 16.5% over 5 years for non-rep Commission employees.

METRO non-rep increases over the same 5 year period plus FY 92-93 total 36.03%.

FY 87-88	3.00%	
FY 88-89	4.09%	
FY 89-90	5.00%	
FY 90-91	5.00%	
FY 91-92	3.25%	+ 12.00% PERS
FY 92-93	3.69%	

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36.03%

MERC represented employees are receiving an annual increase of 4% for FY 92-93 as negotiated in Labor agreements. (Ushers/Ticket takers, Stagehands, Utility workers, Engineers).

Funds are available within the budget to cover a cost of living increase for non-rep employees. For each one percent increase in wages (fringes included) for all full and part-time non-rep employees the budget impact will be \$59,377.

The following percentages represent total wage and fringes for both full and part-time non-rep employees for a full year:

3.0%	=	\$178,131
3.5%	=	\$207,820
4.0%	=	\$237,508
4.5%	=	\$267,197

My recommendation is to give a cost of living adjustment of 4% beginning July 1, 1992 to all non-rep MERC employees both full-time and part-time. I would like to discuss this increase with the Executive Committee at the next most convenient time.

cc: Dominic Buffetta

cola

Based On FY 1992-93 Numbers  
Excludes Non-Rep. Employees in Ranges 11 - 123

	Labor Amount	% Col	Cola Amount	Fring %	Fringes Amount	Total
MERC Pool:						
FT	345,083	4.0%	13,803	35.0%	4,831	18,634
PT	0	4.0%	0	25.0%	0	0
Total	345,083		13,803		4,831	18,634
OCC:						
FT	955,852	4.0%	38,234	35.0%	13,382	51,616
PT	152,760	4.0%	6,110	25.0%	1,528	7,638
Total	1,108,612		44,344		14,910	59,254
Stadium:						
FT	277,405	4.0%	11,096	35.0%	3,884	14,980
PT	45,045	4.0%	1,802	25.0%	450	2,252
Total	322,450		12,898		4,334	17,232
PCPA:						
FT	747,551	4.0%	29,902	35.0%	10,466	40,368
PT	40,200	4.0%	1,608	25.0%	402	2,010
Total	787,751		31,510		10,868	42,378
Coliseum:						
FT	1,024,265	4.0%	40,971	35.0%	14,340	55,310
PT	448,515	4.0%	17,941	25.0%	4,485	22,426
Total	1,472,780		58,911		18,825	77,736
Total	4,036,676		161,467		53,767	215,234