

METROPOLITAN EXPOSITION-RECREATION COMMISSION

Resolution No 93-2

Approving a percent increase to base salaries of Metropolitan Exposition-Recreation Commission non-represented employees, effective July 1, 1993.

The Metropolitan Exposition-Recreation Commission finds:

1. That staff recommends a percent increase for Metropolitan Exposition-Recreation non-represented employees, effective July 1, 1993.

2. That a budgetary transfer is not necessary to cover wage adjustments for non-represented employees, as adequate funds exist in the FY 93-94 Budget.

BE IT THEREFORE RESOLVED, that the Commission approves a percent increase to base salaries of all Metropolitan Exposition-Recreation Commission non-represented employees, with the exception of the General Manager effective July 1, 1993.

Passed by the Commission on July 14, 1993.

Jabled
Chairman

Secretary-Treasurer

APPROVED AS TO FORM:
Daniel B. Cooper, General Counsel

By: _____
Mark B. Williams
Senior Assistant Counsel

Msg From: Pat LaCrosse
Title: 93/94 COLA
TO: MERC COMMISSIONERS
FROM: PATRICK LACROSSE. GENERAL MANAGER

Date: 7/ 8/93 Time: 16:42:4
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SUBJECT: RECOMMENDATION ON COST OF LIVING INCREASE FOR 93/94 BUDGET YEAR.

WE HAVE DISCUSSED THE ISSUE OF THE COST OF LIVING INCREASES FOR THIS NEXT FISCAL YEAR FOR SEVERAL WEEKS. STAFF HAVE MADE DIFFERENT RECOMMENDATIONS TO YOU INFORMALLY IN THE PAST TWO WEEKS. THEY HAVE RANGED FROM 3.6% TO 4% OF EXISTING SALARY.

WE HAVE AGREED THAT NO MERIT OR STEP INCREASES SHOULD BE GIVEN IN LIGHT OF A SIMILAR FREEZE AT METRO.

WE HAVE NOT FINALIZED A STAFF RECOMMENDATION, AND IN FACT HAVE ARGUED BOTH THE 3.6% AND THE 4%.

THE CPI FOR WAGES FOR PORTLAND LAST YEAR I AM INFORMED WAS 4.2% METRO NON-REPRESENTED STAFF RECEIVED A 4% ADJUSTMENT IN LIEU OF COLA RESULTING FROM A CLASSIFICATION/COMPENSATION STUDY DONE THIS YEAR. THE FOLLOWING IS ADDITIONAL INFORMATION SENT US BY PAULA PARIS THAT IS RELEVANT TO THE DECISION.

Most Portland area jurisdictions use some kind of formula incorporating CPI figures for their employees. Metro uses 85% of the Portland CPI-W. As you can see, the jurisdictions below have either frozen/decreased COLA's, frozen merit/step increases, or used some other formula in order to be fiscally prudent:

City of Portland	- 3.57%	COLA, plus merit or step increases.
Multnomah County	- 3%	COLA, plus merit or step increases, but salaries at \$60,000 and above are frozen.
Washington County	- 3%	COLA (tentative, to take effect 6/22/93), plus merit or step increases.
Clackamas County	- No info	
City of Gresham	- 3.2%	COLA, plus merit or step increases.
Tri-Met	- 2%	COLA, plus merit or step increases.
Port of Portland	- 4.5%	Merit or step increases only (No COLA).

- Metro non-reps received a 3.25% for FY 91-92, and MERC non-reps received 3-8% as a result of a class/comp study market adjustment. Metro non-reps received a 3.69% for FY 92-93 and MERC non-reps received a 4% increase. Metro non-reps have not been given the amount of increases as the MERC non-reps. Even though the Metro non-reps received a 4% increase for FY 93-94, it was based on a market adjustment through a class/comp study. Otherwise, Metro non-reps would have received the same 3.6% increase that the represented Metro employees received. The Executive Officer and the Council agreed to freeze all merit increases for non-reps to allow for an economical implementation of the new class/comp study and to be fiscally responsible.

THE 3.6% REPRESENTS THE METRO NORMAL STANDARD OF 85% OF THE 4.2% CPI-W FOR THE PORTLAND AREA. THE OTHER JURISDICTIONS ARE GENERALLY IN THE LOWER RANGE BUT WHEN COMBINED WITH MERIT/STEP INCREASES, WOULD END UP ON AVERAGE IN THE 7-9% TOTAL ANNUAL INCREASE. THIS WOULD AUGUR MORE FOR THE 4%.

ON THE OTHER HAND, THE EXPERIENCE AT METRO AND MERC RE SALARY CHANGES THE LAST COUPLE OF YEARS WOULD CLEARLY PUSH MORE TO THE 3.6%.

COST IMPACT WISE, THE FAR GREATER IMPACT INVOLVES THE FREEZING OF THE MERIT/STEP INCREASES AS THIS REPRESENTS SOMETHING LIKE 5% INCREASE ACROSS THE BOARD SAVINGS. ROUGHLY THIS REPRESENTS SOMEWHERE AROUND \$300,000 TO 400,000.

ON THE OTHER HAND, THE IMPACT OF .4% TOTALS \$20,000 TO 30,000. IN CONSULTATION WITH THE CHAIRMAN, WE HAVE AGREED TO LEAVE THE EXACT COLA AMOUNT OPEN TILL THE MEETING FOR THE COMMISSIONERS THEMSELVES TO DECIDE AFTER DISCUSSION.---PAT