

**METROPOLITAN EXPOSITION-RECREATION COMMISSION**

**RESOLUTION NO. 94-34**

Approving a 3.6% Cost of Living Adjustment (COLA) increase to base salaries of Metropolitan Exposition-Recreation Commission non-represented employees, effective July 1, 1994 and suspending Merit Pay and automatic step increases for FY 94-95.

The Metropolitan Exposition-Recreation Commission finds:

1. That MERC is facing certain financial constraints during Fiscal Year 94-95.
2. That the Commission supports the review, analysis and proposal of a revised non-represented pay system and that FY 94-95 will be used to perform that review.
3. That adequate funds exist in the FY 94-95 budget to cover the COLA increase for non-represented employees.


BE IT THEREFORE RESOLVED that the Commission approves a 3.6% COLA increase to the salaries of all Metropolitan Exposition-Recreation Commission non-represented employees, with the exception of the General Manager and the PCPA Director effective July 1, 1994 and suspends Merit Pay and automatic step increases for FY 94-95. Further, the Commission directs staff to review the non-represented pay system during FY 94-95.

Passed by the Commission on June 29, 1994.

  
Chairman

  
Secretary-Treasurer

Approved as to Form:  
Daniel B. Cooper, General Counsel

By:   
Mark B. Williams  
Senior Assistant Counsel

**MERC STAFF REPORT**

Agenda Item/Issue: Approval of 3.6% Cost of Living Adjustment (COLA) increase for non-represented employees.

Resolution No.: 94-34

Date: June 23, 1994

Presented by: Pat LaCrosse

**BACKGROUND AND ANALYSIS:**

At the time of the draft budget last spring, the MERC set a goal of limiting the wage increases for non-represented employees to a 3% overall annual increase for the next fiscal year. This was done in an effort to reflect the tight financial times being experienced by some of the facilities. Since that time, various union contracts have been negotiated at an average of 3.6% per year increase.

There are approximately 112 full time (FTE) staff who are non union at MERC. Of these, approximately 18 are either at the top of their range or are on contract and exempt from COLA. A memo of costs under different options has already been distributed to MERC and management staff.

At the June 8, 1994 Commission meeting, the issue of wage increases was reviewed and discussed briefly. The Commission agreed to set a meeting with employees to discuss the issue.

On June 17, a brown-bag lunch meeting was held and attended by approximately 50 non-represented staff and Commissioners Brooks, Carlsen and Middleton.

At this meeting, various options for wage increases were discussed. These options included a COLA-only increase, Merit Pay-only increase and COLA and Merit combined increase. The staff were informed that union employees whose contracts had been negotiated for FY 94-95 were to receive a 3.6% increase, not designated as either COLA or Merit. (As an addition piece of information, the City of Portland recently announced that their employees will be receiving a 3.6% increase for FY 94-95 as well).

As a result of the discussion, the general consensus of the staff was that the current non-represented pay system may need some revising. Paula Paris, Metro's Director of Personnel, discussed the merit system for non-represented employees at Metro and how that system, or certain aspects of it, may work for MERC. Staff agreed that there was insufficient time now to review and revise the non-represented pay system in time for the coming fiscal year.

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**FISCAL IMPACT:**

There are sufficient funds budgeted to cover a 3.6% COLA for MERC non-represented employees.

**RECOMMENDATION:**

The Commission members present at the brown-bag meeting as well as MERC management recommend a 3.6% COLA increase to non-represented staff wages, except for the General Manager and the PCPA Director, who are under an employment contract. Further, they recommend suspending Merit Pay and automatic step increases for FY 94-95 and direct staff to analyze the non-represented pay system with an eye towards the non-represented Merit system in place at Metro.