

**METROPOLITAN EXPOSITION-RECREATION COMMISSION**

**Resolution 00-28**

For the purpose of maintaining the integrity of the Pay-For-Performance program,

**Whereas**, MERC requested Buck Consultants to perform a trend analysis of the current market conditions with regard to salaries and merit increases for those positions that are included in the Pay-For-Performance program; and

**Whereas**, Attachment "A" prepared by Buck Consultants completed this work; and

**Whereas**, it is important to perform this trend analysis every year to ensure the pay plans stay comparable with the market place; and

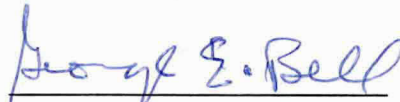

**Whereas**, Buck Consultants recommended trending the Pay Schedule by 3.1% for FY2000-2001; and,

**Whereas**, a classification/compensation study in lieu of the trend analysis should be performed every 3-5 years to ensure the classification descriptions are accurate and up-to-date,

**THEREFORE BE IT RESOLVED:**

1. The Commission increases the full-time, non- represented salary ranges by 3.1%.
2. The Commission increase the salaries of employees who fall below the new minimum (Attachment B)
3. The Commission performs a yearly "trend" analysis.
4. The Commission conducts a classification/compensation study every 3-5 years.

Passed by the Commission on August 16, 2000.

  
\_\_\_\_\_  
Chair  
  
\_\_\_\_\_  
Secretary-Treasurer

Approved As To Form:  
Daniel B. Cooper, General Counsel

By:   
\_\_\_\_\_  
Kathleen Pool  
Senior Assistant Counsel

**MERC STAFF REPORT - Tanya Collier**

**Agenda Item/Issue: CONSIDERATION OF RESOLUTION 00-28 FOR THE PURPOSE OF MAINTAINING THE INTEGRITY OF THE PAY-FOR-PERFORMANCE PROGRAM**

**Resolution No: 00-28**

**Date August 16, 2000**

**BACKGROUND:** In 1998 the MERC Commission adopted a Pay-For-Performance Program that rewards the performance and contribution of full-time, non-represented employees. Pay increases are tied to the achievement of individual and group goals and to specific performance factors identified through a planning process. Each classification is assigned a pay range that is competitive in the labor market. The ranges are made up of a minimum and a market target. Employees are able to earn increases to base pay up to the market target of their range. Once an employee is at market target, future performance increases are delivered as a lump sum not to exceed 12% of base pay in any performance year.

Buck Consultants were asked to update the pay schedule for the year 2000; this Resolution implements their recommendation.

**RESOLUTION 00-28:** Increases the full-time, non-represented salary ranges by 3.1%. Eight current employees will fall below the new minimum range and need to be raised prior to implementation of their potential pay-for-performance increases.

This Resolution also sanctions yearly trend analysis and full compensation and classification studies every three to five years.

**SHORT RANGE FISCAL IMPACT: \$1000.00**

**LONG RANGE FISCAL IMPACT:** The salary ranges moving 3.1% means the mid-point in the salary range will also move 3.1%. Employees who are nearing or at the mid-range will be eligible for a pay-for-performance increase to their base salary as opposed to only a bonus if they were already at the mid-point.

**RECOMMENDATION: Staff recommends approval of Resolution 00-28.**

Exhibit B

MERC Full-Time Non-Represented Employees  
Cost to Bring Employees to New Range Minimum  
07/-1/00 - 08/16/00

Grade	ID	Effective Date	Employee Name	Cost to Bring to Minimum
027	004549	2000-06-19	Humburg,Sara	\$87.50
029	004673	2000-06-26	Scott,Cambra	\$92.50
039	002459	1999-10-25	Hart,Cheryl	\$120.00
039	003434	2000-04-17	Byrne,Shannon R	\$120.00
039	004373	2000-06-16	Carter,Heather K	\$120.00
045	000171	1999-12-20	Bauersfeld,Daniel R	\$137.50
047	000973	1999-05-24	Edmeier,Jodi L	\$145.00
055	002540	1999-10-18	La Fond,Philip E	\$177.50
			Total Cost:	\$1,000.00

**BUCK  
CONSULTANTS**

Columbia Center  
701 Fifth Avenue, Suite 3200  
Seattle, Washington 98104-7016

Attachment "A"  
Resolution 00-28

March 15, 2000

Ms. Pam Harpster  
Human Resources  
METRO  
600 NE Grand  
Portland, OR 97232

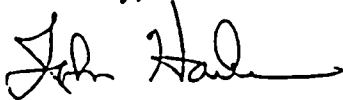
Dear Pam:

Per your request, we have updated the Metropolitan Exposition-Recreation Commission Non-Represented Employees Pay Schedule for the year 2000. The new structure has been updated by 3.1%. In addition, we recommend a 4.0% budget for merit increases in the year 2000. We based our recommendations on information gathered from three different salary planning surveys representing both public sector and private sector organizations in the Pacific Northwest. The surveys utilized were Buck's 1999/2000 Salary Planning Survey, William M. Mercer's 1999/2000 Compensation Planning Survey, and the American Compensation Association's 1999/2000 Total Salary Increase Budget Survey.

I have attached two copies of the updated structure. The first copy displays the structure in annual salary while the second copy displays the structure in hourly rates (based on 2,080 hours per year).

Pam, please let me know if you have any questions. I can be reached at (206) 748-6931.

Sincerely,



John Hankerson  
Principal and Office Manager

JTH/GAM  
Enclosures

## 2000 Proposed Pay Structure - MERC

Grade	Minimum	Midpoint	Maximum	Spread	Increment
21	\$10.09	\$11.50	\$12.90	28%	5%
23	\$10.60	\$12.07	\$13.54	28%	5%
25	\$11.16	\$12.69	\$14.23	28%	5%
27	\$11.71	\$13.33	\$14.95	28%	5%
29	\$12.30	\$14.01	\$15.72	28%	3%
30	\$12.61	\$14.36	\$16.11	28%	3%
31	\$12.98	\$14.77	\$16.57	28%	5%
33	\$13.58	\$15.45	\$17.33	28%	5%
35	\$14.33	\$16.30	\$18.28	28%	5%
37	\$15.05	\$17.13	\$19.21	28%	5%
39	\$15.82	\$18.00	\$20.18	28%	5%
41	\$16.61	\$18.90	\$21.20	28%	5%
43	\$17.46	\$19.87	\$22.29	28%	5%
45	\$18.34	\$20.88	\$23.43	28%	5%
47	\$19.28	\$21.93	\$24.58	27%	5%
49	\$20.24	\$23.03	\$25.83	28%	5%
51	\$21.26	\$24.20	\$27.14	28%	5%
53	\$22.35	\$25.44	\$28.52	28%	5%
55	\$23.46	\$26.69	\$29.93	28%	5%
57	\$24.63	\$28.03	\$31.43	28%	5%
59	\$25.85	\$29.43	\$33.01	28%	5%
61	\$27.16	\$30.92	\$34.68	28%	5%
63	\$28.53	\$32.48	\$36.43	28%	5%
65	\$29.98	\$34.13	\$38.28	28%	0%

## 2000 Proposed Pay Structure - MERC

Grade	Minimum	Midpoint	Maximum	Spread	Increment
21	\$20,994	\$23,911	\$26,827	28%	5%
23	\$22,057	\$25,112	\$28,166	28%	5%
25	\$23,204	\$26,399	\$29,594	28%	5%
27	\$24,361	\$27,728	\$31,094	28%	5%
29	\$25,583	\$29,143	\$32,703	28%	3%
30	\$26,226	\$29,872	\$33,517	28%	3%
31	\$26,988	\$30,731	\$34,473	28%	5%
33	\$28,243	\$32,146	\$36,049	28%	5%
35	\$29,797	\$33,914	\$38,031	28%	5%
37	\$31,312	\$35,638	\$39,964	28%	5%
39	\$32,915	\$37,449	\$41,984	28%	5%
41	\$34,540	\$39,316	\$44,092	28%	5%
43	\$36,319	\$41,336	\$46,354	28%	5%
45	\$38,141	\$43,433	\$48,724	28%	5%
47	\$40,094	\$45,606	\$51,117	27%	5%
49	\$42,093	\$47,912	\$53,731	28%	5%
51	\$44,224	\$50,339	\$56,455	28%	5%
53	\$46,485	\$52,908	\$59,330	28%	5%
55	\$48,790	\$55,520	\$62,251	28%	5%
57	\$51,227	\$58,298	\$65,368	28%	5%
59	\$53,775	\$61,219	\$68,663	28%	5%
61	\$56,498	\$64,315	\$72,132	28%	5%
63	\$59,352	\$67,565	\$75,777	28%	5%
65	\$62,360	\$70,990	\$79,619	28%	0%