

METROPOLITAN EXPOSITION-RECREATION COMMISSION

Resolution 01-26

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

Whereas, the Commission maintains a Pay-for Performance program for its full time, non-represented staff; and,

Whereas, the Commission performs a "trend analysis" each year to ensure that its non-represented salary ranges stay comparable with the market place; and

Whereas, the Commission finds that it is important to perform this trend analysis on an annual basis in order to assure that the Commission is able to recruit and retain highly qualified staff; and,

Whereas, Commission staff 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

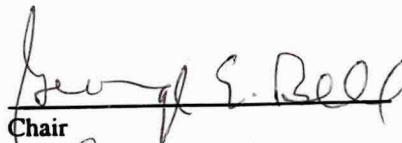

Whereas, Buck Consultants recommended trending the Pay Schedule by 3.1% for FY2001-2002; and,

Whereas, the Commission finds that a comprehensive 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. All full-time, non-represented salary ranges are hereby increased by 3.1%, with the exception of any frozen salary ranges which were implemented in order to "grandfather" certain employees in at pre-existing salary ranges higher than those currently in place.
2. The Commission authorizes the General Manager to implement the 3.1% increase, including increasing the salaries of those employees who fall below the new minimum salary for their classification.
3. The Commission directs the General Manager to perform a yearly "trend" analysis on an annual basis.
4. The Commission directs the General Manager to conduct a comprehensive classification/compensation study during FY 2002-2003 in lieu of a trend analysis for that year.

Passed by the Commission on July 18, 2001.


Chair

Secretary-Treasurer

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

By: 
Kathleen A. Pool, Senior Assistant Counsel

MERC STAFF REPORT - Tanya Collier

Agenda Item/Issue: CONSIDERATION OF RESOLUTION 01-26 FOR THE PURPOSE OF MAINTAINING THE INTEGRITY OF THE PAY-FOR-PERFORMANCE PROGRAM

Resolution No: 01-26

Date July 18, 2001

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 2001; this Resolution implements their recommendation. (See Exhibit A)

RESOLUTION 01-26:

Increases all MERC full-time, non-represented salary ranges by 3.1%. 17 current employees will fall below the new minimum range and need to be raised prior to implementation of their potential pay-for-performance increases. Excepted from this range increase are those classifications, which were frozen at old, higher rates at the time the Pay for Performance plan was implemented.

This Resolution also sanctions yearly trend analysis and full compensation and classification studies every three to five years. The next classification and compensation study will occur in 2002-2003.

SHORT RANGE FISCAL IMPACT:

\$13,577.47 (Exhibit B)

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 01-26