

**METROPOLITAN EXPOSITION-RECREATION COMMISSION**

**Resolution 01-35**

For the purpose of approving 2.9%, wage equity increases for non-represented part-time classifications that have not received general pay increases since July 1, 1999.

**Whereas**, the Commission has made a commitment to competitive wages; and

**Whereas**, there has been no general pay increase for part-time non-represented employees since July 1, 1999; and

**Whereas**, 38 out of the 63 part-time employees fall below the minimum of their range; and,


**Whereas**, there will be a classification and compensation study completed prior to June 30, 2001; and

**Whereas**, the Commission wishes to recognize the contribution and commitment of part-time employees in an event driven industry,

**THEREFORE BE IT RESOLVED THAT:**

1. Non-represented part-time employees pay schedule is increased by 2.9% as shown in Exhibit "A" effective November 1, 2001.
2. The FY 01-02 classification and compensation study include examining the pay rates for part-time classifications.
3. The classification and compensation study examine the merit of moving to a single rate from a range for appropriate part-time classifications.

Passed by the Commission on October 24, 2001.

  
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Chair

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

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

By:   
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Senior Assistant Counsel

## MERC STAFF REPORT

**Agenda Item/Issue:** Consideration of approving 2.9% wage equity increases for non-represented part-time classifications that have not received increases since July 1, 1999.

**Resolution No.** 01-35

**Presented by:** Tanya Collier

**Date:** October 24, 2001

### **Background:**

The Metropolitan Exposition-Recreation Commission (MERC) has 63 non-represented part-time employees that have received no pay increase since July 1, 1999. Other MERC pay classifications (full-time non-represented, full and part-time represented and single rate employees) have been granted pay increases through established policies.

Part-time non-represented employees have received sporadic increases since 1994.

In 1994, merit pay and automatic step increases were suspended (Resolution No. 94-34). In Fiscal Year 1994-95, following the merit freeze, Measure 8 passed thereby requiring benefit eligible employees to "pick up" their PERS contribution out of wages or salaries beginning January 1, 1995. Full-time employees were granted a 5.5% increase to make up for that contribution and to maintain equity with Metro employees. However, part-time non-represented employees were not granted an increase. In Fiscal Year 96-97, there was a one-time-only lump sum merit award and a 2.8% COLA increase to granted to eligible full and part-time non-represented employees (\$1000 for full-time and \$500 for part-time). Merit pay and automatic step increases remained suspended for the third year. July 1, 1998 all MERC non-represented employees (full and part-time) received a "labor market" adjustment of 2%. The Commission directed staff to design and implement a performance based pay system during fiscal year 1998-99 to be fully in place and operational beginning July 1, 1999. Pay-for-Performance was instituted the following year. The new pay plan accommodated full-time non-represented employees but did not create a regular compensation policy for the part-time non-represented employees.

### **Solution:**

Non-represented part-time employees be increased by 2.9% in order to keep them from falling further behind in the labor market and to prevent a potential sizable increase following the classification and compensation study to be completed July 1, 2002.

**Fiscal Impact:** \$14,321.55

### **Recommendation:**

Staff recommends that the Metropolitan Exposition-Recreation Commission approve Resolution 01-35.

MERC Non-Rep Part-time Pay Plan Employees  
Impact of a 2.9% Increase

1/01

Name	EmpID	Dept	Job Title	Orig Hire Date	Rehire Dt	Current Rate	Rate + 2.9%
Augsburger, Claudia A	000167	OCC Administration	Seat Marker	1985-02-23		8.85	9.11
Axthelm, Roger S	000300	PCPA Special Services	Medical Specialist	1988-09-23		13.78	14.18
Beaudoin, Richard C	000483	PCPA Special Services	Medical Specialist	1990-11-12		16.40	16.88
Bishop, Diana M	000598	PCPA Special Services	Medical Specialist	1991-10-16		15.62	16.07
Black, Nancy L	004419	PCPA Event Coordination	Checkroom Attendant	2000-05-02		9.20	9.47
Blackburn, Cynthia M	000595	PCPA Special Services	Medical Specialist	1991-10-11		16.40	16.88
Blair, Steven J	002694	PCPA Special Services	Medical Specialist	1998-01-05		13.49	13.88
Brenes-Morua, Kathleen	001565	PCPA Ticket Services	Ticket Services Supervsr 2- PT	1996-06-21		13.84	14.24
Carlile, Dana E	001822	PCPA Operations	Stagedoor/Watchperson	1996-12-06		11.06	11.38
Carlton, Daniel L	001746	PCPA Special Services	Medical Specialist	1996-10-10		14.17	14.58
Carrick, Alice L	000703	OCC Event Coordination	Event Receptionist PT	1992-10-16		9.52	9.80
Curtis, Betty M	000779	OCC Ticket Services	Ticket Services Supervsr 2- PT	1978-01-31		16.43	16.91
Davee, Edward P	004691	OCC Operations	A/V Production/Receiving Perso	2000-07-01		10.81	11.12
Derise, Carla Y	000201	OCC Ticket Services	Ticket Services Supervsr 2- PT	1985-12-18		16.43	16.91
Elliott, David W	001825	PCPA Operations	Stagedoor/Watchperson	1984-04-11	1995-04-01	11.06	11.38
Emard, Kerry A	001165	OCC Ticket Services	Ticket Services Supervsr 2- PT	1990-02-26		13.84	14.24
Fitzgerald, John P	004038	OCC Operations	A/V Production/Receiving Perso	1999-07-19		11.00	11.32
Goldade, Michael E	000908	PCPA Operations	Stagedoor/Watchperson	1994-09-01		11.06	11.38
Hackworth, Petra	002852	Expo Event Coordination	Event Receptionist PT	1998-04-15		8.64	8.89
Hemingway, Bruce	005169	OCC Operations	A/V Production/Receiving Perso	2001-05-17		10.81	11.12
Hendrix, Shanda L	004878	OCC Administration	Ticket Services Supervsr 2- PT	2000-12-12		13.84	14.24
Herring, Christopher S	005171	OCC Operations	A/V Production/Receiving Perso	2001-05-17		10.81	11.12
Hicks, Brian E	005141	OCC Special Services	Medical Specialist	2001-04-24		13.85	14.25
Hodge, Linda K	000780	OCC Ticket Services	Ticket Services Supervsr 2- PT	1983-08-01		16.81	17.30
Hodges, Robyn L	002068	PCPA Event Coordination	House Manager	1997-04-14		16.48	16.96
Hollingsworth, Mike H	004550	PCPA Special Services	Medical Specialist	2000-06-01		13.81	14.21
Hopkins, Charlene R	000830	Expo Event Coordination	Event Receptionist PT	1994-01-01		8.64	8.89
Hortsch, Stephanie J	000513	PCPA Ticket Services	Ticket Services Supervsr 2- PT	1989-10-09		16.81	17.30
Hyatt, Martha G	000743	PCPA Event Coordination	Checkroom Attendant	1992-11-04		9.20	9.47
Jarvis, Sharron B	004758	OCC Marketing/Sales	Volunteer Coordinator - P/T	2000-09-06		13.21	13.60
Kasprzak, Joel C	000444	PCPA Special Services	Medical Specialist	1990-08-01		16.40	16.88

MERC Non-Rep Part-time Pay Plan Employees  
Impact of a 2.9% Increase

10/01

Name	EmplID	Dept	Job Title	Orig Hire Date	Rehire Dt	Current Rate	Rate + 2.9%
Lee-Marshall, Leila S	000569	OCC Event Coordination	Event Receptionist PT	1991-08-19		10.00	10.29
Mc Faul, Arline L	000155	OCC Event Coordination	Event Receptionist PT	1984-05-17	1999-07-20	10.00	10.29
McDonald, Susan L	004376	OCC Event Coordination	Event Receptionist PT	2000-04-11		8.64	8.89
McKinney, Eileen	002606	OCC Administration	Secretary - P/T	1997-10-13		11.37	11.70
Patterson, Jeffrey M	000257	PCPA Special Services	Medical Specialist	1987-09-11		13.78	14.18
Peck, Theodore E	001471	PCPA Operations	Stagedoor/Watchperson	1996-05-25		10.53	10.84
Perlman, Lee	001105	OCC Event Coordination	Event Receptionist PT	1995-06-30		9.08	9.34
Peters, Tylan J	002698	PCPA Special Services	Medical Specialist	1998-01-05		13.49	13.88
Rhodes, Mark E	004117	PCPA Special Services	Medical Specialist	1999-09-07		13.60	13.99
Rinker, Robert F	001400	PCPA Event Coordination	House Manager	1992-09-23		16.48	16.96
Ryles, Clara V	000704	OCC Event Coordination	Event Receptionist PT	1992-10-16		9.52	9.80
Scheidt, Eric	004548	PCPA Event Coordination	Checkroom Attendant	2000-06-07		9.20	9.47
Schoenthal, Richard A	003450	PCPA Special Services	Medical Specialist	1999-01-22		13.49	13.88
Scott, Emerson B	003992	PCPA Event Coordination	House Manager	1999-07-14		16.48	16.96
Simmons, Franklin D	000837	PCPA Special Services	Medical Specialist	1994-01-19	1999-01-22	13.49	13.88
Simpson, Scott C	004040	OCC Operations	A/V Production/Receiving Person	1999-07-19		11.00	11.32
Stephens, Steven	003456	PCPA Special Services	Medical Specialist	1999-01-22		13.49	13.88
Straus, Brian J	004698	OCC Operations	A/V Production/Receiving Person	2000-07-01		10.81	11.12
Stuart, Joshua	004690	OCC Operations	A/V Production/Receiving Person	2000-07-01		10.81	11.12
Vasnik, Emily M	000478	OCC Event Coordination	Event Receptionist PT	1990-10-24		10.00	10.29
Vickery, Kimball P	003994	PCPA Special Services	Medical Specialist	1999-07-11		13.81	14.21
Vigas Dias, Stephanie M	000686	PCPA Ticket Services	Ticket Services Supervsr 2- PT	1992-09-08	2000-11-06	13.84	14.24
Waller, Stephanie	005097	OCC Administration	Secretary - P/T	2001-04-09		11.36	11.69
Warner, Robert L	002668	PCPA Operations	Stagedoor/Watchperson	1997-12-01		10.53	10.84
Weaver, Kim D	000838	PCPA Special Services	Medical Specialist	1994-01-19		14.17	14.58
Woodard, Leisha M	000338	OCC Event Coordination	Event Receptionist PT	1989-06-01		10.00	10.29
<b>Employees hired/rehired after 6/30/01:</b>							
Cole, Jason P	005271	PCPA Event Coordination	Checkroom Attendant	2001-07-06		9.20	n/a
Cox, Jennifer L	005398	PCPA Event Coordination	Checkroom Attendant	2001-09-19		9.20	n/a

MERC Non-Rep Part-time Pay Plan Employees  
Impact of a 2.9% Increase

10/01

Name	EmplID	Dept	Job Title	Orig Hire Date	Rehire Dt	Current Rate	Rate + 2.9%
Green,Kenneth W**	005317	PCPA Special Services	Medical Specialist	2001-07-17		13.85	13.88
Harris,Allen R	003391	PCPA Operations	Stagedoor/Watchperson	1998-12-07	2001-10-05	12.25	n/a
<b>Temp to Regular on 9/16/01:</b>							
Pomeroy,Kathleen R	000812	Expo Event Coordination	Event Receptionist PT	1993-12-15	2000-09-15	10.00	n/a
<b>Total Increase based on an annual estimated 1040 hours per employee:</b>							
<b>*based on an estimated 1040 hours per year</b>							
<b>**increase to new minimum hourly rate</b>							

MERC Non-Rep Part-fin Pay Plan Employees  
Impact of a 2.9% Increase

10/01

Annual Increase*	11/1/01 - 6/30/02 Increase*
266.92	177.95
415.60	277.07
494.62	329.75
471.10	314.07
277.47	184.98
494.62	329.75
406.86	271.24
417.41	278.27
333.57	222.38
427.37	284.91
287.12	191.41
495.53	330.35
326.03	217.35
495.53	330.35
333.57	222.38
417.41	278.27
331.76	221.17
333.57	222.38
260.58	173.72
326.03	217.35
417.41	278.27
326.03	217.35
417.72	278.48
506.99	337.99
497.04	331.36
416.51	277.67
260.58	173.72
506.99	337.99
277.47	184.98
398.56	265.71
494.62	329.75

MERC Non-Rep Part-time Pay Plan Employees  
 Impact of a 2.9% Increase

11/01

Annual Increase*	11/1/01 - 6/30/02 Increase*
301.60	201.07
301.60	201.07
260.58	173.72
342.92	228.61
415.60	277.07
317.58	211.72
273.85	182.57
406.86	271.24
410.18	273.45
497.04	331.36
287.12	191.41
277.47	184.98
406.86	271.24
497.04	331.36
406.86	271.24
331.76	221.17
406.86	271.24
326.03	217.35
326.03	217.35
301.60	201.07
416.51	277.67
417.41	278.27
342.62	228.41
317.58	211.72
427.37	284.91
301.60	201.07
\$21,451.12	\$14,300.75
0.00	0.00
0.00	0.00

MERC Non-Rep Part-time Day Plain Employees  
Impact of a 2.9% Increase

10/01

Annual Increase*	11/1/01 - 6/30/02 Increase*
31.20	20.80
0.00	0.00
0.00	0.00
\$21,482.32	\$14,321.55