

METROPOLITAN EXPOSITION-RECREATION COMMISSION

Resolution 99-05

Authorizes Reclassification of the Human Resources Manager position in Administration, effective August 24, 1998.

The Metropolitan Exposition-Recreation Commission finds:

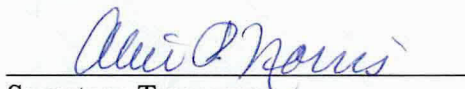
1. That the current salary range for the Human Resources Manager position is based on traditional public sector management techniques and practices.
2. That the move of the MERC organization to pay-for-performance salaries and wages is a private sector approach, and requires a human resources skill set and salary schedule commensurate with private sector practices.
3. That the move of MERC organization to performance based on facility profit/loss results requires a human resources skill set and salary schedule with a high degree of creativity in dealing with bargaining units more accustomed to traditional public sector approaches.
4. That the MERC Administration 1998-1999 budget is sufficient to encompass the salary change.
5. That the appropriate salary classification is range 63.

BE IT THEREFORE RESOLVED that the Metropolitan Exposition-Recreation Commission approves the reclassification of the Human Resources Manager position to range 63 effective August 24, 1998.

Passed by the Commission on January 20, 1999.



Chair



Secretary-Treasurer

APPROVED AS TO FORM:

Daniel B. Cooper, General Counsel

By: 

Kathleen Pool, Sr. Assist. Counsel

MERC STAFF REPORT

Agenda Item: Authorizes Reclassification of the Human Resources Manager position in Administration, effective August 24, 1998.

Resolution No. 99-05

Date: January 20, 1999

Presented by: David Biedermann

Background Analysis: A classification review for the Human Resources Manager position in MERC Administration was done by a labor relations professional at the request of the General Manager of MERC. His conclusion was that the current salary should be changed to the same level as the Fiscal Operations Director, Range 63.

The recommendation centered on three reasons:

- Due to the move of the MERC organization to the pay-for-performance system, the focus of the Human Resources Manager position would be much more in tune with private sector practices, than those of the public sector.
- The desire to accomplish a more entrepreneurial approach to managing the organization required realistic organizational development to set that tone; again, almost solely a private sector philosophy.
- The interaction between traditional government-based bargaining units and an entrepreneurial management would require a creative approach to human resource issues. Establishing efficiency standards would require some problem-solving techniques reflected only in private sector human resource professional salary systems.

Fiscal Impact:

The reclassification of the Human Resources Manager position is proposed to go to range 63, (\$57,567-73,498) from its current range of 53 (\$45,087-57,546).

The requested effective date of this reclassification is retroactive to August 24, 1998. The impact of this salary adjustment in the FY98-99 budget is \$6,211. There are sufficient funds in the FY 98-99 budget to cover this amount.