

METROPOLITAN EXPOSITION-RECREATION COMMISSION

Resolution 99-27

Authorizes the General Manager to implement the letter of agreement with AFSCME 3580-1.

The Metropolitan Exposition-Recreation Commission finds:

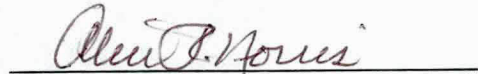
1. MERC has a pay philosophy of market wages being within 5% below/5% above market for a wage range for a classification;
2. AFSCME 3580-1 wages are governed by a collective bargaining agreement effective until June 30;
3. MERC staff and AFSCME desire to implement the policy of wages being within 5% below/5% above market through a letter of agreement;
4. AFSCME 3580-1 has indicated approval of the attached Salary Adjustment Proposal.

BE IT THEREFORE RESOLVED that the Commission approves the attached Letter of Agreement, and authorizes the General Manager to implement the wage scale (attached as Exhibit A) upon execution of the agreement by AFSCME 3580-1, and conduct the study outlined in the Letter of Agreement.

Passed by the Commission on May 19, 1999.




Chair



Secretary-Treasurer

APPROVED AS TO FORM:

Daniel B. Cooper, General Counsel

By:  _____

Kathleen Pool, Senior Assistant Counsel

MERC STAFF REPORT

Agenda Item: Adopts new compensation plan for AFSCME 3580-1 represented classifications at the Oregon Convention Center (OCC) and at the Portland Metropolitan Exposition Center (Expo) effective April 1, 1999.

Resolution No. 99-27

Date: May 19, 1999

Presented by: Judy Gregory, Metro

Background: Shortly after the beginning of the 1998-99 fiscal year, MERC and AFSCME 3580-1 agreed to conduct a market study for all AFSCME represented classifications at the Oregon Convention Center and Expo. After an extensive process, the parties reached a tentative agreement on April 19, 1999.

All proposed changes made to the wages for the bargaining unit members are within the stated MERC compensation philosophy of neither leading nor lagging the market. That philosophy, as implemented, means that all wages will be within a range of five percent above or five percent below the average market rate.

In addition, the parties agreed that a market study would be done by a consultant prior to the commencement of successor negotiations on a new collective bargaining agreement. The parties agreed that the study would commence on or about September 1, 1999; that all AFSCME represented employees would participate by filling out a job information questionnaire; that the Union may appoint up to three employees to participate as a part of the consultant selection process; and that the normal public contracting process will be used to solicit proposals and select a contractor.

Attached is a recap of the tentative agreement reached on April 19, 1999.

Fiscal Impact: Based on the affected positions working full time, the estimated annual cost is \$20,963.52. Event custodians (9 of 47 positions listed) work part-time, so the actual annual cost will be lower.

Recommendation: Adopt resolution 99-27.



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METROPOLITAN EXPOSITION-RECREATION COMMISSION

Letter of Agreement

AFSCME 3580-1 and MERC, OCC and Expo

April 19, 1999

The attached wage changes represent what the parties agreed to on April 19, 1999. All changes will be retroactive to April 1, 1999.

In addition, the parties agreed to the following:

A market study will be conducted by an outside third party prior to the commencement of negotiations for a successor agreement. That process will begin on or about September 1, 1999 and will include all AFSCME 3580-1 employees filling out a job information questionnaire on the duties they are performing at that time. The Union may appoint up to three employees to participate as a part of the consultant selection process including selection interviews. The parties agree that the normal public contracting process will be used to solicit proposals from consultants and to select the final contractor.

Agreed on the 19th day of May, 1999.

AFSCME 3580-1

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MERC

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AFSCME 3580-1
 Salary Adjustment Proposal*
 MERC Pay Philosophy = 5% above or below market = market

Class	Current Min.	Current Max.	Agreed % Increase	Agreed % Min.	Agreed Max.
Event Custodian	\$8.74	\$9.85	2%	\$8.91	\$10.05
Utility Worker I	\$9.84	\$11.09	1%	\$9.94	\$11.20
Utility Worker II	\$10.84	\$12.21	3%	\$11.17	\$12.58
Utility Lead	\$12.82	\$13.43	2%	\$13.08	\$13.70
Utility Grounds Maintenance	\$11.23	\$12.79	3%	\$11.57	\$13.17
Utility Grounds Lead	\$11.93	\$13.43	0%	\$11.93	\$13.43
Utility Maintenance Technician	\$12.03	\$13.11	0%	\$12.03	\$13.11
Utility Maintenance Specialist	\$12.94	\$14.18	9%	\$14.10	\$15.46
Utility Maintenance	\$12.29	\$13.85	9%	\$13.40	\$15.10
Utility Maintenance Lead	\$13.85	\$14.59	9%	\$15.10	\$15.90

*Tentatively Agreed 4/19/99