

**METROPOLITAN EXPOSITION-RECREATION COMMISSION**

**Resolution 99-42**

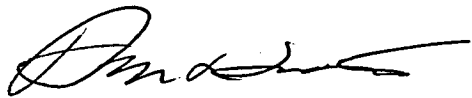
For the purpose of approving 2.3% wage equity increase for non-represented part-time classifications that have not received other general pay increases during the current fiscal year.

**The Metropolitan Exposition-Recreation Commission finds:**

1. Whereas, the Commission has made the commitment to competitive wages;
2. Whereas, part-time non-represented employees have contributed to the success MERC has enjoyed over this last fiscal year;
3. The Metropolitan Exposition-Recreation Commission hereby directs that all pay increases authorized by this resolution be retroactive to July 1, 1999.

**BE IT THEREFORE RESOLVED** certain MERC non-represented part-time employees shall receive an equity adjustment pay increase of 2.3 % retroactive to July 1, 1999.

Passed by the Commission on October 20, 1999.



Chair



Secretary-Treasurer

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

By:   
Kathleen Pool, Senior Assistant Counsel

## MERC STAFF REPORT

**Agenda Item:** For the purpose of approving 2.3% wage equity increase for all presently employed part-time non-represented MERC employees.

**Resolution No. 99-42**

**Date:** October 20, 1999

**Presented by:** Lynda W. Lewis

### **Background Analysis:**

The Metropolitan Exposition-Recreation Commission has 140 non-represented part time employees. As with other non-represented positions, we are sensitive to market trends in the labor market.

The Senior Management team discussed the wages of part-time non-represented MERC employees at some length, and agrees on this adjustment as equitable.

Our desire is to keep pace with market trends. We've experienced some difficulty in recruiting in some of these positions, the labor pool is tight and we wish to keep pace.

Non-represented part-time classifications that received other general pay increases during this fiscal year are not included in this adjustment.

### **Fiscal Impact:**

The fiscal impact of this adjustment to the non-represented part-time employees retroactive from July 1, 1999 to the present is \$2,862. We are unable to forecast the exact fiscal impact of our part time non-represented employees' hours in the future, since most positions are event driven. Based on the first quarter of FY00 activity, we project increased costs of \$11,450.

**Recommendation:** Staff recommends approval of Resolution 99-43, approving the "equity increase" of 2.3% to all non-represented presently employed part-time MERC employees who did not receive an adjustment retroactive to July 1, 1999.