

METROPOLITAN EXPOSITION RECREATION COMMISSION

Resolution 04-22

For the purpose of approving 2% wage equity increases for non-represented, part-time classifications that have not received a general pay increase since November 1, 2001.

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 November 1, 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:

Non-represented, part-time employees' pay schedule is increased by 2%, except for employees who are currently "red circled" in the pay plan, as shown in Exhibit "A," effective November 1, 2004.

Passed by the Commission on October 27, 2004.



Chair



Secretary-Treasurer

APPROVED AS TO FORM:
Daniel B. Cooper, Metro Attorney

By: 

Lisa M. Umscheid
Senior Attorney

MERC STAFF REPORT

Agenda Item: For the purpose of approving 2% wage equity increases for non-represented part-time classifications that have not received a general pay increase since November 1, 2001.

Resolution No.: 04-22

Presented by: Tanya Collier

Date: October 27, 2004

Background: The Commission has three types of pay plans that must receive Commission approval: Pay-For-Performance for Full-time non-represented employees, pay plans for represented employees that are developed through the collective bargaining process and pay plans for non-represented part-time employees.

In accordance with Section 6 of the Personnel Policies, "Part-time employees will receive pay increases from time to time at the discretion of the Commission."

During the 2001-02 classification and compensation study we compared our part-time positions with the labor market, adjusted wages where the labor market indicated and standardized part-time non-represented employee wages by creating an entry rate, six-month rate and a one-year rate. Prior to this study we had numerous wage schedules with a variety of steps. The Commission approved the standardized three steps.

Sixteen part-time employees in four classifications were "red circled" until the labor market caught up to them. In the six classifications that were not "red circled" wage increases need to adhere to the Commission's philosophy of "neither leading nor lagging" the labor market.

Due to fiscal constraints and layoffs, there have been no wage increases, nor trending of the three-step ranges (entry, six months and one year), since November 1, 2001. Consequently, these classifications have fallen behind the labor market.

There are 116 part-time non-represented event-driven employees working in 10 classifications throughout MERC's three facilities. One hundred employees in six classifications will be affected by this wage increase. Job entry dates range from 1990 to 2004.

Fiscal Impact: There is no unbudgeted fiscal impact.

**METROPOLITAN EXPOSITION-RECREATION COMMISSION
NON-REPRESENTED EMPLOYEES PAY SCHEDULE
PART-TIME POSITIONS
(Hourly Positions)**

Resolution 04-22 | Exhibit A

| Salary Range | Job Code | Position | Entry Rate | Six Months Rate | One Year Rate |
|---------------------|-----------------|---|-------------------|------------------------|----------------------|
| 101 | 8030 | * Secretary I - P/T | 8.36 | 8.78 | 9.22 |
| 102 | 8270 8287 | * Checkroom Attendant * Shuttle Van Driver | 8.76 | 9.20 | 9.66 |
| 103 | 8285 | * Operations Event Custodian | 9.70 | 10.19 | 10.70 |
| 104 | 8255 | * Stagedoor Watchperson | 10.03 | 10.53 | 11.06 |
| 105 | 8150 | * A/V Production/Receiving | 10.29 | 10.80 | 11.34 |
| 106 | 8374 8040 | * Assistant Volunteer Coordinator * Secretary II - P/T | 11.73 | 12.32 | 12.93 |
| 107 | | | 12.58 | 13.21 | 13.87 |
| 108 | 8120 8375 | * Medical Specialist Volunteer Coordinator - P/T | 12.84 | 13.48 | 14.16 |
| 109 | | | 13.17 | 13.83 | 14.52 |
| 110 | 8005 8140 | * Promotional Materials Coordinator * Ticket Services Supervisor 2 - P/T | 15.10 | 15.85 | 16.65 |
| 111 | | | 15.69 | 16.47 | 17.30 |
| 112 | 8200 | * House Manager | 16.47 | 17.30 | 18.17 |
| 113 | 8178 | * Event Manager I - P/T | 17.30 | 18.17 | 19.07 |

* Non-exempt position
Effective: 11/01/2004 (2% adjustment)
Revised: 11/01/2004