

MINUTES OF THE METRO COUNCIL GOVERNMENT AFFAIRS COMMITTEE

April 1, 1993

Council Chamber

Committee Members Present Mike Gates (Chair), Jim Gardner (Vice Chair), Sandi Hansen, Terri Moore, Judy Wyers

Councilors Also Present Richard Devlin, Susan McLain, Rod Monroe

Chair Gates called the regular meeting to order at 5 03 p m.

Councilor Communications

Councilor Buchanan addressed the issue whether meals should be made available for Councilors at the times of meetings of the Committees and Metro Council. He made several suggestions concerning start times, recess possibilities, and other potential means of resolving the issue.

The Committee discussed the issue of meals for Councilors at meetings further.

Councilor Monroe said, as chair of the Task Force, that the Task Force had not found any other elected body that fed its members at every meeting, and said he was open to suggestions.

1. Communications from Local Governments

Presiding Officer Wyers commented the first agenda item entitled "Communications from Local Governments" was beneficial, and had received several comments from local governments to that effect.

2. Status Report on Apportionment Commission

Casey Short, Council Analyst, reported to the Committee regarding the Apportionment Commission.

3. Review of Council Department's Five Year Financial Plan

Donald E. Carlson, Council Administrator, presented the staff report for the Council Department's Five Year Financial Plan noting the assumptions and strategic issues specific to the Department on which the figures were based.

Mr. Carlson said the current FY 1993-94 Proposed Budget figures were more accurate and were different than those represented in the document. He noted changes in committee structure would precipitate changes in projected assumptions for staffing levels.

4. Consideration of Draft Resolution No. 93-1787, For the Purpose of Adopting Amendments to the Metro Committee for Citizen Involvement (Metro CCI) By-Laws

Judy Shioshi, Council Analyst, presented the staff report, and distributed an errata sheet denoting corrections to page 5 of Exhibit A for the Metro Committee for Citizens Involvement.

Motion: Councilor Moore moved to recommend Resolution No. 93-1787 to the full Council for adoption.

Vote: Councilors Gardner, Hansen, Moore, Wyers, and Gates voted aye.

(Continued)

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5. Work Session to Consider Ordinance No. 93-489, Amending the Classification and Compensation Plans for Non-Represented Employees, and Awarding a 4% General Market Adjustment for Non-Represented Employees in Lieu of a Cost of Living Adjustment (COLA)

Paula Paris, Personnel Manager, introduced David Hand, representing Kenny Consulting Group, Inc., whose company had provided a study which had been approved by the Metro Council. She said the study conducted concerned itself with the Metro pay plan and classifications of represented and non-represented employees.

Mr. Hand referenced the document found in the agenda packet entitled "Salary Administration Plan for Non-Represented Positions of Metro" dated February 1993 from the Kenny Consulting Group, Inc. He outlined the objectives of the study, and described the questionnaire process used in the study.

Councilor Moore asked for a clarification of meaning of the numbers in the Mental Effort range.

Mr. Short distributed Ms. Paris' memorandum dated April 1, 1993 to Donald E. Carlson, Council Administrator, regarding her response to questions on proposed changes to the non-represented classification plan.

In response to Chair Gates, Mr. Hand said the comparisons were made primarily from public sector to public sector rather than private sector to private sector. He said compensation practices were different in each sector as well as types of work accomplished. He noted other benefits within the private sector were kept in a private manner. Mr. Hand commented the private sector at times paid first and classified later, whereas in the public sector, matters were publicly known.

Councilor Devlin referenced Table II of the document, and asked if the ranges shown were existing rather than proposed. Mr. Hand said they were the existing ranges.

In response to Councilor Moore, Mr. Hand said the positions noted in Table II were the only positions compared.

In response to Mr. Short, Mr. Hand indicated a correction would be made to an error noted.

Mr. Hand concluded his remarks by recommending a 4% adjustment over all classifications.

The Committee and Staff discussed Metro pay ranges within job classifications as compared to other jurisdictions. Mr. Hand noted a pay plan using merit pay tended to lengthen the ranges.

In response to Councilor Moore, Ms. Paris said non-represented employees did not go through civil service testing processes, and described the testing processes used by Metro. In response to Councilor Moore, Ms. Paris said Metro had not conducted a pay equity study of comparable worth recently.

In response to Councilor Wyers, Ms. Paris indicated the cost of the study was under \$10,000, and she felt implementation in a timely manner would be beneficial in areas of recruitment and retention as well as the distinction between bargaining and non-bargaining. Ms. Paris said the top end of salary ranges would be affected and expanded. She said the recommendation was for 4% in increases in lieu of COLA and that no one in the study receive a merit increase for the next fiscal year.

The Committee and Staff discussed the method and standards used to conduct the study, possible benefits and drawbacks of the study, and implementation based on the findings.

Councilor Devlin asked Ms. Paris to prepare a written report giving examples of how the freeze on merit increases would affect a sampling of employees in terms of amounts and anniversary dates over a couple of years, without giving names.

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In response to Councilor Hansen, Ms. Paris said the pay plan was found in the Metro Code

Councilor Monroe agreed salaries out of kilter created internal strife which in turn affected productivity. He said budgetary constraints might prevent Metro from outside equity provision, but noted implementation of an internal equity would perhaps better be accomplished by freezing salaries on staff which were deemed too high.

Chair Gates opened a public hearing. No citizens appeared to testify. Chair Gates closed the public hearing.

6. Resolution No. 93-1778A, For the Purpose of Withdrawing Metro's Participation in the Forum on Cooperative Urban Services (FOCUS)

Mr. Short presented the staff report. Chair Gates noted the next FOCUS meeting was scheduled for the third Thursday of April.

Chair Gates noted he had received a letter from Bonnie Hayes asking Metro retain its membership. The Committee and Staff discussed the proposed resolution further.

Councilor Gardner recommended action be deferred on the proposed resolution until further discussion with FOCUS members had taken place.

Chair Gates indicated he would meet with Councilor McLain to consider further informal discussion.

Chair Gates recessed the Committee at 6:50 p.m.

Chair Gates reconvened at 7:03 p.m.

7. Legislative Update / Briefing

► Senate Bill 122

Burton Weast, Western Advocates, referenced the proposed Senate Bill 122, and described the discussions and negotiations which had taken place to date.

Larry Shaw, Senior Assistant Counsel, also briefed the Committee. Mr. Shaw discussed urban service agreements.

The Committee and Staff discussed Senate Bill 122 further, and the term "urban service". It was noted when a jurisdiction or county comes up for periodic review, their comprehensive plan must have urban service agreements in order to be acknowledged.

Mr. Weast recommended the Committee take no action on the bill at this time. The Committee agreed in consensus to monitor Senate Bill 122.

Councilor Wyers suggested the possibility that Councilors would be interested to go to Salem to testify ad hoc and requested Mr. Weast help the Councilors select bills Metro had made positions on and times to go.

The Committee agreed to place the Solid Waste Legislation and Tax Packages for consideration on a future agenda.

9. Discussion of Metro Emergency Planning and Communications

Gerry Uba, Senior Management Analyst, addressed the Committee. He said he believed Regional Facilities and Planning should be brought together for the purpose of coordinating emergency planning and communications.

The Committee and Staff discussed the need for creation of a technical advisory committee on emergency planning

Chair Gates recommended a work plan and specific time frames be developed to move the topic forward.

7 Consideration of Draft Resolution No 93-1746, Revising Guidelines for Council Per Diem, Councilor Expense and General Council Materials and Services Accounts

The Committee discussed the possible benefits and drawbacks of revising guidelines for Council per diem, Councilor expenses, and general Council Materials and Services accounts.

The Committee discussed issues concerning Councilors' newsletters, e g. as a way to communicate with the constituency, possible timing, public perception, printing costs and overall budget impact

The Committee discussed Councilor travel expenses including conference travel.

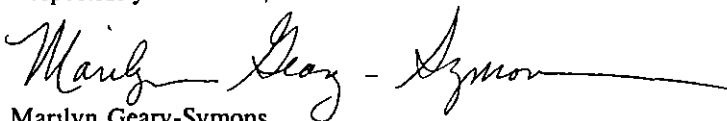
The Committee selected issues by consensus to discuss further

10 Recognition of Guests

Chair Gates recognized James B Langston, Metro Committee for Citizen Involvement, District #2, was in attendance

There being no further business, the meeting adjourned at 9:55 p.m.

Respectfully submitted,

A handwritten signature in cursive script, reading "Marilyn Geary-Symons". The signature is written in dark ink and is positioned above the printed name and title.

Marilyn Geary-Symons
Committee Recorder