

MINUTES OF THE COUNCIL INTERNAL AFFAIRS COMMITTEE  
OF THE METROPOLITAN SERVICE DISTRICT

March 24, 1988

Committee Members Present: Councilors Mike Ragsdale (Chair),  
Tanya Collier, Sharron Kelley and  
Richard Waker

Committee Members Absent: Councilors Larry Cooper, Gary Hansen  
(V. Chair) and David Knowles

Chair Ragsdale called the meeting to order at 4:00 p.m.

1. Consideration of Resolution No. 88-874, for the Purpose of  
Adopting Procedures for Introducing Ordinances and Resolutions

At the suggestion of Don Carlson, Council Administrator, Chair Ragsdale set the resolution over for consideration at the next Committee meeting.

Councilor Waker said he was open to trying alternative ways of conducting Council business but he was also concerned that business be done as efficiently as possible.

2. Presentation and Discussion of the Proposed Pay and  
Classification Plan

Ray Phelps, Finance and Administration Director, reviewed staff's written report which included a brief overview of the need for the study. He reported the proposed plan would cost about \$67,000 to implement. He then introduced Randy Boose, Metro Personnel Officer, and Martin Kenny, the consultant contracted to perform the study.

Mr. Kenny presented information regarding the purpose of the study, the process used, and how the study was proposed to be implemented. A summary of his presentation was included in staff's written report contained in the agenda materials.

Joan Saroka, Metro Employees' Association (EA) President, representing EA members, addressed the Committee regarding the member's concerns with the proposed study. Her comments were also submitted in writing for inclusion in the meeting record. She reported the EA had conducted an unscientific survey of all Metro non-union employees concerning the Pay and Classification Study: 74 percent of respondents disagreed with eliminating cost of living salary adjustments; 84 percent agreed with broadening the salary range for job classifications; 79 percent disagreed with having the anniversary date as a factor in the plan; and 69 percent disagreed with treatment of pay increases without concern for seniority.

Discussion followed about the process by which recommendations on the Plan would be forwarded to the full Council. Chair Ragsdale

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said he wanted to schedule an Internal Affairs Committee work session on the Study. He would then determine whether the matter should be forwarded to the Council Finance Committee for review and recommendation.

Chair Ragsdale suggested the EA develop specific recommendations for amendments to the Pay and Classification Study and that EA members grant Ms. Saroka some latitude in negotiating with the Council and its Committee. Mr. Phelps requested the EA submit their recommendations in writing to the Executive Officer in advance of the next Committee work session in order to give her time to develop responses to recommendations.

There was no other business and the meeting adjourned at 5:10 p.m.

Respectfully submitted,

A handwritten signature in cursive script, reading "A. Marie Nelson".

A. Marie Nelson  
Clerk of the Council

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