

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF AMENDING THE ) ORDINANCE NO. 96-650-A  
METRO CODE REGARDING SALARY )  
ADMINISTRATION FOR NON-REPRESENTED ) Introduced by Mike Burton, Executive  
EMPLOYEES ) Officer

WHEREAS, Metro Code Section 2.02.055 requires the Executive Officer to review pay plans and recommend revisions to the Council; and

WHEREAS, Metro has recently concluded union negotiations with its represented employees calling for a 2.8% increase in pay for fiscal year 1996-1997; and

WHEREAS, The Metro Council has adopted Resolution No. 96-2379, which provided for a similar 2.8% increase in the salary ranges for Metro's non-represented employees; and

WHEREAS, Current language in the Metro Code results in inequitable treatment for Metro's non-represented employees, in that adjustments are made only to the salary range, and not to employees' actual salaries; and

WHEREAS, The Executive Officer has recommended that the Council amend the Metro Code so as to assure equitable treatment for Metro's non-represented employees; now, therefore,

THE METRO COUNCIL ORDAINS AS FOLLOWS:

Section 1. Metro Code Section 2.02.060(a) is amended as follows:

2.02.060 Salary Administration

(a) Current salary shall be used to calculate merit increases. ~~Merit increases shall be the only regular annual additions to an individual employee's rate of pay.~~ Any annual revisions to the pay plans shall be added only to the salary range of a classification, shall be cumulative, and shall ~~not~~ be added to an

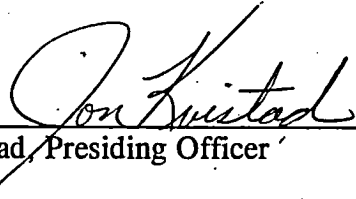
employee's individual rate of pay. However, no employee's rate of pay shall be lower than the beginning rate of a salary range after a fiscal adjustment is made.

Section 2. The 2.8% salary increase approved in Resolution No. 96-2379 shall be implemented as provided in Section 1, above, and, for Fiscal Year 1996-97, shall be retroactive to July 1, 1996.

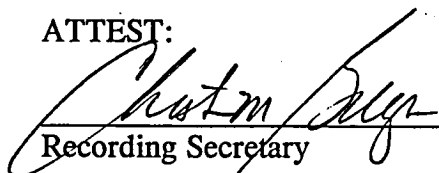
Section 3. The Metro Executive is authorized to take all actions necessary to see that the provisions of this ordinance are carried out promptly.

Section 4. This ordinance is necessary for the health, safety or welfare of the Metro area; an emergency is therefore declared to exist, and this ordinance takes effect upon passage.


ADOPTED by the Metro Council this 8<sup>th</sup> day of August 1996.

  
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Jon Kvistad, Presiding Officer

ATTEST:

  
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Recording Secretary

Approved as to Form:

  
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Daniel B. Cooper, General Counsel

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