



Bend City Council
July 2, 2007 Council Meeting

Issue Summary

Department: Human Resources Staff Member: Janice Grady

Authorize a 2.6% across-the-board adjustment to the non-represented City of Bend employees' salary schedule for 2007-08.

Staff Review and Recommendation to Council: Authorize a 2.6% across-the-board adjustment to the non-represented City of Bend employees' salary schedule for 2007-08.

Background: City employee salary schedules are adjusted periodically to maintain market competitiveness and internal equity. The salary schedule adjustments for represented employees are negotiated as part of the labor contract agreements. This Council action will change the salary schedule for non-represented employees.

Discussion of the Issue: As specified in the respective labor contracts, the salary schedule adjustments for the City of Bend Police Association and the Bend Firefighters' Association are based on the United States City Average, All Urban Consumer Price Index for April 2006 to April 2007 (US City Average CPI-U) which is 2.6%.

- The Police agreement specifies a minimum increase of 2.5% and a maximum of 5.5% therefore the salary schedule adjustment for this group will be 2.6%.
- The Fire contract specifies a minimum increase of 3.0% and a maximum of 5.0% so the salary schedule adjustment will be 3.0%.
- The City of Bend Employee Association contract expires June 30, 2007 and is still under negotiation.

The salary adjustment parameters for represented employees were previously authorized by Council when the labor contracts were approved. The amount of increase requested for non-represented employees was determined by taking into consideration the labor contract wage settlements and the US City Average CPI-U, April 2006 to April 2007. The recommended salary schedule adjustment for non-represented employees is an increase of 2.6%.

Committee Review and Recommendation to Council: N/A

Budgetary Considerations: The budget for 2007-08 included 3.5% for non-represented employees' salary increases intended to cover both across-the-board salary schedule adjustments and increases for specific positions resulting from a compensation study currently nearing completion. The recommendation is within the budgeted amounts.

Staff Review and Recommendation to Council: Request the City Council authorize a 2.6% across-the-board adjustment to the non-represented City of Bend employees' salary schedule for 2007-08.