

MOTION BY DIRECTOR JOHN FASANA
MAY 25, 2006
AMENDMENT

WHEREAS, Metro non-represented employee salaries are established within a specific pay range for each job classification, based on job content, market and employee qualifications, and

WHEREAS, in 1996, upon implementation of the new non-represented salary ranges, it was recommended by the Hay Group consultant, based on market practices, to annually adjust the pay ranges based on cost of living and market conditions, and

WHEREAS, the Board of Directors has a Position Authorization and Compensation Policy first adopted in 2004 that establishes that the Board approves any adjustments to the non-represented pay ranges and any annual pay increases for non-represented employees, and

WHEREAS, in eight out of the ten years prior to 2004, the pay ranges were not adjusted for inflation, which has diminished the real salaries by the rate of inflation compounded annually, an amount in excess of 20%; and

WHEREAS, employees whose salaries are at the end of their pay range are ineligible to receive the salary adjustments extended to all other non-represented employees, thus inequitably diminishing their salaries by the rate of inflation; and

WHEREAS, the FY07 budget contemplates a 2% increase for non-represented employees, which will continue to compound the pay inequities if the ranges are not adjusted; and

WHEREAS, in FY07 approximately 215 employees, 18% of non-represented employees, will be at the end of their pay range due to the years in which increases were approved but no inflationary adjustment was made to the pay ranges; and

WHEREAS, adjusting the non-represented employee pay ranges adjusts the **ranges only** and **will not** result in employees receiving increases other than any annual increases, (2% recommended for FY07) approved by the Board for other non-represented employees; and

WHEREAS, the Board's Position Authorization and Compensation Policy states the Board's philosophy that non-represented employee compensation will be equitable;

NOW, THEREFORE BE IT RESOLVED THAT THE BOARD OF DIRECTORS, to ensure equity of compensation for non-represented employees consistent with Board policy, is adjusting the non-represented pay ranges by 10% to partially mitigate the impact of previous years when inflationary pay range adjustments were not made.