



City of Oregon City

625 Center Street
Oregon City, OR 97045
503-657-0891

Staff Report

File Number: 17-359

Agenda Date: 6/21/2017

Status: Consent Agenda

To: City Commission

Agenda #: 8e.

From: Human Resources Director Jim Loeffler

File Type: Report

SUBJECT:

Management, Supervisory and Confidential Employee Salary Cost of Living Allowance (COLA) Increase FY 2017-18

RECOMMENDED ACTION (Motion):

Staff recommends the City Commission approve a two percent (2%) COLA based salary range adjustment for the City's thirty-four (34) budgeted Management, Supervisory and Confidential positions for fiscal year July 1, 2017 to June 30, 2018.

BACKGROUND:

Represented employees receive cost of living allowance based increases to salary as a function of their negotiated and Commission approved collective bargaining agreements. Management employees require separate Commission notice and approval of salary range adjustments

The City Commission ratified both OCPEA and AFSCME bargaining agreements both of which included a two percent (2%) COLA for FY 2017-18. A two percent (2%) Management COLA will prevent further compression between represented and Management employee salaries and is supported by the City's approved budget.

CPI - W, which reflects the buying habits of urban wage earners and clerical workers and is based on cities with populations of less than 1,500,000 in 13 Western states, is averaging two point three five (2.35%) for January to April 2017.

BUDGET IMPACT:

Amount: \$90,500.00

FY(s): 2017 - 18

Funding Source: Ten (10) funds throughout the City budget.