



City of Oregon City

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Staff Report

File Number: 16-476

Agenda Date: 8/17/2016

Status: Consent

To: City Commission

Agenda #: 8b.

From: Human Resources Director Jim Loeffler

File Type: Report

SUBJECT:

Management, Supervisory and Confidential Employee Salary Cost of Living Allowance (COLA) Increase FY 2016-17

RECOMMENDED ACTION (Motion):

Staff recommends the City Commission approve a three percent (3%) COLA based salary range adjustment for the City's thirty-four (34) Management, Supervisory and Confidential FTE for fiscal year July 1, 2016 to June 30, 2017.

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 OCPEA bargaining agreement includes a three percent (3%) COLA for FY 2016-17. AFSCME negotiations are still in progress, however, the City's salary proposal to AFSCME includes a three percent (3%) COLA for FY 2016-17. A three percent (3%) Management COLA will prevent further compression between represented and Management employee salaries and is supported by the City's approved budget.

The current Management Compensation practice, unless approved by the City Manager, limits salary to the median of the salary range, plus or minus ten percent.

BUDGET IMPACT:

Amount: \$136,000 (\$97,000 salaries, \$39,000 benefits)

FY(s): 2016-17

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