



City of Oregon City

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Staff Report

File Number: 20-311

Agenda Date: 6/17/2020

Status: Consent Agenda

To: City Commission

Agenda #: 8j.

From: Human Resources Director Patrick Foiles

File Type: Report

SUBJECT:

Management, Supervisory and Confidential Employee Salary Cost of Living Adjustment (COLA) FY 2020-21

RECOMMENDED ACTION (Motion):

Staff recommends the City Commission approve a three percent (3%) COLA increase to salary ranges for the City's thirty-four (34) budgeted Management, Supervisory and Confidential positions for fiscal year July 1, 2020 to June 30, 2021.

BACKGROUND:

Represented employees receive a COLA based increase 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 in October 2019, both of which include a three percent (3%) COLA for FY 2020-21. 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.

CPI-U West, Size Class B/C (Consumer Price Index For All Urban Consumers), which reflects the buying habits of urban wage earners and clerical workers and is based on cities with populations of less than 2,500,000 in 13 Western states, increased two point eight percent (2.8%) for the calendar year of December 2018 to December 2019. The rate was released in April 2020. The CPI has been used in the past to guide an appropriate adjustment to salaries.

OPTIONS:

1. Approve the three percent (3%) COLA increase to salary ranges for Management, Supervisory and Confidential positions for FY 2020-21.
2. Discuss and change the percentage of the COLA increase for Management, Supervisory and Confidential positions for FY 2020-21.
3. Deny the three percent (3%) COLA increase to salary ranges for Management, Supervisory and Confidential positions for FY 2020-21.

BUDGET IMPACT:

Amount: Approx. \$140,000

FY(s): 2020-21

Funding Source: Multiple funds throughout the budget