

ITEM # 7
DATE June 24, 2008

COUNCIL ACTION FORM

SUBJECT: APPROVAL OF THE 2008-2009 PAY PLAN

BACKGROUND:

Each year the City Council approves a Pay Plan that specifies pay ranges and steps for the City's work force. The 2008-2009 Pay Plan reflects the negotiated wage settlements with the five bargaining units shown below, as well as a 3.5% increase for merit employee job classifications. Funding for the various salaries was previously approved in the 2008-2009 Budget.

The bargaining units' respective across-the-board settlements are 3.5% for IUOE-Blue Collar, 3.5% for IBEW-Electric Distribution, 3.5% for IUOE-Electric Production, 3.6% for IAFF-Fire, and 3.8% for PPME-Police. Unclassified job categories are adjusted proportionally with merit or union employees or the relevant labor market. The statutory minimum wage is retained as the scale minimum for temporary Unclassified Laborers and Office Workers.

ALTERNATIVES:

1. Approve the 2008-2009 Pay Plan.
2. Do not approve the 2008-2009 Pay Plan.

MANAGER'S RECOMMENDED ACTION:

The Pay Plan document formally establishes pay ranges and steps for City positions. Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, thereby approving the 2008-2009 Pay Plan.