

Regular Meeting

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| Agenda Item # | 5 and 6 |
| Meeting Date | June 9, 2008 |
| Prepared By | Karen Hampton, Human Resources Manager |
| Approved By | Barbara B. Matthews City Manager |

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| Discussion Item | Ordinances Adopting the FY09 AFSCME Pay Plan and Management and Non-Union Pay Plan with Market Adjustments of 3.5% effective July 1, 2008. |
| Background | <p>The compensation plan for City staff, as approved by Council and implemented in FY 00, provides for a market adjustment to be implemented on July 1 of each year. The market adjustment is the annual percent of change in the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of the end of December. The December 2007 Index shows an increase of 3.5%.</p> <p>The attached ordinances adopt the pay scales for FY 09, effective July 1, 2008. They reflect a market adjustment of 3.5%.</p> <p>The pay scale for non-union employees is established following the same process as called for in the collective bargaining agreements.</p> <p>First reading of the ordinances was held on June 2.</p> |
| Policy | Title 4, Chapter 4.04.180 through 4.04.220 of the City Code and the Collective Bargaining Agreement between the City of Takoma Park and AFSCME Local 3399. |
| Fiscal Impact | Funds to implement the pay increases are included in the proposed FY 09 Budget. |
| Attachments | <ul style="list-style-type: none"> • Ordinance to Adopt the FY09 Pay Plan for Staff Who are Covered by the AFSCME Collective Bargaining Agreement • Ordinance to Adopt the FY09 Pay Plan for Management Staff and for Staff Who Are Not Covered by a Collective Bargaining Agreement |
| Recommendation | Staff recommends that the Council adopt the ordinances at second reading. |
| Special Consideration | None. |

Introduced by: Councilmember Snipper

First Reading: June 2, 2008
Second Reading:

CITY OF TAKOMA PARK, MARYLAND

ORDINANCE NO. 2008-27

**An Ordinance to Adopt an FY09 Pay Plan
for Staff Who Are Covered by the AFSCME Collective Bargaining Agreement**

WHEREAS, the pay scale for staff who are covered by the AFSCME Collective Bargaining Agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code, as modified by Ordinance 1999-29 or as modified herein; AND

WHEREAS, the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND

WHEREAS, the City has ratified a Collective Bargaining Agreement with Local 3399, The American Federation of State, County, and Municipal Employees, which provides for a market adjustment to be effective July 1, 2008; AND

WHEREAS, the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of December 2007 shows an annual market increase of 3.5%.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT the attached pay scale is adopted for City staff who are covered by the Collective Bargaining Agreement with AFSCME for the Fiscal Year beginning July 1, 2008 and ending June 30, 2009, and will remain in effect until amended or repealed by the Council.

Adopted this day of _____, 2008 by roll-call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

EMPLOYEE PAY SCALE - FY 09

ORDINANCE 2008-27

Staff who are covered by the Collective

Bargaining Agreement with AFSCME

3.5% Market Adjustment Effective July 1, 2008

| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | Mkt Point | Maximum |
|--------------|------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 21 | Annual Hourly | \$ 27,495 \$ 13.22 | \$ 28,320 \$ 13.62 | \$ 29,169 \$ 14.02 | \$ 30,044 \$ 14.44 | \$ 30,946 \$ 14.88 | \$ 41,792 \$ 20.09 |
| 22 | Annual Hourly | \$ 29,144 \$ 14.01 | \$ 30,019 \$ 14.43 | \$ 30,919 \$ 14.87 | \$ 31,847 \$ 15.31 | \$ 32,802 \$ 15.77 | \$ 44,300 \$ 21.30 |
| 23 | Annual Hourly | \$ 30,893 \$ 14.85 | \$ 31,820 \$ 15.30 | \$ 32,775 \$ 15.76 | \$ 33,758 \$ 16.23 | \$ 34,770 \$ 16.72 | \$ 46,958 \$ 22.58 |
| 24 | Annual Hourly | \$ 32,747 \$ 15.74 | \$ 33,729 \$ 16.22 | \$ 34,741 \$ 16.70 | \$ 35,783 \$ 17.20 | \$ 36,857 \$ 17.72 | \$ 49,775 \$ 23.93 |
| 25 | Annual Hourly | \$ 34,712 \$ 16.69 | \$ 35,753 \$ 17.19 | \$ 36,825 \$ 17.70 | \$ 37,930 \$ 18.24 | \$ 39,068 \$ 18.78 | \$ 52,762 \$ 25.37 |
| 26 | Annual Hourly | \$ 36,794 \$ 17.69 | \$ 37,898 \$ 18.22 | \$ 39,035 \$ 18.77 | \$ 40,206 \$ 19.33 | \$ 41,412 \$ 19.91 | \$ 55,927 \$ 26.89 |
| 27 | Annual Hourly | \$ 39,002 \$ 18.75 | \$ 40,172 \$ 19.31 | \$ 41,377 \$ 19.89 | \$ 42,618 \$ 20.49 | \$ 43,897 \$ 21.10 | \$ 59,283 \$ 28.50 |
| 28 | Annual Hourly | \$ 42,902 \$ 20.63 | \$ 44,189 \$ 21.24 | \$ 45,515 \$ 21.88 | \$ 46,880 \$ 22.54 | \$ 48,287 \$ 23.21 | \$ 65,211 \$ 31.35 |
| 29 | Annual Hourly | \$ 47,192 \$ 22.69 | \$ 48,608 \$ 23.37 | \$ 50,066 \$ 24.07 | \$ 51,568 \$ 24.79 | \$ 53,115 \$ 25.54 | \$ 71,732 \$ 34.49 |
| 30 | Annual Hourly | \$ 54,271 \$ 26.09 | \$ 55,899 \$ 26.87 | \$ 57,576 \$ 27.68 | \$ 59,303 \$ 28.51 | \$ 61,083 \$ 29.37 | \$ 82,492 \$ 39.66 |
| 31 | Annual Hourly | \$ 62,412 \$ 30.01 | \$ 64,284 \$ 30.91 | \$ 66,213 \$ 31.83 | \$ 68,199 \$ 32.79 | \$ 70,245 \$ 33.77 | \$ 94,866 \$ 45.61 |

Introduced by: Councilmember Snipper

First Reading: June 2, 2008
Second Reading:

CITY OF TAKOMA PARK, MARYLAND

ORDINANCE NO. 2008-28

**An Ordinance to Adopt the FY09 Pay Plan for Management Staff
and for Staff Who Are Not Covered By a Collective Bargaining Agreement**

WHEREAS, the pay scale for the City's management staff and staff who are not covered by a collective bargaining agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code as modified by Ordinance 1999-28 or as modified herein; AND

WHEREAS, the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND

WHEREAS, the Department of Labor, Wage and Salaries Employment Cost Index for State and Local Government as of December 2007 shows an annual market increase of less than 3.5%; AND

WHEREAS, the City wishes to provide benefits to non-union employees that equate to those received by union employees.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT the attached pay scale is adopted for the City's management staff and staff who are not covered by a collective bargaining agreement for the Fiscal Year beginning July 1, 2008 and ending June 30, 2009, and will remain in effect until amended or repealed by the Council.

Adopted this day of , 2008 by roll-call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

EMPLOYEE PAY SCALE - FY 09

ORDINANCE 2008-28

**Management Staff and Staff who are not covered
by a collective bargaining agreement.**

3.5% Market Adjustment Effective July 1, 2008

| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | Mkt Point | Maximum |
|--------------|------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|------------------------|
| 21 | Annual Hourly | \$ 27,495 \$ 13.22 | \$ 28,320 \$ 13.62 | \$ 29,169 \$ 14.02 | \$ 30,044 \$ 14.44 | \$ 30,946 \$ 14.88 | \$ 36,568 \$ 17.58 |
| 22 | Annual Hourly | \$ 29,144 \$ 14.01 | \$ 30,019 \$ 14.43 | \$ 30,919 \$ 14.87 | \$ 31,847 \$ 15.31 | \$ 32,802 \$ 15.77 | \$ 38,762 \$ 18.64 |
| 23 | Annual Hourly | \$ 30,893 \$ 14.85 | \$ 31,820 \$ 15.30 | \$ 32,775 \$ 15.76 | \$ 33,758 \$ 16.23 | \$ 34,770 \$ 16.72 | \$ 41,088 \$ 19.75 |
| 24 | Annual Hourly | \$ 32,747 \$ 15.74 | \$ 33,729 \$ 16.22 | \$ 34,741 \$ 16.70 | \$ 35,783 \$ 17.20 | \$ 36,857 \$ 17.72 | \$ 43,553 \$ 20.94 |
| 25 | Annual Hourly | \$ 34,712 \$ 16.69 | \$ 35,753 \$ 17.19 | \$ 36,825 \$ 17.70 | \$ 37,930 \$ 18.24 | \$ 39,068 \$ 18.78 | \$ 46,166 \$ 22.20 |
| 26 | Annual Hourly | \$ 36,794 \$ 17.69 | \$ 37,898 \$ 18.22 | \$ 39,035 \$ 18.77 | \$ 40,206 \$ 19.33 | \$ 41,412 \$ 19.91 | \$ 48,936 \$ 23.53 |
| 27 | Annual Hourly | \$ 39,002 \$ 18.75 | \$ 40,172 \$ 19.31 | \$ 41,377 \$ 19.89 | \$ 42,618 \$ 20.49 | \$ 43,897 \$ 21.10 | \$ 51,872 \$ 24.94 |
| 28 | Annual Hourly | \$ 42,902 \$ 20.63 | \$ 44,189 \$ 21.24 | \$ 45,515 \$ 21.88 | \$ 46,880 \$ 22.54 | \$ 48,287 \$ 23.21 | \$ 57,060 \$ 27.43 |
| 29 | Annual Hourly | \$ 47,192 \$ 22.69 | \$ 48,608 \$ 23.37 | \$ 50,066 \$ 24.07 | \$ 51,568 \$ 24.79 | \$ 53,115 \$ 25.54 | \$ 62,766 \$ 30.18 |
| 30 | Annual Hourly | \$ 54,271 \$ 26.09 | \$ 55,899 \$ 26.87 | \$ 57,576 \$ 27.68 | \$ 59,303 \$ 28.51 | \$ 61,083 \$ 29.37 | \$ 72,181 \$ 34.70 |
| 31 | Annual Hourly | \$ 62,412 \$ 30.01 | \$ 64,284 \$ 30.91 | \$ 66,213 \$ 31.83 | \$ 68,199 \$ 32.79 | \$ 70,245 \$ 33.77 | \$ 83,008 \$ 39.91 |
| 32 | Annual Hourly | \$ 71,774 \$ 34.51 | \$ 73,927 \$ 35.54 | \$ 76,145 \$ 36.61 | \$ 78,429 \$ 37.71 | \$ 80,782 \$ 38.84 | \$ 95,459 \$ 45.89 |
| 33 | Annual Hourly | \$ 82,540 \$ 39.68 | \$ 85,016 \$ 40.87 | \$ 87,566 \$ 42.10 | \$ 90,193 \$ 43.36 | \$ 92,899 \$ 44.66 | \$ 109,778 \$ 52.78 |
| 34 | Annual Hourly | \$ 94,920 \$ 45.63 | \$ 97,768 \$ 47.00 | \$ 100,701 \$ 48.41 | \$ 103,722 \$ 49.87 | \$ 106,834 \$ 51.36 | \$ 126,244 \$ 60.69 |