

# Regular Meeting

|                      |  |
|----------------------|--|
| <b>Agenda Item #</b> | 3                                      |
| <b>Meeting Date</b>  | July 28, 2008                          |
| <b>Prepared By</b>   | Suzanne Ludlow,<br>Deputy City Manager |
| <b>Approved By</b>   | Barbara B. Matthews,<br>City Manager   |

|                              |   |
|------------------------------|---|
| <b>Discussion Item</b>       | Ordinance Adopting the FY09 UFCW Local 400 Pay Plan with Market Adjustments of 3.5% effective July 1, 2008  |
| <b>Background</b>            | <p>The compensation plan for City staff, as approved by Council and implemented in FY00, provides for a market adjustment to be implemented on July 1 of each year. The terms of the recently adopted contract between the United Food and Commercial Workers (UFCW) Local 400 and the City of Takoma Park is consistent with the City's compensation plan. 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 ordinance adopts the pay scale for FY09, effective July 1, 2008. It reflects a market adjustment of 3.5%.</p> |
| <b>Policy</b>                | 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 UFCW Local 400.   |
| <b>Fiscal Impact</b>         | Funds to implement the pay increases are included in the adopted FY09 Budget.   |
| <b>Attachments</b>           | Second Reading Ordinance to Adopt the FY09 Pay Plan for Staff Who are Covered by the UFCW Local 400 Collective Bargaining Agreement   |
| <b>Recommendation</b>        | Adopt the ordinance at second reading.  |
| <b>Special Consideration</b> | None.   |

Introduced by: Councilmember Wright

First Reading: July 14, 2008

Second Reading:

**CITY OF TAKOMA PARK, MARYLAND**

**ORDINANCE NO. 2008-32**

**An Ordinance to Adopt an FY09 Pay Plan**

**For Staff Who are Covered by the UFCW Local 400 Collective Bargaining Agreement**

**WHEREAS,** the pay scale for staff who are covered by the United Food and Commercial Workers (UFCW) Local 400 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 residents 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 400, the United Food and Commercial Workers International Union, 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 UFCW 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:**

**POLICE PAY SCALE - FY 09**

**Ordinance 2008-32**

**3.5% Market Adjustment Effective July 1, 2008**

| <b>GRADE</b> |        | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>Mkt Point</b> | <b>Maximum</b> |
|--------------|--------|---------------|---------------|---------------|---------------|------------------|----------------|
| 1-CADET      |        |               |               |               |               |                  |                |
| Hourly       | Annual | \$ 37,421     |               |               |               |                  |                |
|              | Hourly | \$ 17.99      |               |               |               |                  |                |
| 3- PVT       |        |               |               |               |               |                  |                |
| Hourly       | Annual | \$ 42,829     | \$ 44,114     | \$ 45,437     | \$ 46,800     | \$ 48,204        | \$ 56,962      |
|              | Hourly | \$ 20.59      | \$ 21.21      | \$ 21.84      | \$ 22.50      | \$ 23.18         | \$ 27.39       |
| 4-PFC        |        |               |               |               |               |                  |                |
| Hourly       | Annual | \$ 47,112     | \$ 48,525     | \$ 49,981     | \$ 51,480     | \$ 53,025        | \$ 62,659      |
|              | Hourly | \$ 22.65      | \$ 23.33      | \$ 24.03      | \$ 24.75      | \$ 25.49         | \$ 30.12       |
| 5-CPL        |        |               |               |               |               |                  |                |
| Hourly       | Annual | \$ 54,179     | \$ 55,804     | \$ 57,478     | \$ 59,202     | \$ 60,978        | \$ 72,057      |
|              | Hourly | \$ 26.05      | \$ 26.83      | \$ 27.63      | \$ 28.46      | \$ 29.32         | \$ 34.64       |
| 6-SGT        |        |               |               |               |               |                  |                |
| Hourly       | Annual | \$ 62,305     | \$ 64,174     | \$ 66,100     | \$ 68,083     | \$ 70,125        | \$ 82,866      |
|              | Hourly | \$ 29.95      | \$ 30.85      | \$ 31.78      | \$ 32.73      | \$ 33.71         | \$ 39.84       |
| 7-LT         |        |               |               |               |               |                  |                |
| Hourly       | Annual | \$ 71,651     | \$ 73,801     | \$ 76,015     | \$ 78,295     | \$ 80,644        | \$ 95,296      |
|              | Hourly | \$ 34.45      | \$ 35.48      | \$ 36.55      | \$ 37.64      | \$ 38.77         | \$ 45.82       |