



## Staff Report

November 2, 2020 Council Meeting

2021 Non-Represented Employee Salary Scales

Presenter: Jennifer Gorsuch, Administrative Services Director

| Phone        | Email                   |
|--------------|-------------------------|
| 360.817.7013 | jgorsuch@cityofcamas.us |

**BACKGROUND:** Each year, the Council must pass a resolution if the Non-Represented employees are to receive a cost of living adjustment for the following year.

**SUMMARY:** The Mayor and City Administrator discussed the cost of living adjustment for Non-Represented employees and propose that the employees receive a 2% adjustment effective January 1, 2021. The change in the cost of living index (CPI-W West Region) from July 2019-July 2020 was 1.7%. The union contract language has a minimum of 2% for the cost of living adjustment. It is proposed that the non-represented employees receive the same as the unions.

This was discussed at the October 19, 2020 Council Workshop and consensus was received to add it to this agenda for consideration.

### **EQUITY CONSIDERATIONS:**

**What are the desired results and outcomes for this agenda item?** The desired result is an cost of living adjustment for the non-represented employees that is equitable based on the union minimum percentage.

**What's the data? What does the data tell us?** The Bureau of Labor Statistics CPI-W West Region July 2019-July 2020 change was 1.7%.

**How have communities been engaged? Are there opportunities to expand engagement?** N/A

**Who will benefit from, or be burdened by this agenda item?** The City will benefit, internally and externally, by keeping pace with cost of living increases, which will attract and retain quality employees.

**What are the strategies to mitigate any unintended consequences?** N/A

**Does this agenda item have a differential impact on underserved populations, people living with disabilities, and/or communities of color? Please provide available data to illustrate this impact.** N/A

**Will this agenda item improve ADA accessibilities for people with disabilities?** N/A

**What potential hurdles exists in implementing this proposal (include both operational and political)?** N/A

**How will you ensure accountabilities, communicate, and evaluate results?** N/A

**How does this item support a comprehensive plan goal, policy or other adopted resolution?** N/A

**BUDGET IMPACT:** The 2% cost of living adjustment to all non-represented employee salary scales will require an additional budget allocation of approximately \$57k.

**RECOMMENDATION:** Staff recommends that Council adopt Resolution 20-013.