



Staff Report

October 19, 2020 Council Workshop

2021 Non-Represented Employee Salary Scales

Presenter: Jennifer Gorsuch, Administrative Services Director and Jamal Fox, City Administrator

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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.

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item? The desired result is a 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 authorize Staff to bring a resolution to the November 2, 2020 Council meeting for adoption.