



Staff Report

December 6, 2021 Council Regular Meeting

Resolution 21-015 Adopting 2022 Non-Represented Employee Salary Scales

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

Phone	Email
360.817.7013	jgorsuch@cityofcamas.us

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

SUMMARY: Former Mayor Burton and Interim City Administrator discussed the cost-of-living adjustment for Non-Represented employees with Council, including Mayor Hogan, and propose that the employees receive a 4.5% adjustment effective January 1, 2022.

The change in the cost-of-living index (CPI-W West Region) from July 2020-July 2021 was 5.9%. It is expected that the union negotiations in 2021 will likely result in agreements providing for 4.5% wage adjustment based on the same CPI.

The Fire Chief and Division Chief scales were increased more than 4.5% to address compression issues between those and the Battalion Chief position in the department.

The seasonal positions are slightly higher due to having to meet the 2022 Washington State minimum wage.

This information was previously shared at the November 1, 2021 Council workshop.

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 to the union contracts and that will keep the city wages competitive for recruitment and retention.

What's the data? What does the data tell us? The Bureau of Labor Statistics CPI-W West Region July 2020-July 2021 change was 5.9%.

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: This cost-of-living adjustment for non-represented employees will cost approximately \$220k and the compression adjustment for the Fire Management employees will be an additional cost of \$35k. This will be a total budgetary impact of approximately \$255k for 2022.

RECOMMENDATION: Staff recommends that Council approve Resolution 21-015.