

RESOLUTION NUMBER 18-1987

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE
AMENDING THE CITY PERSONNEL RULES TO CLARIFY ITS COMPENSATION
POLICY.

WHEREAS, the Council wishes to establish and maintain a
compensation policy for all City employees that treats them
fairly, and

WHEREAS, the Council believes that a consistent, logical
compensation policy enhances the morale and productivity of the
organization, therefore

BE IT RESOLVED by the Council of the City of Milwaukie that
Personnel Rule II, Sections 1, 2, 3 and 4 are amended to read:

RULE II

COMPENSATION PLAN

1. Council to Set Compensation.
The compensation for all classifications in the City service
shall be set by the City Council on recommendation of the
City Manager. Compensation includes all forms of direct and
indirect compensation received by employees.
2. Classifications Allocated to Salary Schedules.
Each classification shall be allocated to a salary range on
a salary schedule. The salary ranges shall include a
minimum and a maximum rate and such intermediate rates as
the City Council deems appropriate. Salary schedules shall
be established by the City Council. Salary schedules shall
be made up of the salary ranges for classifications and may
be established separately by bargaining unit or non-
represented unit. Salary schedules shall be maintained by
the Personnel Department.
3. Review and Amendment of Salary Schedules.
 - A) Salary schedules may be reviewed at least once each
fiscal year. Salary schedules for classifications
represented by bargaining units shall be set through the
collective bargaining process. Within the constraints of
that process, the compensation for represented employees
will be based on the same factors used for setting
compensation for non-represented classifications.

B) The City Manager will consider the following factors when preparing recommendations for compensation and amendments to the salary schedules:

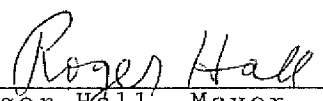
- 1) Duties and responsibilities of the classification.
- 2) Relationship of the classification to other classifications in the City.
- 3) Compensation received in comparable cities and in private employment for the same or similar jobs.
- 4) Changes in the cost of living.
- 5) Other factors considered because of recruitment problems for a specific classification.
- 6) Ability to pay the compensation recommendation developed utilizing the preceding five factors.

4) Effect of Salary Schedule Amendments on Employee Salary.

A) When salary schedules are increased or decreased by a constant number (either percentage or dollar amount), employees shall remain at the same step in the salary range for their classifications.

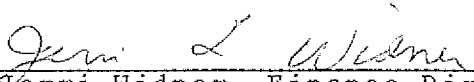
B) When classifications are allocated to a different salary range in the salary schedule, employees shall remain on the same step in the new salary range for their classifications.

Introduced and adopted by the City Council on April 21, 1987, 1987.



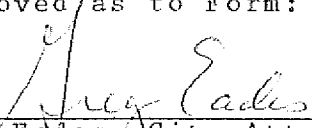
Roger Hall, Mayor

ATTEST:



Terri Widner, Finance Director

Approved as to Form:



Greg Eades, City Attorney