

RESOLUTION NO. 18-27

A RESOLUTION SUPPORTING THE IMPLEMENTATION OF A NEW MANAGEMENT SALARY SCHEDULE AND COMPENSATION PACKAGE

WHEREAS, the City updated the 2004 management compensation plan which established the existing compensation ranges and merit pay program for city management; and

WHEREAS, the City performed a salary study for the non-represented city staff that compared existing salary ranges throughout the region; and

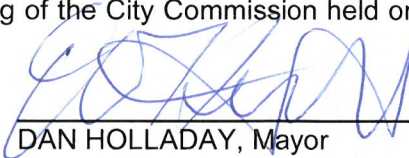
WHEREAS, the study compared the city's non-represented compensation to comparable cities, reviewed internal equity of positions and responsibilities, addressed the existing city policy of limiting salaries to the mid-point of the salary range and identified changes to the compensation package to remain competitive in the region; and

WHEREAS, the study demonstrated that the City of Oregon City's salaries on average are slightly below comparable cities average maximum salaries and more than half of the cities offered deferred compensation programs.

NOW, THEREFORE, OREGON CITY RESOLVES AS FOLLOWS:

- Section 1.** Non-represented managers' existing maximum salary ranges shall be reduced to be consistent with the average maximum salaries in the region and the mid-point salary policy shall be rescinded.
- Section 2.** The merit pay program shall be reduced from a maximum of 5% to 3% for department directors and managers.
- Section 3.** A 3% deferred compensation program shall be implemented for managers.
- Section 4.** Positions shall be realigned for internal equity based on responsibility.
- Section 5.** The compensation study shall be updated every 5 years, and certain policies shall be updated to ensure consistent implementation across all departments.
- Section 6.** This Resolution shall take effect immediately upon its acknowledgement by the City Commission.

Approved and adopted at a regular meeting of the City Commission held on the 5th day of September, 2018.




DAN HOLLADAY, Mayor

Attested to this 5th day of September, 2018:



Kattie Riggs, City Recorder

Approved as to legal sufficiency:



Carrie R.
City Attorney