RESOLUTION NO. 16-136

A RESOLUTION APPROVING WAGE INCREASES FOR GENERAL NON-UNION EMPLOYEE

WHEREAS, there are employees of the City of Council Bluffs, Iowa who do not bargain collectively with the City regarding wage and benefits; and

WHEREAS, it is in the best interest of the City of Council Bluffs to ensure the equitable treatment of all employees; and

WHEREAS, approval of this wage adjustment is considered to be consistent with the best interest of the City,

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That a 2.5% across the board increase be applied to the general non-union employees pay schedule on July 1, 2016.

ADOPTED
AND
APPROVED: May 23, 2016

Matthew J. Walsh, Mayor

ATTEST: Marcia L. Worden

Marcia L. Worden, City Clerk

Council Communication

Department: Human Resources Case/Project No. Applicant: Jon Finnegan, Director of HR	Ordinance No. Resolution No. 16-136	Council Action: 5/23/2016

Subject/Title

APPROVAL OF NON-UNION EMPLOYEE WAGE INCREASE FOR JULY 1, 2016 THROUGH JUNE 30, 2017

Background/Discussion

As a reminder, wage and benefit changes for non-union employees have previously been approved for a 3 year period that coincides with the approval of a new contract with the CWA Clerical/Technical employees. Last year, we communicated that we will not be tying non-union employees to any contract or unionized portion of the workforce. In addition, we will take a different approach by recommending a wage increase for the upcoming fiscal year only. This will allow the City to manage non-union increases on an annual basis and utilize the most current information for each upcoming year.

This year, it is my recommendation that the non-union employees received a 2.5% increase on 7-1-2016. Market data indicates increases in the marketplace in 2015 will be closer to 3%. While I am not recommending that level of increase, the 2017 fiscal year budget was for 2%, so a 2.5% increase will have an additional cost above budget of $29,499.

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Recommendation

Approval of this one year increase is recommended. I have prepared a resolution that will effectuate these changes.

Jon Finnegan, H.R. Director

Matthew J. Walsh, Mayor