RESOLUTION 15-130

A RESOLUTION APPROVING WAGE INCREASES FOR GENERAL NON-UNION EMPLOYEES.

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, 2015.

ADOPTED
AND
APPROVED: May 18, 2015

Matthew J. Walsh, Mayor

ATTEST:

Marcia L. Worden, City Clerk

Council Communication

Department: Case/Project No. Applicant.	Ordinance No. Resolution No. 15-130	First Reading Second Reading Third Reading _____

Subject/Title

APPROVAL OF NON-UNION EMPLOYEE WAGE INCREASE
FOR JULY 1, 2015 THROUGH JUNE 30, 2016

Background/Discussion

In the past, wage and benefit changes for non-union employees have been approved for a 3 year period that coincides with the approval of a new contract with the CWA Clerical/Technical employees. Going forward, we will not be tying non-union employees to any contract or unionized portion of the workforce. In addition, we would like to take a different approach by recommending a wage increase only for the upcoming fiscal year. 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 receive a 2.5% increase on 7-1-2015. The reasons for this recommendation are as follows:

1. Market data indicates increases in 2015 will range from 2.5%-3% in the marketplace. This recommendation is within that range.
2. This amount was included in the 2016 fiscal year budget.

Recommendation

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

Department Head Signature

Mayor Signature