



RESOLUTION No. 2015-3230

A RESOLUTION ADOPTING THE CITY CLASSIFICATION & COMPENSATION PLAN UPDATE AND AUTHORIZING THE CITY MANAGER PRO TEM TO IMPLEMENT THE RESULTS OF THE UPDATE RETROACTIVE TO JULY 1, 2015.

RECITALS:

1. Reason for Action: The fiscal climate, budget cuts, frozen merit and zero cost of living increases over the last five fiscal years have resulted in pay ranges of employee classifications which are not represented by an employee association or union to fall behind the average of public agency market comparables.
2. Recommendation: Interim Human Resources Director McDonald recommends the adoption of the City Classification and Compensation Plan Update for non-represented employees.
3. Funding: Funding of the changes resulting for the Classification and Compensation Plan Update will be addressed by a supplemental budget in January, 2016. The overall cost of this implementation will be \$ \$227,987.00 allocated to the following funds:

01	General Fund	\$102,346.00
02	Street Fund	\$6,772.00
05	EMS Fund	\$12,228.00
06	Wastewater Fund	\$15,408.00
07	Water Fund	\$11,353.00
08	Building Fund	\$14,054.00
13	911 Fund	\$3,457.00
14	Economic Development Fund	\$25.00
16	Public Safety Fee	\$0
17	Storm Water Fund	\$7,987.00
31	Administrative Support Services	\$54,357.00

4. Implementation: Changes in employee classification salary range placement will be retroactive to July 1, 2015 and with the exception of pending increases based on offers of employment to select employees, will continue the current practice of allowing employees hired prior to 06/30/2013 to move two steps (5%) instead of just one step (2.5%) as a result of a satisfactory evaluation.

THE CITY OF NEWBERG RESOLVES AS FOLLOWS:

The City Council adopts the City Classification & Compensation Plan Update and authorizes the City Manager Pro Tem to implement the results of the update retroactive to July 1, 2015.

- **EFFECTIVE DATE** of this resolution is the day after the adoption date, which is: November 17, 2015.

ADOPTED by the City Council of the City of Newberg, Oregon, this 16th day of November, 2015.



Sue Ryan, City Recorder

ATTESTED by Mayor this 17th day of November, 2015.



Bob Andrews, Mayor