

**CITY OF PEORIA, ARIZONA
COUNCIL COMMUNICATION**

cc 130
Amend No _____

Date Prepared June 5, 2008

Council Meeting Date June 17, 2008

TO Terry Ellis, City Manager
THROUGH Susan K Thorpe, Deputy City Manager *AK*
FROM Jackie Peterson, Interim Human Resources Director *JPC*
SUBJECT Salary Changes for Non-represented Employees

RECOMMENDATION

It is recommended that the City Council approve salary increases for all non-represented Professional, Supervisory and Confidential (PSC) full-time, benefited part-time and hourly employees similar to the increases that were adopted for represented employees as described below

BACKGROUND

Memoranda of Understanding were recently adopted by the City Council as a result of negotiations with AFSCME, PPOA and PFFA. It has been the practice of the City to extend the same or similar changes in wages and benefits to non-represented employees. Following is a summary description of the recommended changes.

Wages/PSC

The agreement with AFSCME provided for a total wage increase of 2.5% cost-of-living adjustment. It is recommended that the same 2.5% cost-of-living adjustment be applied to our non-safety PSC employees who are not represented by a union. Granting this increase will maintain the existing internal pay relationships and will help keep our salaries competitive with the labor market.

The Memoranda of Understanding with all represented employee groups granted one-time payments for each represented employee. It is recommended that a \$1,000 one-time lump sum be granted for each PSC employee, effective the first full pay period in July 2008.

Effective Date

These salary recommendations are proposed to become effective July 1, 2008, the same effective date for other changes in pay for our represented employees.

CITY CLERK USE ONLY

- Consent Agenda
- Carry Over to Date _____
- Approved
- Unfinished Business (Date heard previous _____)
- New Business

ORD # _____ RES # _____
LCON# _____ LIC # _____
Action Date _____