

OFFICE OF THE CITY MANAGER  
DES MOINES, IOWA

CITY COUNCIL COMMUNICATION 96-317  
AUGUST 5, 1996 AGENDA

SUBJECT:	TYPE:	SUBMITTED BY:
WAGE INCREASE FOR HOUSING SERVICES SPM EMPLOYEES	◆ RESOLUTION ORDINANCE RECEIVE/FILE	LYNN LESLIE CIVIL SERVICE/PERSONNEL ADMINISTRATOR

**SYNOPSIS —**

Due to an oversight, a six percent across-the-board increase for Housing Services Supervisory, Professional and Management (SPM) employees was not submitted for City Council approval at the same time increases for other City employees were approved in January, 1995. A six percent increase effective August 26, 1996 (the same date as an increase for all other SPM employees) is recommended to correct this oversight.

**FISCAL IMPACT —**

Cost is estimated at \$9,430 for FY1996-97. Funds for this across-the-board increase are included in the FY1996-97 budget approved by City Council.

**RECOMMENDATION —**

Approval.

**BACKGROUND —**

On January 23, 1995, by Roll Call No. 95-359, the City Council approved a six percent increase in wage ranges effective August 19, 1996, for all employees in the SPM group. On September 18, 1995, by Roll Call No. 95-3536, the effective date was changed to August 26, 1996, to coincide with the beginning of a pay period. Six percent wage increases effective May 6, 1996, were also approved for four bargaining units on January 23, 1995.

A similar six percent increase should have been presented for Council approval for the Housing Services SPM group, a group comprised of SPM employees at the municipal housing agency. Due to an oversight, the recommended increase was not submitted.

It is recommended at this time that a six percent across-the-board salary increase effective August 26, 1996, be approved for the Housing Services SPM employee group.