

OFFICE OF THE CITY MANAGER
DES MOINES, IOWA

ITEM 89

CITY COUNCIL COMMUNICATION 97-131
MARCH 17, 1997 AGENDA

SUBJECT:	TYPE:	SUBMITTED BY:
SALARY INCREASE FOR SPM EMPLOYEES	◆ RESOLUTION ORDINANCE RECEIVE/FILE	LYNN D. LESLIE CIVIL SERVICE/PERSONNEL ADMINISTRATOR

SYNOPSIS —

On February 17, 1997, the City Council approved labor agreements with the City's bargaining units providing 3.0 percent across-the-board wage increases for each of the next three fiscal years. It is now recommended that similar salary increases be approved for Supervisory, Professional and Management (SPM) employees (generally, those employees in job classes not represented by a bargaining unit) including Housing Services SPM employees. This recommendation affects all employees considered SPM with the exception of City Council appointees whose pay and benefits are determined by City Council; i.e., City Manager, Corporation Counsel, and City Clerk.

FISCAL IMPACT —

It is recommended that City Council approve a three percent (3%) across-the-board wage increase effective June 30, 1997 for FY1997-98, three percent (3%) across-the-board effective June 29, 1998 for FY1998-99, and three percent (3%) across-the-board effective June 28, 1999 for FY1999-00.

The additional cost of wages and associated benefits for FY1997-98 is as follows:

Wages	\$ 475,038
Longevity	16,287
Retirement	<u>42,020</u>
Total	\$ 533,345

The total cost of the agreement averages 3.15 percent per year for the three-year period.

RECOMMENDATION —

Approval.