



4. Equity Adjustments - Effective upon adoption of the MOU by the City Council, a 3% increase for employees in the classification of Security Ranger; a 2% increase for employees in the classifications of Community Health Aide and Sr. Community Health Aide; a 2% increase for employees in the classification Duplicating Machine Operator; and a 2% increase for employees in the classification of Meter Reader.

Effective July 6, 1998, a 5% increase for employees in the classification of Security Ranger; a 3% increase for employees in the classifications of Community Health Aide and Sr. Community Health Aide; a 2% increase for employees in the classification Duplicating Machine Operator; and a 2% increase for employees in the classification of Meter Reader.

Effective July 5, 1999, a 5% increase for employees in the classification of Security Ranger; a 3% increase for employees in the classifications of Community Health Aide and Sr. Community Health Aide; and a 3% increase for employees in the classification Duplicating Machine Operator.

5. Joint Salary Survey - A joint salary survey will be conducted by the City and AFSCME following adoption of the MOU. Classes found to be 5% or more below the market average shall receive equity adjustments, to a maximum of ten classes.

The agreement is before the City Council for review and adoption. This agreement is consistent with the other union adjustments and is within the parameters recently approved by Council.

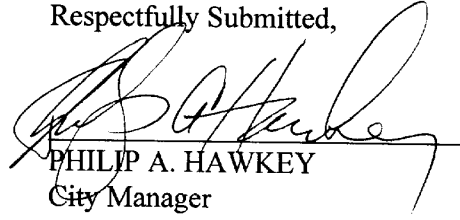
#### FISCAL IMPACT:

The first year's cost for a 1.5% salary increase for approximately 249 AFSCME employees is estimated at \$179,526 which includes anticipated benefit and burden costs. The total cost of the adjustments over three years is \$1,403,820. Funds have been budgeted in the Personnel Reserve to cover the costs for the General Fund positions for Fiscal Year 1998. All other Funds will absorb those increases within current available funding.

The total cost of the equity adjustments effective upon adoption of the MOU is \$92,435.

The cost of subsequent equity adjustments resulting from the joint salary survey is estimated at \$79,538.

Respectfully Submitted,



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City Manager

Prepared by:



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