

Introduced by: Councilmember

CITY OF TAKOMA PARK, MARYLAND

RESOLUTION NO. 2020-xx

**APPROVAL OF FISCAL YEAR 2021 WAGE ADJUSTMENT FOR
NON-MANAGEMENT, NON-UNION-REPRESENTED STAFF**

WHEREAS, there are twelve City staff positions that are not represented by either of the City's two unions and are not management positions; and

WHEREAS, with the financial savings measures taken as the COVID-19 pandemic began impacting Maryland, wage increases that would have been effective on July 1, 2020 for these staff were put on hold; and

WHEREAS, the City Manager wishes to provide a one-step pay increase for these twelve staff positions, which are at grade levels comparable to the staff represented by Local 400; and

WHEREAS, the proposal is to provide a 1.5% pay increase for the twelve staff members, retroactive to July 1, 2020, with no additional pay for those who receive "Distinguished" on their evaluations, at a total cost of approximately \$12,000; and

WHEREAS, the FY21 budget included funds for an approximately 4.5% increase for staff, which was for base wages and funds for those who would receive "Distinguished" on their evaluations; and

WHEREAS, adoption of the lower 1.5% increase would free up approximately \$24,000 in funds to be used for other purposes or added to the Unassigned Reserve; and

WHEREAS, negotiations with the American Federation of State, County and Municipal Employees Council 69 Local 3399 union are ongoing and any decision on wages for the staff represented by it and for management level employees will be addressed at a later time.

NOW, THEREFORE, BE IT RESOLVED THAT the Council approves a 1.5% wage increase, retroactive to July 1, 2020, for the non-management positions that are not represented by a City union.

Adopted this ____ day of October, 2020.

ATTEST:

Jessie Carpenter, CMC
City Clerk