



Takoma Park City Council Meeting – January 13, 2021 Agenda Item 4

Work Session

FY21 Wage Adjustments for Employees Not Otherwise Provided for by Previous Resolutions

Recommended Council Action

Review terms of proposal

Context with Key Issues

As the pandemic began during the preparation and consideration of the FY21 Proposed City Budget, wages for all City positions were on hold, but wage increases were provided for in the Budget. At the time, negotiations were underway with the City's two unions, the stock market had plummeted and financial impacts of the pandemic on the City were very uncertain. As the stock market recovered from its losses and financial impacts were better understood, agreements on wages were negotiated for a 1.5% wage increase, representing one step on the FY20 wage scale, with no other pay adjustments. The 1.5% wage increase was approved by the City Council for police officers represented by UFCW Local 400 and 12 lower level staff not represented by a union on October 21, 2020. The terms for the AFSCME contract, which includes the same 1.5% increase, are before the Council at this time.

There are 31 other employees who are not covered by any of these three Council actions. These employees include City department and division heads; police sergeants, lieutenants, and captains; mid-level supervisors; and several lower level part-time Library staff. The City Manager's salary and benefits are set by the City Council separately.

The difference between the 1.5% increase and the amount budgeted for wages for this group of staff totals approximately \$92,500, which can be used for other purposes (such as using a portion for the remaining cost of the facilitator contract for the Reimagining Public Safety Task Force) or added to the Unassigned Reserve.

Council Priority

Fiscally Sustainable Government; Engaged, Responsive, Service-oriented Government

Environmental Considerations

N/A

Fiscal Considerations

Approval of the Resolution will result in a total wage increase of approximately \$46,250 but will save about 3% of the budgeted wages for the affected employees in each department. The total savings in wages is approximately \$92,500.

Racial Equity Considerations

29% of the affected employees are people of color.

Attachments and Links

- Draft Resolution

Introduced by: Councilmember

CITY OF TAKOMA PARK, MARYLAND

RESOLUTION NO. 2021-XX
APPROVAL OF FISCAL YEAR 2021 WAGE ADJUSTMENTS
FOR EMPLOYEES NOT OTHERWISE PROVIDED FOR
BY PREVIOUS RESOLUTIONS

WHEREAS, there are 31 employees who are not covered by a collective bargaining agreement and were not included in action taken on October 21, 2020 to approve a wage increase for the current fiscal year; and

WHEREAS, these employees include City management and supervisory positions such as department and division heads; Police sergeants, captains and lieutenants; mid-level supervisory positions; and several lower level part-time Library staff; and

WHEREAS, the salary and benefits for the City Manager are set separately by the City Council and would not be addressed by this Resolution; and

WHEREAS, consistent with the approach taken for other City positions and negotiated with the City's two unions, the proposal is to provide a 1.5% pay increase for the positions, retroactive to July 1, 2020, with no additional pay for those who receive a "Distinguished" rating on their performance evaluations; and

WHEREAS, adoption of the lower 1.5% increase from the amount originally budgeted for wages would free up approximately \$92,500 in funds to be used for other purposes or added to the Unassigned Reserve.

NOW, THEREFORE, BE IT RESOLVED THAT the Council approves a 1.5% wage increase, retroactive to July 1, 2020, for the positions not previously approved for a wage increase.

Adopted this ___ day of _____, 2021.

ATTEST:

Jessie Carpenter, CMC
City Clerk