

Introduced by: Councilmember Searcy

First/Only Reading: July 27, 2022

Effective Date: July 27, 2022

CITY OF TAKOMA PARK, MARYLAND

ORDINANCE 2022-34

AN EMERGENCY ORDINANCE AMENDING THE ANNUAL BUDGET IN ORDER TO PROVIDE WAGE ADJUSTMENT COMPENSATION TO CITY EMPLOYEES (FY23 BUDGET AMENDMENT NO. 2)

WHEREAS, the City requires appropriate staffing in place to be effective in carrying out the City's priorities and services, and to attract, support, and retain a highly qualified workforce; and

WHEREAS, Council retained Bolton Rewards in December 2021, to perform a compensation study, which assessed the market competitiveness of the City's base pay program and recommend changes to improve the City's market alignment; and

WHEREAS, the compensation study found that fourteen (14) leadership level members of the City's police department were underpaid; and

WHEREAS, Council appropriated five percent (5%) in the FY23 adopted budget for a wage increase for all City of Takoma Park employees which has been paid to all non-union employees since July 1, 2022, and all union employees will receive the same five percent (5%) increase retroactive to July 1, 2022, once ratified by their respective unions; and

WHEREAS, any wage increase for City of Takoma Park employees covered by the City's Collective Bargaining Agreements with the American Federation of State, County, and Municipal Employees, AFL-CIO, Council 67 and Local 3399 (hereinafter "AFSCME") and the United Food & Commercial Workers International Union, Local 400 (hereinafter "Local 400"), is contingent upon ratification by the respective unions; and

WHEREAS, at the time this ordinance is presented to Council, Local 400 has ratified the wage increase (5% + 1.5% = 6.5%) addressed herein; and

WHEREAS, AFSCME is not expected to meet to discuss ratification until sometime in August; and

WHEREAS, pursuant to Section 309 and Article VIII of the City Charter, the Council may amend the City's annual budget by Ordinance and may do so at the same meeting

in which the ordinance is introduced provided Council makes the finding required by Section 309(e).

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK MARYLAND, THAT:

Section 1. The Council approves and appropriates the expenditure two hundred fifty-one thousand one hundred fifty-seven dollars and forty-eight cents (\$251,157.48) for a 1.5% wage increase, retroactive to July 1, 2022, for all non-union City of Takoma Park employees and City of Takoma Park employees who are Local 400 members, and for a ten percent (10%) wage increase, retroactive to July 1, 2022, for the fourteen (14) Sergeant and above City of Takoma Park police employees receiving an increase due to the compensation study.

Section 2. The City Manager is authorized and directed to transfer two hundred fifty-one thousand one hundred fifty-seven dollars and forty-eight cents (\$251,157.48) from the Unassigned Fund balance to the City’s General Fund for the purposes stated in Section 1 of this Ordinance.

Section 4. The City Manager is authorized and directed to take all reasonable and lawful actions to implement Sections 1 and 2 of this Ordinance.

Section 3. The Council finds that due to its schedule and the desire to compensate the identified employees fairly, that an emergency exists within the meaning of Section 309 of the City Charter.

Section 4. This Ordinance shall become effective upon adoption.

THIS ORDINANCE IS ADOPTED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THIS 27th DAY OF JULY, 2022, BY ROLL-CALL VOTE AS FOLLOWS:

AYE: Stewart, Kovar, Dyballa, Kostiuk, Seamens, Smith, Searcy
NAY: None
ABSENT: None
ABSTAIN: None