



## Request for City Council Committee Action from the Department of Human Resources

**Date:** December 6, 2006

**To:** Ways and Means Committee

**Subject:** 2007 Salary Adjustment for Non-represented Employees

**Recommendation:**

It is recommended that the below salary schedules be enhanced as follows:

- 1) Non-represented employees by 2.00% across the board for each classification, and all longevity steps, effective January 1, 2007, or the beginning of the payroll period nearest January 1, 2007. Step movement will be frozen for calendar year 2007.

**Previous Directives:** The City of Minneapolis has adopted a policy position limiting the salary growth to 2%, inclusive of step movement, longevity movement, and any across the board salary adjustment.

**Prepared or Submitted by:** Timothy Giles, Director of Employee Services; 673-3341

**Approved by:** \_\_\_\_\_  
Pam French  
Director of Human Resources

\_\_\_\_\_  
Steven Bosacker  
City Coordinator

Permanent Review Committee (PRC) - Not Applicable  
Policy Review Group (PRG) - Not Applicable

**Presenters in Committee:** Tim Giles, Director Employee Services 673-3341

## **Financial Impact**

No financial impact (Within planned 2% limit for salary growth.)

Action requires an appropriation increase to the  Capital Budget or  Operating Budget.

Action provides increased revenue for appropriation increase.

Action requires use of contingency or reserves.

Business Plan:  Action is within the plan.  Action requires a change to plan.

Other financial impact (Explain):

Request provided to department's finance contact when provided to the Committee Coordinator.

## **Background/Supporting Information**

Dear Council Member Ostrow:

The above recommendation complies with the policy position limiting the salary growth to 2%, inclusive of step movement, longevity movement, and any across the board salary adjustment.

- 1) Non-represented employees – As of December 6, 2006, there were 143 employees with an annualized salary expenditure of \$9,332,848. The value of the 2% for 2007 for this group is \$186,657. The cost associated with step movement in 2007 is \$0.
- 2) This recommendation is made to slow the erosion of our competitiveness, thus enhancing our ability to recruit and retain needed talent.
- 3) This recommendation will also work to retain our internal equity.