

City of Sherwood, Oregon  
Resolution No. 93-551

A RESOLUTION MODIFYING MERIT PAY PROVISIONS IN THE CITY PERSONNEL RULES, AND ESTABLISHING AN EFFECTIVE DATE.

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WHEREAS, in 1991 the City Council incorporated special percentage increases to merit pay provisions in the City Personnel Rules, Sections 5.4.2 and 5.4.3, which sunsetted June 30, 1993; and

WHEREAS, these increases were adopted to reward the most deserving City employees in light of the City's continued inability to implement a competitive salary schedule; and

WHEREAS, sunset provisions were included in anticipation of passage of a new property tax authority, but this has not occurred; and

WHEREAS, in adopting revised Personnel Rules on June 23, 1993, the Council directed that the issue of merit pay be brought back before them if the June 29 tax levy proposal failed (which it did); and

WHEREAS, sunsetted merit pay provisions established a 15% overall merit pay cap; for exempt employees a 4% merit increment for primary duties and 3% merit increment for other duties, and for non-exempt employees a 3% merit increment for primary duties and a 2% merit increment for other duties.


NOW, THEREFORE, THE CITY RESOLVES AS FOLLOWS:

Section 1. Amendments: Section 5.4.2 is amended to reflect 3% merit increments for primary duties and 2% for other duties, Section 5.4.3 is amended to reflect 4% merit increments for primary duties and 3% for other duties, and both sections are amended to reflect a 15% overall merit pay cap.


Section 2. Sunset Clause: These merit pay provisions shall sunset on June 30, 1995, unless extended by action of the City Council, or otherwise amended or repealed in the interim.

Section 3. Effective Date: This resolution shall be effective retroactive to July 1, 1993, the effective date of the overall Personnel Rule revisions adopted by the City Council on June 23, 1993, subject to final review and modification at the August 18, 1993, Council meeting.

Duly passed by the City Council July 28, 1993.

  
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Walter Hitchcock, Mayor

Attest:

  
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Polly Blankenbaker  
City Recorder