

MEMORANDUM

March 13, 1990

MEMO TO: Board of Trustees  
FROM: Jim Seidl  
SUBJECT: Wages & Benefits

The Personnel, Policies, and Public Relations Committee requested that I survey the staff regarding wages and benefits for 1990/91. Sixty-four staff members completed and returned their survey, representing 93% of the staff. A sample survey is attached.

The results of the survey are as follows:

Question #	Responses	Percentage
1	7	11
2	11	17
3	8	13
4	0	0
5	34	53
6	0	0
7	<u>4</u>	<u>6</u>
	64	100

A majority of the staff want the Board to provide the wage and benefit package negotiated by AFSCME Local 268 (city general service workers). Local 268's agreement for 1990/91 provides: 1) \$.20 per hour pay increase; and 2) dependent insurance coverage at the rate of \$194 per month (DPL now pays \$120 per month toward dependent insurance coverage).

Comments under #7:

1. Reduce dependent coverage to 50% and use leftover money for increase in longevity pay. Or consider adding dental coverage for all employees by a reduction in dependent insurance contribution.
2. [voted for #5] I am not in favor of paying dependent insurance no matter what plan is used. I think 3 weeks vacation after 5 years (instead of 8 years) would be better than the \$5.00 service recognition and wouldn't cost a cent!
3. I believe the decision is already made. I see no sense in this survey. It is as everything else - not followed through on. Thank you.
4. [voted for #1] I think I prefer to keep things the way they are now. Understand some \$ could be saved back - feel this should be distributed to the staff in some fair way.
5. I think #3 is fair. Except give the 20 cents per hour increase to everyone and then divide the other two payments by 57.5 FTE.
6. [voted for #5] Follow 268 and have optional dependent insurance for some and pay increase for others who don't want dependent insurance. I thought this issue was originally to follow Local 268.
7. [voted for #5 first choice; #1 second choice] With pay increases being so small, perhaps the board could consider other benefit options - such as more vacation earned earlier with a bonus given to those who have been here 15 or more years and earning 5 weeks at 20 years. Also, some consideration could be given to merit increases for people who long ago reached the top of the pay scale to reward a job well done and to encourage people to stay; so we don't lose their knowledge and experience; to show that those things are valued.
8. [voted for #5] This was known to you before the 90/91 tax levy, therefore, there should have been funds budgeted for this! Remember the petition? Why are they asking us now after the budget has been set? Of course there is always the contingency fund. Isn't that where the board had you put the extra funds that weren't used for our raises? Are we being lied to here or what? Isn't there about \$19,000 in that fund?
9. [voted for #1 and #4] Create a longevity plan by using the contingency fund. If there is not enough money for the full \$22,130, reduce the percentage.
10. [voted for #3 modified as follows: \$.20 per hour pay increase for all staff; use remaining funds as listed a, b, or c. Second choice was #6] Paragraph 3 above as changed for 1990/91 fiscal year. For 1991/91 fiscal



1. \$.20 per hour pay increase for all staff;  
service recognition staying the same - \$5 per year after 5 years;  
library contribution toward dependent insurance staying the same - \$1,440 per year for 14 employees
2. Use funds allocated for \$.20 per hour pay increase (\$28,632) plus the service recognition pay (\$2,655); divided by 57.5 FTE (full time equivalents); for an annual bonus (possibly December?) of \$440 (minus taxes) per FTE for all employees. Library contribution toward dependent insurance would stay the same - \$1,440 per year for 14 employees.
3. Use all funds allocated for \$.20 per hour pay increase, the service recognition pay, and dependent insurance contribution (\$51,447); divided by 57.5 FTE for all employees. Each employee would have the option of dividing their portion in one of three following ways:
  - a) cash bonus (minus taxes) in December;
  - b) library contribution toward employee's ICMA (tax sheltered) account; or,
  - c) (for full-time employees only), apply funds toward dependent health insurance.
4. Create a longevity pay plan similar to the one negotiated by the city policemen and firefighters. (Cost \$22,130; does not include temporary staff)  
  

5 to 9 years of service	- 1% of annual budgeted salary
10 to 14 years	- 2% of annual budgeted salary
15 to 19 years	- 3% of annual budgeted salary
20 or more years	- 4% of annual budgeted salary
5. Follow the agreement reached by AFSCME Local 268 (City general service workers): \$.20 per hour pay increase for all staff and increase library contribution for employee dependent insurance to \$194 per month. [Seidl note: In my opinion, this is not a viable option because it costs \$12,400 more than the funds budgeted for 1990/91]
6. Use all funds allocated for \$.20 per hour pay increase, the service recognition pay, and dependent insurance contribution (\$51,447); divided by 57.5 FTE. Increase the hourly pay for all