

RESOLUTION NO. 6654

A RESOLUTION AUTHORIZING A TRANSFER AND APPROPRIATION FOR AN EQUAL PAY ANALYSIS AND A CLASSIFICATION AND COMPENSATION STUDY

WHEREAS, the City last completed a classification and compensation study of its AFSCME-represented and non-bargaining classifications in 2006; and

WHEREAS, much of the literature related to classification and compensation suggests conducting such studies every five to ten years; and

WHEREAS, the City will be opening negotiations with AFSCME in the spring of 2018 for a successor collective bargaining agreement, so the time is ripe to conduct a full classification and compensation study; and

WHEREAS, the 2017 Oregon Legislature enacted HB 2005, The Equal Pay Law, whereby employees and applicants who assert a violation of the Law may file a complaint with the Bureau of Labor & Industries (BOLI) or, effective January 2019, a civil action; and

WHEREAS, the Law provides a partial safe harbor for employers who have completed an equal pay analysis of pay practices within three years prior to a complaint being filed and the employer has made progress towards eliminating wage disparity for the protected classes asserted in the complaint; and

WHEREAS, combining the equal pay analysis with a classification and compensation study is likely to produce the best cost and results as both studies will be reviewing similar information; and


WHEREAS, the cost of the two studies is estimated to be up to \$100,000 and available property tax revenues exceed budget amounts by \$100,000 in the current budget.

NOW, THEREFORE, BE IT RESOLVED, the Albany City Council hereby authorizes a transfer of \$100,000 of property tax revenue from the General Fund to the Central Services Fund.

BE IT FURTHER RESOLVED, the transfer is hereby appropriated as follows:

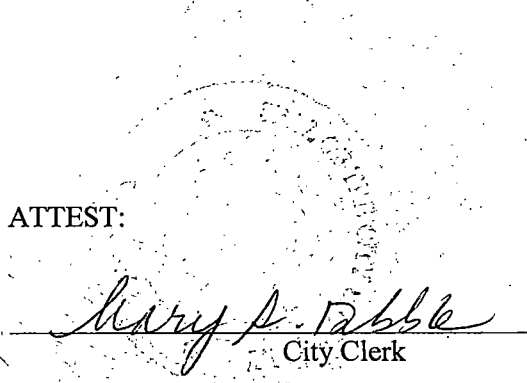
Resources:	Debit	Credit
100-10-1002-40050		\$100,000
701-10-1004-49015		\$100,000
Requirements:		
100-10-1003-91208	\$100,000	
701-14-1032-60101	\$100,000	

DATED AND EFFECTIVE THIS 6TH DAY OF DECEMBER 2017.



Mayor

ATTEST:




City Clerk