



## Staff Report

**File #:** 17-566

**Version:** 1

**Date:** 11/27/2017

**Item #:** 3.2a.

**TO:** Chair and Housing Authority Commissioners

**THROUGH:** Steve Powers, Executive Director

**FROM:** Andrew Wilch, Administrator

**SUBJECT:**

Salem Housing Authority (SHA) Staff Salary Adjustment

Ward(s): All Wards

Commissioners(s): All Commissioners

Neighborhood(s): All Neighborhoods

**ISSUE:**

Shall the Commission approve an amendment to the collective bargaining agreement for Housing Authority AFSCME represented employees to provide a one-time cash payout of \$215 and a two percent (2%) cost-of-living adjustment (COLA), and approve a two percent (2%) COLA adjustment for non-represented employees, retroactive to October 1, 2017, to be effective December 1, 2017?

**RECOMMENDATION:**

Approve an amendment to the collective bargaining agreement for Housing Authority AFSCME represented employees to provide a one-time cash payout of \$215 and a two percent (2%) cost-of-living adjustment (COLA), and approve a two percent (2%) COLA adjustment for non-represented employees, retroactive to October 1, 2017, to be effective December 1, 2017.

**SUMMARY AND BACKGROUND:**

The Salem Housing Authority (SHA) and AFSCME began wage adjustment bargaining on July 27, 2017, per the wage re-opener agreement in the current collective bargaining agreement. SHA and AFSCME came to agreement on wage bargaining on September 25, 2017. The employees represented by AFSCME ratified the agreement on November 9, 2017.

SHA policy has been that non-represented employees receive the same COLA as those bargained by represented staff. SHA's current fiscal year budget has the capacity to absorb the two percent

(2%) COLA for both represented and non-represented staff, as well as the \$215 pay out to represented employees.

**FACTS AND FINDINGS:**

The approximate net impact of the one-time \$215 per employee pay out is \$19,100.00. The 2% COLA for SHA staff was already included in SHA's approved budget. SHA's FY 2017-18 budget has sufficient funds to offset the wage adjustments.

Andrew Wilch  
Administrator