

Appointed, Politically Appointed and Non-Represented Wage Freeze Q&A

May 14, 2020

To effectively navigate the COVID-19 crisis, [the City introduced new hiring protocols](#), as well as a wage freeze. The wage freeze applies to appointed, politically appointed and non-represented employees (which is about 10% of employees). If you are covered by one of the City's [23 labor agreements](#), it does not apply to you. To identify your bargaining unit or for additional information, [contact your Human Resources business partner](#) (also known as a Human Resources generalist).

Frequently asked questions about the wage freeze

What does the wage freeze cover?

The wage freeze includes, but is not limited to, pay increases that are the result of across-the-board increases (for example cost of living adjustments), step advancements, longevity pay increases, and classification studies with effective dates between April 29, 2020, and Dec. 31, 2021.

Why is the City imposing a wage freeze?

City revenues are projected to be down \$100-200 million in 2020 as a result of COVID-19. The City needs to cut expenses to ensure that it has adequate funds to run the city. A wage freeze now may reduce or eliminate the need for more drastic measures in the future.

What are the effective dates of the wage freeze?

The wage freeze is effective April 29, 2020, through Dec. 31, 2021.

How do I know if the wage freeze applies to me?

If you are not represented by one of [the City's unions](#), you are part of an employee group affected by the wage freeze. To identify your bargaining unit or for additional information, [contact your Human Resources business partner](#) (also known as a Human Resources generalist).

Why are only three groups of employees affected?

Ideally, the wage freeze would apply to all employees. However, wages for union employees are determined by labor agreements and wage freezes must be negotiated. The wages of appointed, politically appointed and non-represented employees are not determined by labor contracts and the City has the flexibility to adjust these wage policies as needed.

Will the wage freeze extend to union employees?

Wages of union employees are determined by labor contracts, so any wage freeze requires a separate agreement with the union.

Are wages of senior leaders frozen too?

Yes, pay at all levels is frozen for the duration of the wage freeze.

Will I still get a step increase?

No, you will not receive a step increase if the effective date of your step increase is between April 29, 2020, and Dec. 31, 2021.

I would normally get an increase in longevity pay this year. Will I get the increase?

Appointed, Politically Appointed and Non-Represented Wage Freeze Q&A

May 14, 2020

No, you will not receive a longevity pay increase if the effective date is between April 29, 2020, and Dec. 31, 2021.

I am applying for an open position at a higher level. Will I still receive a promotional increase?

If you are offered the job you are eligible for a promotional increase.

I think my job duties are more than what my job description says. Can I still submit a job evaluation questionnaire during the wage freeze?

No, the Human Resources Classifications Unit will not be accepting job analysis questionnaires from appointed, politically appointed and non-represented employees during the wage freeze because pay increases as a result of classification studies are prohibited. Any questionnaires submitted before April 29, 2020, will proceed as usual.

My step date is May 13, 2020. I understand my salary is frozen for 2020 and 2021 but will I get my next step increase on Jan. 1, 2022, or May 13, 2022?

This has not been determined yet. This will be addressed once we know more about the City's 2022 financial projections.

Does the wage freeze apply to detail pay?

Yes, the wage freeze applies to pay for existing detail assignments.

Will the wage freeze be lifted before Dec. 31, 2021 if the economy recovers?

If the economy improves, revenue streams exceed projected expectations, and we can meet our financial responsibilities, the wage freeze may be reconsidered.