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| Proposed by: | Administration |
| Vote: 5 Aye | 0 Nay 1 Absent |

MUNICIPALITY OF SKAGWAY, ALASKA
RESOLUTION NO. 08-06R

A RESOLUTION OF THE MUNICIPALITY OF SKAGWAY, ALASKA REPEALING RESOLUTION NO. 07-11R AND RESOLUTION NO. 07-14R, ESTABLISHING A GRADE SYSTEM FOR MUNICIPAL EMPLOYEES AND ADOPTING A PAY SCALE.

WHEREAS, a comprehensive analysis of wages, benefits and cost of living on a regional basis has been in progress over the past year and is now complete; and

WHEREAS, the pay plan study included a grade system; and

NOW THEREFORE BE IT RESOLVED, that Resolution No. 07-11R and Resolution No. 07-14R are hereby repealed.

BE IT FURTHER RESOLVED, by the Municipal Assembly of the Municipality of Skagway that Attachment "A" establishes a grade and step system for municipal employees.

FURTHER BE IT RESOLVED, by the Municipal Assembly of the Municipality of Skagway that Attachment "B" establishes a pay scale for municipal employees, to become effective July 1, 2008.

PASSED AND APPROVED by a duly constituted quorum of the Borough Assembly of the Municipality of Skagway this 6th day of March, 2008.

Thomas D. Cochran, Mayor

ATTEST:

Marjorie D. Harris, Municipal Clerk

(SEAL)

**MUNICIPALITY OF SKAGWAY, ALASKA
 RESOLUTION NO. 08-06R
 ATTACHMENT "A"
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| Municipality of Skagway Classification Review Ranking by Grade w/ Temporary Employees 26 FEB 08 | | |
|---|-------------|--------------|
| Job Title | Dept | GRADE |
| Rec Assistant II (T) | REC | 10 |
| Maintenance Assistant (T) | FIRE | 10 |
| Medical Assistant (T) | CLINIC | 10 |
| Library Clerk (T) | LIB | 10 |
| Harbor Security Officer (T) | HAR | 10 |
| Laborer - Groundskeeper (T) | PW | 10 |
| Visitor Information Specialist II (T) | TOUR | 10 |
| Harbor Assistant (T) | HAR | 11 |
| Museum Assistant (T) | MUS | 11 |
| Equipment Operator (T) | PW | 11 |
| Librarian Assistant | LIB | 11 |
| Receptionist/Billing Clerk | CLINIC | 11 |
| Visitor Information Specialist I | TOUR | 11 |
| Tax Clerk | ADMIN | 11 |
| Billing Clerk | CLINIC | 11 |
| Clinic Administrative Assistant | CLINIC | 12 |
| Acct. Payable/Receivable Clerk | ADMIN | 12 |
| Community Service Officer (T) | POLICE | 13 |
| 911 Dispatcher | POLICE | 13 |
| Medical Assistant | CLINIC | 13 |
| Rec Assistant | REC | 13 |
| Facilities Maintenance | PW | 13 |
| Police Clerk | POLICE | 14 |
| Refuse Collector/Incinerator Tech | PW | 15 |
| Support Tech/Fire Inspector | FIRE | 15 |
| Lead Groundskeeper | PW | 15 |
| Emergency Responder/Coordinator | FIRE | 15 |
| Water Production Technician | PW | 16 |
| Clinic Administrator | CLINIC | 16 |
| Police Officer (F/T & T) | POLICE | 16 |
| Building Inspector | ADMIN | 16 |
| Heavy Equipment Operator | PW | 17 |
| Admin. Asst to Manager/Deputy Clerk | ADMIN | 17 |
| Librarian | LIB | 17 |
| Museum Director | MUS | 17 |
| Rec Director | REC | 17 |
| Harbormaster | HAR | 17 |
| Municipal Treasurer | ADMIN | 17 |
| Police Sergeant | POLICE | 18 |
| Tourism Director | TOUR | 19 |
| Water/Waste Water Superintendent | PW | 19 |
| Municipal Clerk | ADMIN | 20 |
| Fire Chief | FIRE | 21 |
| Public Works Director | PW | 21 |
| Police Chief | POLICE | 21 |

**MUNICIPALITY OF SKAGWAY, ALASKA
 RESOLUTION NO. 08-06R
 ATTACHMENT "B"
 PAGE 3 OF 3**

| Municipality of Skagway GRADE AND STEP CHART Hourly Wages | | | | | | | | | | | | | | | TOP OF RANGE |
|---|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| 22-Feb-08 | | | | | | | | | | | | | | | |
| GRADE | <i>Step 1</i> | <i>Step 2</i> | <i>Step 3</i> | <i>Step 4</i> | <i>Step 5</i> | <i>Step 6</i> | <i>Step 7</i> | <i>Step 8</i> | <i>Step 9</i> | <i>Step 10</i> | <i>Step 11</i> | <i>Step 12</i> | <i>Step 13</i> | <i>Step 14</i> | <i>Step 15</i> |
| 7 | 9.13 | 9.34 | 9.55 | 9.76 | 9.98 | 10.20 | 10.43 | 10.67 | 10.91 | 11.15 | 11.41 | 11.66 | 11.92 | 12.19 | 12.47 |
| 8 | 10.82 | 11.06 | 11.31 | 11.57 | 11.83 | 12.09 | 12.37 | 12.64 | 12.93 | 13.22 | 13.52 | 13.82 | 14.13 | 14.45 | 14.77 |
| 9 | 12.51 | 12.79 | 13.08 | 13.37 | 13.67 | 13.98 | 14.30 | 14.62 | 14.95 | 15.28 | 15.63 | 15.98 | 16.34 | 16.71 | 17.08 |
| 10 | 14.20 | 14.52 | 14.85 | 15.18 | 15.52 | 15.87 | 16.23 | 16.59 | 16.97 | 17.35 | 17.74 | 18.14 | 18.55 | 18.96 | 19.39 |
| 11 | 15.89 | 16.25 | 16.61 | 16.99 | 17.37 | 17.76 | 18.16 | 18.57 | 18.99 | 19.41 | 19.85 | 20.30 | 20.75 | 21.22 | 21.70 |
| 12 | 17.58 | 17.98 | 18.38 | 18.79 | 19.22 | 19.65 | 20.09 | 20.54 | 21.01 | 21.48 | 21.96 | 22.46 | 22.96 | 23.48 | 24.01 |
| 13 | 19.27 | 19.70 | 20.15 | 20.60 | 21.06 | 21.54 | 22.02 | 22.52 | 23.02 | 23.54 | 24.07 | 24.61 | 25.17 | 25.73 | 26.31 |
| 14 | 20.96 | 21.43 | 21.91 | 22.41 | 22.91 | 23.43 | 23.95 | 24.49 | 25.04 | 25.61 | 26.18 | 26.77 | 27.37 | 27.99 | 28.62 |
| 15 | 22.65 | 23.16 | 23.68 | 24.21 | 24.76 | 25.32 | 25.88 | 26.47 | 27.06 | 27.67 | 28.29 | 28.93 | 29.58 | 30.25 | 30.93 |
| 16 | 24.34 | 24.89 | 25.45 | 26.02 | 26.61 | 27.20 | 27.82 | 28.44 | 29.08 | 29.74 | 30.41 | 31.09 | 31.79 | 32.50 | 33.24 |
| 17 | 26.03 | 26.62 | 27.21 | 27.83 | 28.45 | 29.09 | 29.75 | 30.42 | 31.10 | 31.80 | 32.52 | 33.25 | 34.00 | 34.76 | 35.54 |
| 18 | 27.72 | 28.34 | 28.98 | 29.63 | 30.30 | 30.98 | 31.68 | 32.39 | 33.12 | 33.87 | 34.63 | 35.41 | 36.20 | 37.02 | 37.85 |
| 19 | 29.41 | 30.07 | 30.75 | 31.44 | 32.15 | 32.87 | 33.61 | 34.37 | 35.14 | 35.93 | 36.74 | 37.57 | 38.41 | 39.28 | 40.16 |
| 20 | 31.10 | 31.80 | 32.52 | 33.25 | 33.99 | 34.76 | 35.54 | 36.34 | 37.16 | 38.00 | 38.85 | 39.72 | 40.62 | 41.53 | 42.47 |
| 21 | 32.79 | 33.53 | 34.28 | 35.05 | 35.84 | 36.65 | 37.47 | 38.32 | 39.18 | 40.06 | 40.96 | 41.88 | 42.83 | 43.79 | 44.77 |
| 22 | 34.48 | 35.26 | 36.05 | 36.86 | 37.69 | 38.54 | 39.40 | 40.29 | 41.20 | 42.12 | 43.07 | 44.04 | 45.03 | 46.05 | 47.08 |

NOTES:

1. Step increase: 1.0225 (absolute cell reference)
--this is a 2.25% increase above the preceding step
2. Grade increase: \$1.69 (absolute cell reference)
--this is a \$1.69 increase from Grade to Grade at Step 1