

Proposed by:	Finance/Administration
Attorney Review:	06/10/2020
Vote:	4 Aye 3 Nay 0 Absent

MUNICIPALITY OF SKAGWAY, ALASKA

RESOLUTION NO. 20-24R

A RESOLUTION OF THE MUNICIPALITY OF SKAGWAY, ALASKA, AMENDING THE MUNICIPALITY OF SKAGWAY EMPLOYEE GRADE AND STEP CHART TO ADD 10 STEPS TO EACH PAY GRADE.

WHEREAS, the Municipality of Skagway personnel policy states in Section 5 that with Borough Manager approval, an employee who receives an overall annual performance evaluation of acceptable or better may receive a merit increase of one step in that employee's pay grade; and

WHEREAS, the personnel policy states that the Borough Manager may, but is not required to, award a merit increase of two steps to an employee who receives an overall performance evaluation of "outstanding"; and

WHEREAS, the current employee grade and step chart has 15 steps for each pay grade; and

WHEREAS, when a long-term employee reaches step 15 within their pay grade, that employee is unable to receive additional merit increases due to the lack of steps in the grade and step chart; and

WHEREAS, Municipality of Skagway employees in the PERS retirement system may generally retire with full benefits after an average of 30 years of municipal employment; and

WHEREAS, with the current grade and step chart, long-term employees are unable to receive merit increases for an average of 15 years at the end of their career; and

WHEREAS, the Municipality of Skagway wishes to reward its employees who are performing well and have dedicated their time and service to the Municipality of Skagway over a long term; and

WHEREAS, adding 10 steps within each pay grade will allow the Municipality of Skagway to continue to grant merit increases to long-term employees beyond the first half of their municipal career; and

WHEREAS, adding 10 steps to the grade and step chart will encourage municipal employees to continue to work for the Municipality of Skagway;

NOW THEREFORE, BE IT RESOLVED, by the Municipal Assembly of the Municipality of Skagway that Attachment "A," Municipality of Skagway Grade and Step Chart, is amended by adding 10 steps within each grade; and

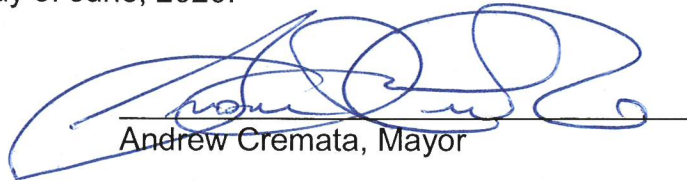
BE IT FURTHER RESOLVED, that the effective date of this resolution is July 1, 2020.

MUNICIPALITY OF SKAGWAY, ALASKA

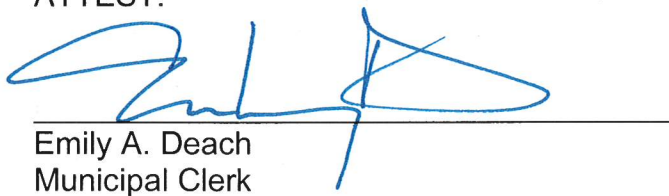
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PASSED AND APPROVED by a duly constituted quorum of the Borough Assembly of the Municipality of Skagway this 18th day of June, 2020.


Andrew Cremata, Mayor

ATTEST:


Emily A. Deach
Municipal Clerk

(SEAL)



1/30/2020
1.4%

Municipality of Skagway
GRADE AND STEP CHART – Cost of Living FY20.5 Update
Hourly Wages

ATTACHMENT A

TOP OF
RANGE

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
7	10.71	10.97	11.19	11.45	11.70	11.97	12.24	12.52	12.79	13.09	13.40	13.68	13.99	14.30	14.64	14.96	15.30	15.65	16.00	16.36	16.73	17.10	17.49	17.88	18.28
8	12.70	12.98	13.27	13.57	13.88	14.19	14.52	14.85	15.18	15.50	15.86	16.20	16.57	16.96	17.33	17.72	18.12	18.53	18.94	19.37	19.81	20.25	20.71	21.17	21.65
9	14.68	15.01	15.35	15.70	16.04	16.41	16.78	17.16	17.54	17.94	18.33	18.75	19.18	19.60	20.04	20.49	20.95	21.42	21.90	22.39	22.90	23.41	23.94	24.48	25.03
10	16.66	17.05	17.43	17.81	18.22	18.62	19.04	19.48	19.92	20.35	20.81	21.28	21.76	22.25	22.75	23.27	23.79	24.32	24.87	25.43	26.00	26.59	27.19	27.80	28.42
11	18.64	19.06	19.51	19.94	20.39	20.83	21.30	21.79	22.27	22.79	23.28	23.81	24.35	24.91	25.46	26.03	26.62	27.22	27.83	28.46	29.10	29.75	30.42	31.10	31.80
12	20.63	21.09	21.56	22.05	22.56	23.07	23.58	24.12	24.65	25.21	25.76	26.35	26.95	27.55	28.17	28.80	29.45	30.11	30.79	31.48	32.19	32.91	33.65	34.41	35.19
13	22.61	23.12	23.64	24.17	24.71	25.28	25.83	26.43	27.02	27.62	28.25	28.88	29.54	30.20	30.88	31.58	32.29	33.02	33.76	34.52	35.29	36.09	36.90	37.73	38.58
14	24.59	25.15	25.71	26.29	26.88	27.50	28.11	28.74	29.38	30.05	30.73	31.41	32.13	32.83	33.59	34.35	35.12	35.91	36.72	37.54	38.39	39.25	40.13	41.04	41.96
15	26.57	27.18	27.79	28.43	29.05	29.70	30.36	31.06	31.76	32.47	33.20	33.94	34.70	35.49	36.28	37.10	37.94	38.79	39.66	40.55	41.47	42.40	43.35	44.33	45.33
16	28.53	29.21	29.87	30.54	31.23	31.91	32.64	33.37	34.14	34.89	35.68	36.49	37.30	38.15	39.00	39.88	40.78	41.69	42.63	43.59	44.57	45.58	46.60	47.65	48.72
17	30.55	31.24	31.95	32.66	33.39	34.15	34.90	35.69	36.50	37.31	38.16	39.02	39.90	40.79	41.71	42.65	43.61	44.59	45.59	46.62	47.67	48.74	49.83	50.96	52.10
18	32.53	33.25	34.00	34.77	35.57	36.36	37.17	38.02	38.87	39.73	40.64	41.55	42.48	43.44	44.43	45.42	46.45	47.49	48.56	49.65	50.77	51.91	53.08	54.27	55.50
19	34.52	35.29	36.08	36.89	37.74	38.57	39.43	40.32	41.24	42.17	43.12	44.09	45.07	46.09	47.13	48.19	49.28	50.38	51.52	52.68	53.86	55.07	56.31	57.58	58.88
20	36.50	37.31	38.16	39.01	39.90	40.78	41.71	42.65	43.61	44.60	45.61	46.62	47.67	48.74	49.84	50.96	52.11	53.28	54.48	55.70	56.96	58.24	59.55	60.89	62.26
21	38.49	39.35	40.25	41.15	42.08	43.03	43.98	44.98	45.98	47.03	48.09	49.18	50.28	51.41	52.57	53.75	54.96	56.19	57.46	58.75	60.07	61.42	62.81	64.22	65.66
22	40.46	41.38	42.33	43.27	44.24	45.24	46.25	47.30	48.37	49.45	50.57	51.70	52.86	54.04	55.27	56.52	57.79	59.09	60.42	61.78	63.17	64.59	66.04	67.53	69.05