

CITY OF GUSTAVUS, ALASKA
Resolution 2011-23

A Resolution Providing for a Cost-of-Living Pay Adjustment for City of Gustavus Employees in Regular Positions

WHEREAS, the City Council of the City of Gustavus adopted an "Employee Payment and Earnings Policy" on June 8, 2006, and

WHEREAS, the section of that "Employee Payment and Earnings Policy" entitled "Pay Raises" requires the City to make annual pay adjustments irrespective of ongoing changes in the local, state or national economy, without recognition of the City's ability to afford the annual adjustments, and without any other consideration of the best interest of the City, its citizens or the City's employees, and

WHEREAS, the section of that "Employee Payment and Earnings Policy" entitled "Pay Raises" specifies a range of adjustments that may or may not be relevant to any given situation or without providing any mechanism or guidelines for applying the specified increments, and

WHEREAS, the City Council of the City of Gustavus therefore desires to amend the section of the City's "Employee Payment and Earnings Policy" entitled "Pay Raises" to address those issues, and

WHEREAS, the City Council of the City of Gustavus desires to grant pay adjustments to all employees in a Regular Position, defined, for the purposes of this pay adjustment, as: a full-time or a part-time year-around position in which the employee generally works the same schedule every week, although actual hours each week may vary with season or with work load, and

WHEREAS, the City Council of the City of Gustavus has determined that adjusting the pay of its Regular Position employees in an amount equal to the change in the consumer price index (CPI) for Anchorage is appropriate at this time, and

WHEREAS, the consumer price index (CPI) for Anchorage, the standard measure of CPI for Alaska, rose 2.8% during FY2011.

NOW THEREFORE BE IT RESOLVED, by the City Council of the City of Gustavus as follows:

(1) The section of the City's "Employee Payment and Earnings Policy" entitled "Pay Raises" is hereby amended to read as follows:

Periodic Pay Adjustments

The City Council may grant, from time to time, by resolution, periodic adjustments to the City's pay schedule. The City Council will consider the cumulative change in the Consumer Price Index (Anchorage) since the last such pay adjustment in formulating such adjustments. Such periodic pay adjustments, if any, will apply to all Regular Position employees of the City of Gustavus. A Regular Position is a full-time or part-time year-around position in which the employee generally works the same schedule every week, although actual hours each week may vary with season or with work load.

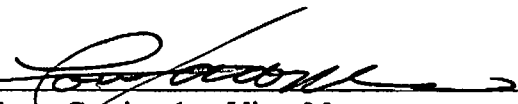
(2) The following are Regular Position employees of the City of Gustavus: Fire Chief, City Clerk, DRC Manager/Operator, and Librarians.

(3) The Gustavus City Council grants a 2.8% cost-of-living pay adjustment to current hourly rates (nonexempt) and base salary (exempt) for employees identified in section 2 of this Resolution effective November 1, 2011.

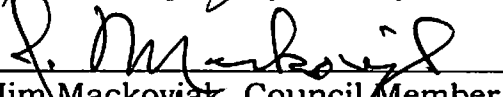
Passed and approved by the Gustavus City Council this 10th day of November, 2011.



Karen Colligan-Taylor, Mayor



Lou Cacioppo, Vice Mayor



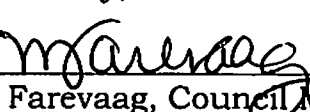
Jim Mackovjak, Council Member




Tim Sunday, Council Member



Melanie Lesh, Council Member



Noël Farevaag, Council Member



Roger Buttram, Council Member

Attest: Kapryce Manchester, CMC
City Clerk