

KETCHIKAN GATEWAY BOROUGH

RESOLUTION NO. 2907

A Resolution of the Assembly of the Ketchikan Gateway Borough, Alaska, Adopting a New Wage Table and a New Schedule of Pay Classifications For Union and Non-Union Borough Employees To Supersede and Replace All Previous Pay Classifications and Wage Tables, and Establishing an Effective Date.

RECITALS

- A. WHEREAS**, Section 29.20.410 of the Alaska Statutes authorizes the Ketchikan Gateway Borough to provide for a personnel system and classified service; and
- B. WHEREAS**, in accordance with KGBC 3.20.020(a), (b) and (c), the official pay plan consists of a schedule of pay classifications assigning each position an appropriate grade in the pay plan, and a wage table setting forth wage ranges for pay grade; and
- C. WHEREAS**, the schedules of pay classifications are adopted by the Assembly by resolution, as well as the schedules included in all current collective bargaining agreements approved by the Assembly; and
- D. WHEREAS**, KGBC 3.20.020(q) provides that each year as part of the budget process, the Manager shall submit proposed changes in the wage table; and
- E. WHEREAS**, in 2019, the Borough contracted with Arthur J. Gallagher & Co. (Gallagher) to conduct the Borough's first-ever compensation study including an evaluation of all positions, classifications and pay grades, and a comprehensive wage analysis; and
- F. WHEREAS**, at its regular meeting of August 2, 2021, the Assembly directed staff to implement a new pay plan based upon recommendations contained in an April 2020, Gallagher compensation study report; and
- G. WHEREAS**, the Assembly has approved and adopted a budget amendment necessary to fund implementation of the new pay plan to include adoption of a new schedule of pay classifications and a new wage-table; and
- H. WHEREAS**, the adopted budget amendment will place all Borough employees on the new wage table, with the exception the Manager, the Clerk, and the Attorney, whose contracts are negotiated directly with the Assembly; and
- I. WHEREAS**, no employee shall suffer a reduction in wages with the implementation of the new compensation plan.

NOW, THEREFORE, IN CONSIDERATION OF THE ABOVE FACTS, IT IS RESOLVED BY THE ASSEMBLY OF THE KETCHIKAN GATEWAY BOROUGH as follows:

Section 1. The following Pay Plan is hereby adopted to apply to the union and non-union employees of the Ketchikan Gateway Borough by implementing a new pay structure and job classification system.

Section 2. New Wage Table: The Assembly of the Ketchikan Gateway Borough hereby adopts the Wage Table set forth in Exhibit A, attached hereto.

Section 3. Schedule of Pay Classifications: The Assembly hereby adopts the Schedule of Pay Classifications as set forth in Exhibit(s) B, C, D, E and F and attached hereto.

Section 4. Superseded and Repealed: Inconsistent resolutions, including Resolution 2413, setting forth pay classifications and pay grades relating to non-union and union employees of the Ketchikan Gateway Borough and wage tables adopted prior to this resolution, are hereby superseded, and replaced by this resolution.

Section 5. Effective Date. This resolution shall be effective September 16, 2021.

ADOPTED this ____ day of _____, 2021.

Rodney Dial, Borough Mayor

ATTEST:

Kacie Paxton, Borough Clerk

APPROVED AS TO FORM:

Glenn Brown, Borough Attorney