

Presented by: The Manager
Introduced: 08/19/2019
Drafted by: M. Cosgrove

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2863

A Resolution Amending the City and Borough Personnel Rules Regarding Step Placement on Promotion and Providing for a One Time Step Placement Adjustment for Lieutenants at the Juneau Police Department.

WHEREAS, CBJ 44.05.050 authorizes the Assembly to amend the City and Borough of Juneau Personnel Rules by resolution; and

WHEREAS, the City and Borough Personnel Rules govern the rights and responsibilities of City and Borough employees, supervisors, and managers; and

WHEREAS, the Personnel Rules should reflect modern human resource management practices; and

WHEREAS, from time to time, the Personnel Rules require review and update; and

WHEREAS, the Human Resources / Risk Management Department has reviewed and revised the Personnel Rules related to step placement on promotion to more effectively administer wage adjustments when an employee promotes; and

WHEREAS, the recent increases to the PSEA wage schedule for sworn officers has created wage compression for the Lieutenants who are unrepresented requiring a wage adjustment.

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Amendment of the Personnel Rules. The CBJ Personnel Rules are amended by the revision shown in the attached Exhibit "A". All other CBJ Personnel Rules remain unchanged.

Section 2. Wage Adjustment for Lieutenants. Police Lieutenants employed on July 1, 2019, shall receive a one step increase effective with the payroll beginning on July 22, 2019.


Section 3. Effective Date. This resolution shall be effective immediately after its adoption.

Adopted this 19th day of August, 2019.



Beth A. Weldon, Mayor

Attest:



Elizabeth J. McEwen, Municipal Clerk

**RULE 10
PAY****Section**

- 005. Scope**
 - 010. General**
 - 015. Basis of Pay**
 - 025. Beginning Pay**
 - 030. Advanced Step Placement**
 - 035. Former Employee**
 - 040. Promoted Employee**
 - 045. Pay Range Increase**
 - 050. Involuntary Demotion**
 - 051. ADA reassignment**
 - 055. Voluntary Demotion**
 - 060. Transferred Employee**
 - 065. Change of Occupation**
 - 070. Appointment Effective Date**
 - 075. Merit Anniversary date**
 - 080. Merit Increase**
 - 085. Merit Increase Not Earned**
 - 090. Step Reduction**
 - 095. Increased Responsibilities Differential**
 - 097. Temporary Supervision Pay**
 - 098. Acting in a Higher Range Pay**
 - 100. Shift Differentials**
 - 105. Standby Pay**
 - 110. Call out**
 - 115. Sixth and Seventh Day**
 - 120. Overtime Defined**
 - 125. Overtime Rate**
 - 130. Overtime Payment**
 - 135. Maximum Compensatory Time**
 - 140. Compensatory Time Payment**
 - 145. Holiday Pay**
 - 150. Total Remuneration**
- (Res. No. 2370, 2006; 2422(c), 2007)*

10 PR 040. Promoted Employee.

(a) A promoted employee shall be provided a two step increase in the range of the classification from which promoted, or placed at Step 1 in the new range, whichever is greater. If the monetary equivalent of a two step increase places an employee between steps in the new range, the employee shall be placed at the higher step. The City Manager may authorize additional step placement if there are exceptional circumstances.

(b) The merit anniversary of a promoted employee is the first day of the regular pay period following the completion of the probationary period. (*Res. No. 2370, 2006; 2740, 2016*)