

Presented by: The Manager
Presented: 02/07/2022
Drafted by: Gottschalk/Palmer

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2977

A Resolution Amending the City and Borough Personnel Rules to Establish a Threshold Wage for All Current and Future Eaglecrest Employees Based on the State of Alaska's Minimum Wage.

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 Eaglecrest employee compensation, so that no current or future employees will be paid less than the State of Alaska's minimum wage; and

WHEREAS, the Eaglecrest Board unanimously passed these proposed changes to the Personnel Rules on January 6, 2022, and recommended they be forwarded to the Assembly for approval.

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

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

Section 2. Necessary Step Increases for Current and Future Eaglecrest Employees. Current and future Eaglecrest employees will receive those step increases necessary to place them in pay ranges at or above the State of Alaska's minimum wage. There are presently no employees at steps with pay ranges below the State of Alaska's minimum wage.

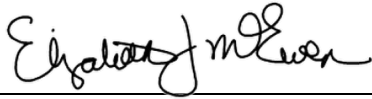
Section 3. Effective Date. This resolution shall be effective immediately after its adoption.

Adopted this 7th day of February, 2022.



Beth A. Weldon, Mayor

Attest:



Elizabeth J. McEwen, Municipal Clerk

RULE 19
EAGLECREST SKI AREA 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. Proficiency Steps****080. Merit Anniversary Date****085. Merit Increase****086. Step Increase for Instructor Certifications****090. Step Reduction****095. End of Season Bonus****100. Acting in a Higher Range Pay****105. Overtime Defined****110. Overtime Rate****115. Overtime Payment****120. Maximum Compensatory Time****125. Compensatory Time Payment****130. Holiday Pay****133. Instructor Pay****135. Total Remuneration***(Res. No. 2370, 2006; 2422(c), 2007; 2500, 2009)*

...

19 PR 025. Beginning Pay.

Except as provided in 19 PR 030 (advanced step placement), 19 PR 035 (former employee), 19 PR 040 (promoted employee), 19 PR 050 (involuntary demotion), 19 PR 051 (ADA Reassignment) or 19 PR 055 (voluntary demotion), the beginning pay of a newly appointed employee is step A of the pay range of that classification. An employee shall never be paid at a rate of pay below the minimum wage identified in Alaska Statute.

19 PR 030. Advanced Step Placement.

The Eaglecrest General Manager may authorize advanced step placement under section (a) or (b) of this rule. Advanced step placement will limit or preclude the probationary employee's eligibility for proficiency steps under 19 PR 075.

(a) The Eaglecrest General Manager may authorize advanced step placement when the applicant selected for the position is exceptionally qualified. For the purposes of this rule, exceptionally qualified shall be defined as education or work experience that exceeds the minimum qualifications for the position and job class, as well as the education and work experience of the other candidates in the applicant pool.

(b) If the step placement for an employee under 19 PR 025 shall be a rate of pay below the minimum wage identified in Alaska Statute, the employee shall be placed at the step of the pay range that is closest to, but not below, the current Alaska minimum wage.

...