

Presented by: The Manager
Introduced: 10/05/98
Drafted by: J.R. Corso

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 1961

A Resolution Amending the Personnel Rules to Provide for Payment to Certain Demoted Employees of a Lump Sum Equal to the Difference Between the Values of Their Accumulated Personal Leave Calculated at Their Old and New Rates of Pay.

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

Section 1. Amendment of Personnel Rules. That the Personnel Rules are amended at 10 PR 050 as follows:

10 PR 050. INVOLUNTARY DEMOTION. (a) An employee demoted for cause enters the new range at a step no higher than the one occupied in the former range.

(b) An employee demoted because the position the employee occupies is allocated to a lower pay range enters the new range as follows:

(1) If the current pay rate is the same as a step in the lower range, the employee enters the lower range at that step.

(2) If the current pay rate falls between steps in the lower range the rate remains frozen until the next merit anniversary, at which time the employee is placed at the higher step.

(3) If the current pay rate exceeds the maximum of the lower range:

(i) The employee's pay rate is frozen for a maximum of 24 months. If adjustments to the pay schedule cause the assigned range to encompass the frozen rate, the employee is placed at that step in the range closest to, but not less than the frozen rate.

(ii) If the frozen rate continues to exceed the assigned range after the passage of 24 months, the employee is placed in the maximum step of the range and the pay rate reduced, at which time the employee shall be paid a lump sum equal to the difference

between the value of the employee's accumulated leave calculated at the former rate of pay and the value calculated at the new rate of pay.

Section 2. Amendment of Personnel Rules. That the Personnel Rules are amended at 10 PR 055 as follows:

10 PR 055. VOLUNTARY DEMOTION. (a) An employee who is voluntarily demoted to a classification formerly held shall enter the lower range at the step the employee would have earned had the employee remained in the former classification.

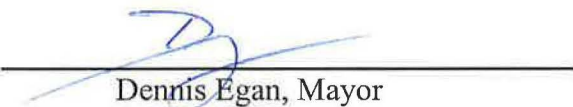
(b) An employee who requests a voluntary demotion to a classification not formerly held enters the lower range at a rate determined by the department director that does not exceed the rate one step below the higher range placement.

(c) The merit anniversary of a voluntarily demoted employee will not change.

(d) An employee who undergoes a voluntary demotion shall be paid a lump sum equal to the difference between the value of the employee's accumulated leave calculated at the former rate of pay and the value calculated at the new rate of pay.

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

Adopted this 5th day of October, 1998.


Dennis Egan, Mayor

Attest:


Marian J. Miller, Clerk