

Presented by: The Manager
Introduced: 07/11/2005
Drafted by: J.W. Hartle

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2320

A Resolution Amending the Personnel Rules Relating to Merit Increases.

WHEREAS, 10 PR 080 requires that employees who are in Steps F through M of the salary schedule remain at each step for 24 consecutive months; and

WHEREAS, there is presently no way to monetarily reward employees who exhibit outstanding performance during the first year of the two year period; and

WHEREAS, this revision to 10 PR 080(e) will permit the award of a step increase in the intervening year of a longevity cycle for an employee who receives an overall performance evaluation rating of "outstanding."

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

Section 1. Amendment of Personnel Rules. 10 PR 080 is amended to read as follows:

10 PR 080. Longevity Increase.

- (a) Steps J through M in the pay schedule recognize longevity and merit.
- (b) A full time employee is eligible for Step J after 24 months of continuous service at Step F and receipt of an overall performance evaluation of "acceptable" or better for the most recent rating period.
- (c) Thereafter, a full time employee is eligible for a longevity increase upon completion of 24 months of continuous service and receipt of an overall performance evaluation of "acceptable" or better for the most recent rating period.
- (d) For less than full time employees the time requirements of this section are 3,750 hours of work or 24 months, whichever is greater.


(e) With the approval of the Manager, an employee who receives an overall performance evaluation of "outstanding" at the completion of the first year of longevity may be awarded a one-step increase at that time; if the outstanding performance occurs at the end of the second year, a two-step merit increase may be awarded.

Section 2. Effective Date. This resolution shall be effective immediately upon adoption.

Adopted this 11th day of July, 2005.


Bruce Botelho, Mayor

Attest:


Laurie J. Sica, Clerk