

Presented by: The Manager
Introduced: 09/19/2005
Drafted by: J.W. Hartle

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2328

**A Resolution Amending the Personnel Rules Relating to Merit
and Longevity Increases.**

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

Section 1. Amendment of Personnel Rules. 10 PR 075 is amended to read as follows:

10 PR 075. Merit Increase.

- (a) Steps B through F in the pay schedule recognize merit.
- (b) A merit increase of one step in the pay range is given to a full time employee who receives an overall performance evaluation of "acceptable" or better following completion of the probationary period and annually thereafter.
- (c) A merit increase is given to a less than full time employee who receives an overall evaluation of "acceptable" or better following completion of the probationary period and thereafter following completion of 1,875 hours of work or 12 months, whichever is greater.
- (d) In exceptional circumstances, the Manager may grant a merit increase of two steps to an employee who receives an overall performance evaluation of "outstanding."

Section 2. 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) In exceptional circumstances, the Manager may grant a two-step merit increase to an employee in longevity who receives an overall performance evaluation of "outstanding".

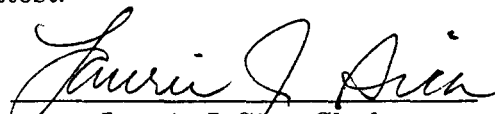
(f) In exceptional circumstances, the Manager may grant a one-step merit increase to an employee who receives an overall performance evaluation of "outstanding" at the completion of the first year of longevity.

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

Adopted this 19th day of September, 2005.


Bruce Botelho, Mayor

Attest:


Laurie J. Sica, Clerk