



KENAI PENINSULA BOROUGH

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**DAVID R. CAREY
BOROUGH MAYOR**

MEMORANDUM

TO: Gary Knopp, Assembly President
Members, Kenai Peninsula Borough Assembly

FROM: Bill Smith, Assembly Member *BS*

DATE: May 17, 2011

SUBJECT: Proposed Amendment to Ordinance 2011-10, Substitute, Requiring Separate Approval By Resolution To Amend Appendix A Administrative and Legislative Personnel Salary and Benefits

The amendment is proposed to address the concern raised today during the committee meeting regarding increases to probationary employees' wages upon completion of their probation. My intent is to clarify that the mayor has the discretion to change salary scales for new employees upon completion of their probationary period. The proposed new language is shown in bold and underlined below:

► Amend KPB 3.04.130 C as follows:

3.04.130. Pay Plan and Benefits Plan—Administrative service.

...

- C. Within the limits of the pay and classification plans, the mayor shall set the salary **and probation-period salary scaling** for administrative employees who are changing positions or are new hires. The mayor shall have the authority, within the limits of the pay plan, to award merit increases which are justified by exceptional performance. An exceptional performance merit increase may only take effect on July 1, and shall be reported to the assembly prior to adoption of the annual budget.

Your consideration would be appreciated.

Agenda Item M. 6.

Committee P+P

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