

Introduced by: Initiative Petition  
Date:  
Approved:  
Vote:

KENAI PENINSULA BOROUGH

ORDINANCE 86-60

SETTING A SALARY AND BENEFIT CAP OF \$50,000 FOR ALL BOROUGH EMPLOYEES

WHEREAS, an application for petition was filed as amended on June 27, 1986; and

WHEREAS, the initiative petition will place before the voters of the Kenai Peninsula Borough the question as to whether a salary and benefit cap of \$50,000 should be placed on all employees of the borough;

WHEREAS, the proposition, if approved by the voters will amend the Kenai Peninsula Borough Code of Ordinances, Chapter 3 regarding salaries;

NOW THEREFORE BE IT ORDAINED BY THE VOTERS OF THE KENAI PENINSULA BOROUGH:

Section 1. That KPB 3.04 is amended to read as follows:

3.04.120 Pay plan--Salary schedule--Classified service. The assembly shall, from time to time, adopt by resolution or by enactment of the annual borough operating budget, a pay plan wherein each position in the classified service will be assigned a pay range, designated by a number and a salary schedule, wherein each pay range is established[.] except that no salary and benefit package combined, benefit package being medical/dental and retirement excluding social security, shall exceed \$50,000 per annum, unless and until this limitation shall be amended by popular vote at a regular general election, or by Assembly action which shall be submitted for advisory vote at the next regular election. The increments between each step within a range, if used, shall be nearly equal in value to every other step within the range.

3.04.130 Pay plan--Administrative service. The assembly shall, from time to time, adopt either through the approved annual borough operating budget or by resolution, a pay and benefits plan for administrative employees which may assign to each position a pay range as if that position were covered by Section 3.04.120 of this code, or the assembly may, upon recommendation of the mayor, assign a single monthly or annual salary to specific positions[.] except that no salary and benefit package combined, benefit package being medical/dental and retirement excluding social security, shall exceed \$50,000 per annum, unless and until limitation shall be amended by popular vote at a regular general election, or by Assembly action which shall be submitted for advisory vote at the next regular election.

3.04.140 Pay Plan--Legislative service. Pay and benefits plans for legislative service employees shall be contained in Title 2 of this code[.] and shall not exceed \$50,000 per annum, in combination with medical/dental benefits excluding social security, unless and until this limitation shall be amended by popular vote at a regular general election, or by Assembly action which shall be submitted for advisory vote at the next regular election.

3.04.150 Pay Plan--On call and part-time personnel. The assembly may, from time to time, adopt either through the approved annual borough operating budget or by resolution, rates of pay and benefits for certain on-call and part-time personnel. Such rates of pay shall be designated at an hourly rate[.] such that they shall not exceed \$50,000 per annum in combination with the applicable benefit package, benefit package being medical/dental and retirement excluding social security, if any exists, unless and until this limitation shall be amended by popular vote at a regular general election, or by Assembly action which shall be submitted for advisory vote at the next regular election.

3.04.200 Overtime compensation. The assembly shall from time to time adopt, either through the approved annual borough operating budget or by resolution, a policy regarding overtime work compensation for the various categories of employees[.] except that no employee shall be requested or required to work overtime when such work will require compensation in an amount to total \$50,000 in combination with normal wages and benefits as defined previously, unless amended as prescribed above. However, overtime may be authorized that would or could exceed this limitation when deemed necessary to meet the public health, safety, and welfare.

3.04.201 This limitation on salaries of \$50,000 shall be effective July 1, 1987. All employees shall be given the opportunity to renegotiate other benefits and working conditions in light of this pay cap.

Section 2. This ordinance shall take effect on July 1, 1987 if approved by the voters of the Kenai Peninsula Borough.

ENACTED BY THE VOTERS OF THE KENAI PENINSULA BOROUGH AT A CERTIFIED BOROUGH ELECTION ON THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 1986.

\_\_\_\_\_  
Assembly President

ATTEST:

\_\_\_\_\_  
Borough Clerk