

Introduced by: Mayor
Date: 01/19/99
Hearing: 02/16/99
Vote: 8 Yes, 0 No, 1 Absent
Action: Enacted

**KENAI PENINSULA BOROUGH
ORDINANCE 99-03**

**AMENDING KPB 3.04.130, 22.10.020, 22.10.060, 3.04.140, ALLOWING THE
FLEXIBILITY TO IMPLEMENT A DIFFERENT PAY PLAN FOR
ADMINISTRATIVE EMPLOYEES, THE BOROUGH CLERK AND DEPUTY CLERK**

WHEREAS, a compensation study for executive and management level positions was conducted in the fall of 1996 and updated in December 1998; and

WHEREAS, this study recommended a more flexible system that included a salary scale rather than the current system of a set salary maximum; and

WHEREAS, portions of the borough code need to be modified to accommodate such a change;

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

Section 1. That KPB 3.04.130 is amended as follows:

3.04.130. Pay plan -- 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.] The mayor shall set actual salaries within the limits of the pay plan.

Section 2. That KPB 22.10.020 is amended as follows:

22.10.020. Appointment -- Compensation.

The borough clerk shall be appointed by the assembly. [WHICH SHALL FIX THE ANNUAL COMPENSATION TO SERVE UNTIL A DULY QUALIFIED SUCCESSOR IS SWORN IN AND ASSUMES THE DUTIES OF THE OFFICE.] The pay and benefits plan shall be the same as for administrative employees. The assembly shall set the actual salary within the limits of the pay plan.

Section 3. That KPB 22.10.060 is amended as follows:

22.10.060. Deputy -- Appointment.

There is established the position of deputy borough clerk in the legislative service. the borough clerk is authorized to appoint the deputy borough clerk who shall be confirmed by the assembly. The pay and benefits plan shall be the same as for administrative employees. The borough clerk shall recommend, and the assembly shall set, the actual salary within the limits of the pay plan.

Section 4. That KPB 3.04.140 is deleted.

[3.04.140. PAY PLAN -- LEGISLATIVE SERVICE.

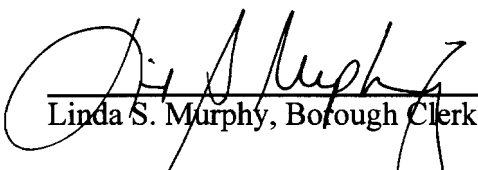
PAY AND BENEFITS PLANS FOR LEGISLATIVE SERVICE EMPLOYEES SHALL BE CONTAINED IN TITLE 2 OF THIS CODE.]

Section 5. That this ordinance shall take effect immediately upon its adoption.

ENACTED BY THE ASSEMBLY OF THE KENAI PENINSULA BOROUGH ON THIS 16TH DAY OF FEBRUARY, 1999.


Ronald Wm. Drathman, Assembly President

ATTEST:


Linda S. Murphy, Borough Clerk

