



## **KENAI PENINSULA BOROUGH**

144 North Binkley Street • Soldotna, Alaska 99669-7520

Toll-free within the Borough: 1-800-478-4441

PHONE: (907) 262-4441 • FAX: (907) 262-1892

www.borough.kenai.ak.us

**DAVID R. CAREY**  
**BOROUGH MAYOR**

### **MEMORANDUM**

**TO:** Pete Sprague, Assembly President  
Members, Kenai Peninsula Borough Assembly

**FROM:** Bill Smith, Assembly Member *Bill Smith*

**DATE:** July 22, 2010

**SUBJECT:** Ordinance 2010- 30, Amending KPB 3.04.130 to Require that Amendments to the Salary Schedules for Appendix A Salaried Personnel Be Approved By Separate Resolution

As stated in the accompanying ordinance, personnel expenses constitute a significant portion of the borough budget. Historically, Appendix A salaried personnel have been given cost of living allowance (COLA) increases along with the classified personnel as a part of the budget process. These cost of living increases are not required by contract, ordinance or resolution.

To allow Appendix A salaried personnel who are near the ceiling of their level in the salary schedule to receive a COLA increase, the salary schedule for Appendix A salaried personnel has also historically been increased each year by the COLA amount as a part of the budget.

As the budget is comprehensive and somewhat complex, in my view this virtually automatic increase in the salary schedule for Appendix A personnel has not received the separate attention it deserves. Accordingly, this ordinance would require that any increase to the Appendix A salary schedule be approved by a separate resolution. I anticipate that any such resolution would come before the assembly during the budget process period in order that the amount of funds appropriated for salaries would be consistent with the approved salary schedules.

Consistent with the precepts of the strong mayor form of government, this ordinance does not affect the ability of the mayor to issue merit pay increases within the authorized salary range.

Please note this ordinance does not address individual salaries, only the entire salary schedule. Your consideration would be appreciated.