

CITY AND BOROUGH OF SITKA

ORDINANCE NO. 2012-45

**AN ORDINANCE OF THE CITY AND BOROUGH OF SITKA
UPDATING ATTACHMENT A: PAY MATRIX
OF THE PERSONNEL POLICIES HANDBOOK**

1. **CLASSIFICATION.** This ordinance is of a permanent nature, but is not intended to become a part of the Sitka General Code of the City and Borough of Sitka, Alaska. It amends the City and Borough of Sitka Personnel Policies Handbook, which is required to be amended by ordinance in accordance with the Sitka Charter at Art. 3.05 and Art. 18.09.

2. **SEVERABILITY.** If any provision of this ordinance or any application thereof to any person or circumstance is held invalid, the remainder of this ordinance and application to any person or circumstance shall not be affected.

3. **PURPOSE.** The purpose of this ordinance is to update Attachment A: Pay Matrix of the City and Borough of Sitka Personnel Policies Handbook to recognize a two percent (2%) cost of living adjustment for Fiscal Year 2013 previously approved by the Assembly as part of the budget process, effective the first payroll cycle after July 1, 2012. This ordinance is a housekeeping measure that revises the Pay Matrix for Fiscal Year 2013 in accordance with the Assembly's approved budget regarding salaries for non-union and non-represented employees that are subject to the City and Borough of Sitka Personnel Policies Handbook.

4. **ENACTMENT. NOW, THEREFORE, BE IT ENACTED** by the Assembly of the City and Borough of Sitka, Alaska that the City and Borough of Sitka Personnel Policies Handbook is amended by the deleting Attachment A: Pay Matrix Revised July 1, 2008, and replacing it with the attached Attachment A: Pay Matrix Revised July 1, 2012.


5. **EFFECTIVE DATE.** This ordinance is retroactively effective to the first payroll cycle after July 1, 2012.

PASSED, APPROVED, AND ADOPTED by the Assembly of the City and Borough of Sitka, Alaska this 8th day of January, 2013.



Mim McConnell, Mayor

ATTEST:



Sara Peterson, CMC
Acting Municipal Clerk

Sitka, Alaska Pay Schedule
 July 1, 2012 (Proposed)
 Cost of Living Adjustment
 Step level change

2.00%
 2.50%

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O
17	12.41	12.72	13.04	13.37	13.70	14.04	14.39	14.75	15.12	15.50	15.89	16.29	16.70	17.12	17.55
18	13.03	13.36	13.69	14.03	14.38	14.74	15.11	15.49	15.88	16.28	16.69	17.11	17.54	17.98	18.43
19	13.68	14.02	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35
20	14.36	14.72	15.09	15.47	15.86	16.26	16.67	17.09	17.52	17.98	18.41	18.87	19.34	19.82	20.32
21	15.09	15.47	15.86	16.26	16.67	17.09	17.52	17.96	18.41	18.87	19.34	19.82	20.32	20.83	21.35
22	15.84	16.24	16.65	17.07	17.50	17.94	18.39	18.85	19.32	19.80	20.30	20.81	21.33	21.86	22.41
23	16.64	17.06	17.49	17.93	18.38	18.84	19.31	19.79	20.28	20.79	21.31	21.84	22.39	22.96	23.52
24	17.46	17.90	18.35	18.81	19.28	19.76	20.25	20.76	21.28	21.81	22.36	22.92	23.49	24.08	24.68
25	18.35	18.81	19.28	19.76	20.25	20.76	21.28	21.81	22.36	22.92	23.49	24.08	24.68	25.30	25.95
26	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21
27	20.22	20.73	21.25	21.76	22.32	22.88	23.45	24.04	24.64	25.26	25.89	26.54	27.20	27.88	28.58
28	21.24	21.77	22.31	22.87	23.44	24.03	24.63	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.01
29	22.30	22.86	23.43	24.02	24.62	25.24	25.87	26.52	27.18	27.86	28.55	29.27	30.00	30.75	31.52
30	23.41	24.00	24.60	25.22	25.85	26.50	27.16	27.84	28.54	29.25	29.98	30.73	31.50	32.29	33.10
31	24.58	25.19	25.82	26.47	27.13	27.81	28.51	29.22	29.95	30.70	31.47	32.26	33.07	33.90	34.75
32	25.80	26.45	27.11	27.79	28.48	29.19	29.92	30.67	31.44	32.23	33.04	33.87	34.72	35.59	36.48
33	27.09	27.77	28.46	29.17	29.90	30.65	31.42	32.21	33.02	33.85	34.70	35.57	36.46	37.37	38.30
34	28.45	29.16	29.89	30.64	31.41	32.20	33.01	33.84	34.69	35.56	36.45	37.36	38.29	39.25	40.23
35	29.87	30.62	31.39	32.17	32.97	33.79	34.63	35.50	36.39	37.30	38.23	39.19	40.17	41.17	42.20
36	31.37	32.15	32.95	33.77	34.61	35.48	36.37	37.28	38.21	39.17	40.15	41.15	42.18	43.23	44.31
37	32.94	33.76	34.60	35.47	36.36	37.27	38.20	39.16	40.14	41.14	42.17	43.22	44.30	45.41	46.55
38	34.58	35.44	36.33	37.24	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	47.66	48.85
39	36.32	37.23	38.16	39.11	40.08	41.09	42.12	43.17	44.25	45.36	46.48	47.65	48.84	50.06	51.31
40	38.13	39.08	40.06	41.06	42.09	43.14	44.22	45.33	46.46	47.62	48.81	50.03	51.28	52.56	53.87
41	40.04	41.04	42.07	43.12	44.20	45.31	46.44	47.60	48.79	50.01	51.26	52.54	53.85	55.20	56.58
42	42.03	43.08	44.16	45.26	46.39	47.55	48.74	49.96	51.21	52.49	53.80	55.15	56.53	57.94	59.39