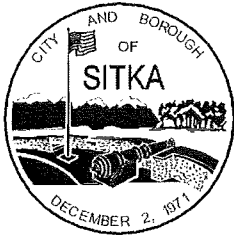


## **POSSIBLE MOTION**

**I MOVE** to approve a salary increase for the Library Director position from range 30F to range 35A.



# City and Borough of Sitka

100 Lincoln Street • Sitka, Alaska 99835

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## MEMORANDUM

To: Mayor Gary Paxton and Assembly Members  
From: Hugh Bevan, Interim Municipal Administrator *HB*  
Date: January 5, 2020  
Subject: Library Director salary

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### Background

Over the past few years there has been significant turnover with the Library Director position. One of the factors is the salary presently offered by the City for the position.

We have interviewed six qualified candidates since late October. Our preferred candidate traveled to Sitka and was well received by the Library staff and the public. Unfortunately, she declined the position because of the low salary.

### Analysis

The Library Director position is presently budgeted at Range 30.

For comparison other Department Directors are budgeted at:

Harbors	Range 34
Planning	Range 35
Assessor	Range 36
HR Director	Range 37
Police Chief	Range 38
Finance	Range 41
Public Works	Range 41
Electric	Range 44

Considering the amount of interaction with the public and the size of the staff that the Library Director supervises I suggest increasing the salary Range to 35. As an aside the Library is also feeling the brunt of the homeless persons issue in Sitka. This fact requires skilled management.

### Fiscal Note

The FY20 budget lists the Library Director position at Range 30F which is \$34.21 per hour or \$71,156 per year.

My proposed salary is Range 35A which is \$39.43 per hour or \$82,014 per year.

### Recommendation

I prefer to make this recommendation during the FY21 budget process, but the issue is hampering our ability to fill the position.

Increase the Library Director salary from Range 30F to Range 35A.