



## **KENAI PENINSULA BOROUGH**

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**MIKE NAVARRE**  
**BOROUGH MAYOR**

### **MEMORANDUM**

**TO:** Blaine Gilman, Assembly President  
Members, Kenai Peninsula Borough Assembly

**THRU:** Mike Navarre, Mayor *MN*

**FROM:** Stormy Brown, Director of Human Resources *SB*

**DATE:** August 25, 2016

**SUBJECT:** Resolution 2016- 047, Approving the Salary Schedule Increase for Appendix A Salaried Personnel

In 2010, the assembly enacted ordinance 2010-30 requiring separate approval by resolution to increase the salary schedule ranges for Appendix A salaried personnel.

In 2013, the Appendix A salary schedule ranges were adjusted to reflect market and industry standards. With this adjustment, the Administration also introduced a change to the standard approach for reviewing Appendix A salaried ranges, with the intention of reviewing the schedule every two or more years going forward with respect to market. This was a significant change from the previous approach of applying an annual adjustment based on the CBA-negotiated increase for a given year. This improvement was made to ensure that borough salary levels supporting recruitment and retention for salaried professionals remains aligned with the market for these types of roles.

After a current review of salary ranges and placement set three years ago, the Administration is proposing adjustments to the FY14 Administrative ranges to bring them closer in line with the market.

Your favorable consideration of this resolution would be appreciated.