

ORDINANCE #89

AN ORDINANCE PROVIDING FOR THE ESTABLISHMENT OF A COMPENSATION PLAN FOR CITY EMPLOYEES OF THE CITY OF BETHEL, ALASKA, AND ITS CODIFICATION WITHIN THE BETHEL CODE OF ORDINANCES AS SECTION 2.52.

2.52.010. PAY RANGES--SALARIES FOR CLASSIFICATIONS.

The salaries set forth in the following table are established and adopted as the monthly salaries to be paid to City personnel whose occupations fall, and are classified, within each such pay range under and subject to the terms of this compensation plan.

The City of Bethel shall maintain such compensation plan in accordance with Sections 2.48.020 and 2.48.030 of the City's Code of Ordinances. The Personnel Committee of the City Council, is responsible for determining an initial salary grade and step, as well as range, for each class specification assigned City employees. In addition, the Personnel Committee is responsible for determining clothing and other related allowances to be provided City personnel who require such allowances as a result of their assigned duties and responsibilities. Such allowances are to be ascertained in conjunction with the initial salary grade and step as well as range assigned each class specification.

The City Council shall have the final authority to approve, approve with modification, or reject, any and all proposed initial salary grades and steps, as well as ranges, and clothing and other allowances pertaining to City personnel.

2.52.020. COMPENSATION PLAN.

| Step Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---------------|-----|------|------|------|------|------|------|
| 1 | 296 | 312 | 329 | 347 | 364 | 382 | 401 |
| 2 | 312 | 329 | 347 | 364 | 382 | 401 | 421 |
| 3 | 329 | 347 | 364 | 382 | 401 | 421 | 442 |
| 4 | 347 | 364 | 382 | 401 | 421 | 442 | 464 |
| 5 | 364 | 382 | 401 | 421 | 442 | 464 | 487 |
| 6 | 382 | 401 | 421 | 442 | 464 | 487 | 511 |
| 7 | 401 | 421 | 442 | 464 | 487 | 511 | 537 |
| 8 | 421 | 442 | 464 | 487 | 511 | 537 | 564 |
| 9 | 442 | 464 | 487 | 511 | 537 | 564 | 592 |
| 10 | 464 | 487 | 511 | 537 | 564 | 592 | 622 |
| 11 | 487 | 511 | 537 | 564 | 592 | 622 | 653 |
| 12 | 511 | 537 | 564 | 592 | 622 | 653 | 686 |
| 13 | 537 | 564 | 592 | 622 | 653 | 686 | 720 |
| 14 | 564 | 592 | 622 | 653 | 686 | 720 | 756 |
| 15 | 592 | 622 | 653 | 686 | 720 | 756 | 794 |
| 16 | 622 | 653 | 686 | 720 | 756 | 794 | 834 |
| 17 | 653 | 686 | 720 | 756 | 794 | 834 | 876 |
| 18 | 686 | 720 | 756 | 794 | 834 | 876 | 920 |
| 19 | 720 | 756 | 794 | 834 | 876 | 920 | 966 |
| 20 | 756 | 794 | 834 | 876 | 920 | 966 | 1014 |
| 21 | 794 | 834 | 876 | 920 | 966 | 1014 | 1065 |
| 22 | 834 | 876 | 920 | 966 | 1014 | 1065 | 1118 |
| 23 | 876 | 920 | 966 | 1014 | 1065 | 1118 | 1174 |
| 24 | 920 | 966 | 1014 | 1065 | 1118 | 1174 | 1233 |
| 25 | 966 | 1014 | 1065 | 1118 | 1174 | 1233 | 1295 |

| Step Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---------------|------|------|------|------|------|------|------|
| 26 | 1014 | 1065 | 1118 | 1174 | 1233 | 1295 | 1360 |
| 27 | 1065 | 1118 | 1174 | 1233 | 1295 | 1360 | 1428 |
| 28 | 1118 | 1174 | 1233 | 1295 | 1360 | 1428 | 1499 |
| 29 | 1174 | 1233 | 1295 | 1360 | 1428 | 1499 | 1574 |
| 30 | 1233 | 1295 | 1360 | 1428 | 1499 | 1574 | 1653 |
| 31 | 1295 | 1360 | 1428 | 1499 | 1574 | 1653 | 1736 |
| 32 | 1360 | 1428 | 1499 | 1574 | 1653 | 1736 | 1822 |
| 33 | 1428 | 1499 | 1574 | 1653 | 1736 | 1822 | 1913 |
| 34 | 1499 | 1574 | 1653 | 1736 | 1822 | 1913 | 2009 |
| 35 | 1574 | 1653 | 1736 | 1822 | 1913 | 2009 | 2109 |
| 36 | 1653 | 1736 | 1822 | 1913 | 2009 | 2109 | 2215 |
| 37 | 1736 | 1822 | 1913 | 2009 | 2109 | 2215 | 2326 |
| 38 | 1822 | 1913 | 2009 | 2109 | 2215 | 2326 | 2442 |
| 39 | 1913 | 2009 | 2109 | 2215 | 2326 | 2442 | 2564 |
| 40 | 2009 | 2109 | 2215 | 2326 | 2442 | 2564 | 2692 |
| 41 | 2109 | 2215 | 2326 | 2442 | 2564 | 2692 | 2827 |
| 42 | 2215 | 2326 | 2442 | 2564 | 2692 | 2827 | 2968 |
| 43 | 2326 | 2442 | 2564 | 2692 | 2827 | 2968 | 3116 |
| 44 | 2442 | 2564 | 2692 | 2827 | 2968 | 3116 | 3272 |
| 45 | 2564 | 2692 | 2827 | 2968 | 3116 | 3272 | 3436 |
| 46 | 2692 | 2827 | 2968 | 3116 | 3272 | 3436 | 3608 |

2.52.030. COST OF LIVING ADJUSTMENT.

(A.) Annual Adjustment.

The monthly salary pay grades and steps and pay ranges contained in the compensation plan herein shall be automatically adjusted by the Personnel Committee, subject to the approval of City Council, as to the method of calculation of such adjustment, annually hereafter, without further change or amendment of such compensation plan. Each such annual adjustment shall be in a percentile amount equal to the twelve (12) month average of the percentile increase or decrease in the cost of living computed at the end of the month of September in each year hereafter, commencing with 1977.

The first such adjustment shall be made effective October 1, 1977 for fiscal year 1978 on the basis of such twelve (12) month average for the thirty-six (36) months preceeding the end of September, 1977; and such adjustment shall be made annually thereafter, effective on the first of October of each succeeding year, upon the basis of such twelve (12) month average for the thirty-six (36) months immediately preceeding and including the end of September in the preceeding year.

(B.) Method of Calculation.

(1) The percentile increase or decrease in the cost of living in each of the three (3) successive twelve (12) month periods, from October 1 to September 30, immediately preceeding the date of calculation, shall be computed.

(2) The percentile increases computed as provided in subparagraph (1), above, shall be added together and divided by three (3) to obtain the average "yearly" percentile increase in the cost of living for the thirty-six (36) calendar months next preceeding the date of calculation.

(3) In making the aforesaid calculation, the Cost of Living Index of the United States Bureau of Labor Statistics shall be used for determinations of the cost of living and changes therein.

(C.) Effect of Cost of Living Adjustment.

Increases or decreases in pay rates and/or ranges by reason of such adjustments shall not be considered as promotions, demotions, merit increases, or changes in position, or personnel actions, and shall not affect the employees' anniversary dates.

2.52.040. FRINGE BENEFITS.

The following fringe benefits are adopted by City Council and authorized to be paid to the employees of the City:

(A.) Retirement.

The City shall pay the employer's share of the City's Retirement Fund payments for all eligible employees.

(B.) Group Life, Accidental Death and Dismemberment, and Weekly Disability Income Insurance.

The City shall pay the employee's cost of group life, accidental death and dismemberment insurance. The City shall also pay the cost of the employee's share of weekly disability income insurance. Such insurance plans shall be in accordance with plans adopted and approved by the City Council for each City employee. Each employee obtaining such group life, accidental death and dismemberment, and weekly disability income insurance, may, at his option and at his own cost, elect to carry additional or family protection.

(C.) Hospital, Medical, and Dental Insurance.

The City shall pay the cost of hospital, medical and dental insurance according to a plan adopted and approved by the City Council for each City employee. The amount paid for each City employee shall be the total cost of single coverage under such plan or an amount equal to the lower premium of the City's hospital, medical, and dental insurance plan. Each employee obtaining such hospital, medical, and dental insurance may, at his option and at his own cost, elect to carry additional or family protection.

(D.) Other Fringe Benefits.

The City shall pay Department and Division Heads' cost of housing, utility services and car expenses according to fiscal year employee/employer contract specifications adopted and approved by the City Manager and Council. The amount paid for such benefits shall be restricted to the following:

(1) A housing allowance benefit of no more than Five Hundred and Fifty Dollars (\$550.00) per month;

(2) A utility services allowance benefit of no more than Two Hundred and Sixty Two Dollars (\$262.00) per month; and

(3) A car allowance benefit of no more than One Hundred Dollars (\$100.00) per month.

PASSED AND APPROVED, this 24th day of January, 1977.



Mayor

Attest:



City Clerk

Posted:

First Reading:

Second Reading:

Third Reading: