

CLERK'S OFFICE
APPROVED
Date: 8-18-98

Submitted by: Chair of the Assembly at the Request
of the Mayor

Prepared by: Employee Relations

For Reading: July 21, 1998

ANCHORAGE, ALASKA

AO NO. 98 -130

AN ORDINANCE AMENDING ANCHORAGE MUNICIPAL CODE SECTION 3.30.125 TO
AUTHORIZE THE DIRECTOR OF EMPLOYEE RELATIONS TO APPROVE HIGHER STEP
PLACEMENT OR ADDITIONAL WAGE COMPENSATION OF EMPLOYEES IN ESSENTIAL
JOB CLASSIFICATIONS TO MEET COMPETITIVE MARKET CONDITIONS OR
RECRUITMENT DIFFICULTIES.

THE ANCHORAGE ASSEMBLY ORDAINS:

Section 1. That Section 3.30.125 of the Anchorage Municipal Code is amended by the addition
of new subsections F. and G. to read as follows:

3.30.125 Advancements Within a Pay Range

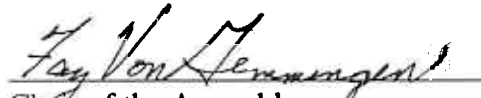
A. - E. (No change)

F. Special Compensation Adjustment. The director may, upon request of an agency head, authorize placement at a higher step in the range than is presently earned by the employee through merit step advancement. The agency head must provide evidence that such step placement is essential to retain an employee with unique qualifications and/or demonstrate that there is a specific and special need to retain the employee's services or where recruitment difficulties and market conditions necessitate such an action. The employee's merit anniversary date shall not be changed because of a special compensation adjustment.


G. Market Based Compensation Adjustment. In the event the director determines that market conditions require certain essential job classifications to be compensated above the existing range to enable the Municipality to attract and/or retain qualified personnel, the director may designate certain job classifications as critical to the Municipality. Individual incumbents occupying such job classifications may be compensated at a rate or amount not to exceed 125% of the maximum step of the range. Market based compensation adjustments may be paid as additional pay in monthly, quarterly or semi-annual amounts as determined by the director. Market based compensation adjustments are temporary in nature and may cease at any time as determined by the director.

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2 Section 2. That this ordinance is effective upon passage and approval of the Anchorage
3 Assembly.
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5 PASSED AND APPROVED by the Anchorage Assembly this 18th day of August,
6 1998.
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11 Chair of the Assembly
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13 ATTEST:

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16 Municipal Clerk
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MUNICIPALITY OF ANCHORAGE ASSEMBLY MEMORANDUM

No. AM 753-98

Meeting Date: July 21, 1998

From: Mayor

Subject: Special Compensation Adjustment

AO 98 - 130 provides the Employee Relations Director with the flexibility required to ensure that the Municipality's salary structure is competitive in certain essential positions. It achieves this in two ways:

- 1 It allows the Director to advance the step placement of an employee beyond that earned by annual merit increases where there is adequate documentation of special market conditions, or other special circumstances where retention of a qualified employee with special skills is in the best interest of the Municipality.
2. It allows the Director to designate certain job classifications as critical to the Municipality and thus eligible for additional compensation. Such compensation adjustments are temporary in nature and may cease at any time as determined by the Director.

This type of flexibility is essential in the current market place for such critical skills as information technology.

Passage of AO 98 - 130 is recommended.

Concur:


George L. Vakalis
Municipal Manager

Recommended by:


Thomas C. Tierney
Employee Relations Director

Respectfully submitted,


Rick Mystrom
Mayor

AO 98-130

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects - General Government

AO Number: 98- 130 Title: Special Compensation Adjustment

Sponsor:

Preparing Agency: Employee Relations

Others Impacted:

CHANGES IN EXPENDITURES AND REVENUES:					(Thousands of Dollars)
	FY98	FY99	FY00	FY01	FY02
Operating Expenditures					
1000 Personal Services					
2000 Supplies					
3000 Other Services					
4000 Debt Service					
5000 Capital Outlay					
TOTAL DIRECT COSTS:	0	0	0	0	0
ADD: 6000 Charge from Others					
LESS: 7000 Charge to Others					
FUNCTION COST:	0	0	0	0	0
REVENUES:					
CAPITAL:					
POSITIONS: FT/PT and Temp.					
PUBLIC SECTOR ECONOMIC EFFECTS:					
No public sector economic effects.					

PRIVATE SECTOR ECONOMIC EFFECTS:

No private sector economic effects.

Prepared by: Thomas C. Tierney

Telephone: 4399

Validated by OMB: 

Date: 7-15-98

Approved by: 

Date: 7/16/98

(Director, Preparing Agency)

Concurred by: _____

Date: _____

(Director, Impacted Agency)

Approved by: _____

Date: _____

(Operations/Municipal Manager)