



Sponsor: Lee Burger, Mayor
Adopted On: July 18, 2023
Vote: 6 Yeas, 0 Nays, 1 Absent

CITY OF THORNE BAY
RESOLUTION 23-07-18-02

A RESOLUTION OF THE CITY COUNCIL FOR THE CITY OF THORNE BAY, ALASKA, UPDATING THE THORNE BAY EMPLOYEE WAGE BASE FOR EXISTING POSITIONS

WHEREAS, the City Council is the governing body of the City of Thorne Bay, Alaska; and

WHEREAS, the City Council strives to ensure that employees are selected, appointed, and promoted from the most qualified, regardless of personal connections, political affiliations, religion, sex or age; and

WHEREAS, the City Council adopted the General Schedule (GS) PayScale in 2017 to ensure that wages remained consistent with the cost of living in Southeast Alaska and provide a fair and equitable way to distribute pay increases; and

WHEREAS, the 2017 PayScale established a Grade and Step system that provided for a specific grade to each position so that future beginning wages at hire were consistent throughout position turn overs; and

WHEREAS, the General Schedule (GS) PayScale is the federal government PayScale used to determine the salaries of over 70% of federal civilian employees; and

WHEREAS, Under the GS PayScale, an employee's base pay depends on two factors - the GS **Paygrade** of their job, and the **Paygrade Step** they have achieved (depending on seniority or performance); and

WHEREAS, the base pay is then modified based on a "Locality Pay Adjustment", which adjusts the GS PayScale based on cost-of-living in different areas within the United States; and

WHEREAS, Alaska has one or more Locality Pay Adjustment areas with special locality pay adjustment rates and the Alaska GS PayScale attached herein provides the Locality Pay scale for Prince of Wales Island effective January 2022. The Alaska GS PayScale is modified each year in January to reflect the cost of living and locality pay adjustment of each area; and

WHEREAS, the City Council has reviewed the amended Wage Scale, and believes it to be in the best interest of the City and its Employees to adopt the updated base wage grades for the position.

NOW THEREFORE BE IT RESOLVED that, the City Council for the City of Thorne Bay, hereby amends the Resolution 17-11-07-01 and approves the beginning pay grades as provided herein for each position within the City.

PASSED AND APPROVED this 18th day of July 2023



Lee Q. Burger, Mayor

ATTEST:



Caitlyn Sawyer, City Clerk/Treasurer