

CITY OF DILLINGHAM, ALASKA

RESOLUTION NO. 2009-16

A RESOLUTION OF THE DILLINGHAM CITY COUNCIL APPROVING A 3% COLA.

WHEREAS, the City of Dillingham's Personnel Regulations note that it is the policy of the City to pay salaries and wages generally equivalent to pay levels for comparable work and responsibilities as compared to other City governments in the State of Alaska; and

WHEREAS, the City's Personnel Regulations further note that adjustments should be made during the budget development process to maintain internal parity within the City and to adjust for general cost of living changes; and

WHEREAS, at the beginning of each fiscal year the City Council shall decide upon a cost of living adjustment and determine if an adjustment is in the public interest; and

WHEREAS, the City hired the firm of Information Insights in August of 2008 to conduct a staffing and organizational study of which one of the tasks was to review salaries and compare wages with other similar communities with comparable costs of living; and

WHEREAS, most of the salary information for municipalities came from the 2009 AML Municipal Salary Survey, which showed that the City was generally in the lower half of the pay scale for comparable jobs; and

WHEREAS, the City's wage scale for the last twelve years was adjusted to reflect a (Cost of Living Adjustment) COLA of \$.25/per hour in 2004, a 2% COLA in 2001, and a 2% COLA in 1997; and

WHEREAS, a mid year review of the FY 2009 budget was presented to the Finance and Budget Committee ("Committee") and the Committee recommended a 3% COLA retroactive to January 1, 2009; and

WHEREAS, the consumer price index for Anchorage from 1997 to 2008 increased by 28.7%;

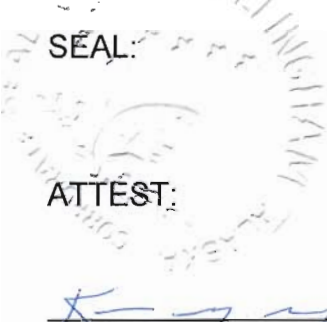
NOW, THEREFORE, BE IT RESOLVED that:

1. The Dillingham City Council approves the recommendation made by the Finance and Budget Committee and authorizes a 3% COLA for city employees.
2. The 3% COLA will affect all employees currently employed as of March 27, 2009 and is retroactive to January 1, 2009.

3. The resolution shall become effective immediately upon its passage and approval by the Dillingham City Council.

PASSED and ADOPTED by the Dillingham City Council on April 2, 2009.

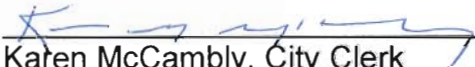
SEAL:



ATTEST:



Alice Ruby, Mayor



Karen McCambly, City Clerk