



## RESOLUTION NO. 19-10

### A RESOLUTION OF THE ALEUTIANS EAST BOROUGH ASSEMBLY APPROVING A SALARY INCREASE FOR THE BOROUGH MAINTENANCE DIRECTOR

**WHEREAS**, the Aleutians East Borough (“Borough”) has established a Public Works Department (“Department”); and,

**WHEREAS**, the head of the Department is the Borough Maintenance Director, who is appointed by, and serves at the pleasure of, the Mayor; and,

**WHEREAS**, the Borough Maintenance Director was hired on January 2, 2018 and whose six-month probationary period ended on July 2, 2018; and,

**WHEREAS**, during the probationary period the Borough Maintenance Director has exceeded performance expectations of the position; and

**WHEREAS**, per Section 9.05 (D) of the Aleutians East Borough Employee Handbook, “merit-based increases other than those described in Section 9.05 (C) may be awarded when an employee has reached some tangible, professional milestone, such as the completion of educational courses, degrees, or certifications that directly relate to the employee’s work duties for the Borough. Such increases shall be awarded at the Mayor’s sole discretion. As a general rule, such compensation may be awarded at any level up to and including the amount of the costs of living adjustment; however, the Mayor may deviate from this guideline with the approval of the Assembly”; and

**WHEREAS**, the Borough Mayor has conducted an employee evaluation of the Borough Maintenance Director and has determined that the Borough Maintenance Director’s annual salary should be increased in amount above the .5% cost of living adjustment, which requires Assembly approval.

**NOW, THEREFORE, BE IT RESOLVED** by the Aleutians East Borough as follows:

Section 1. The Borough Maintenance Director’s annual salary shall be adjusted to \$70,325.00.00.

Section 2. Such adjustment shall be made retroactive to July 1, 2018, and the Borough Maintenance Director's pay throughout the remainder of Fiscal Year 2019 shall be adjusted as may be necessary to ensure full payment of the adjusted amount.

Section 3. This resolution shall become effective immediately upon adoption.

**PASSED AND APPROVED** BY THE ALEUTIANS EAST BOROUGH ASSEMBLY  
on this 13<sup>th</sup> day of September, 2018.

ALEUTIANS EAST BOROUGH, ALASKA

  
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Alvin D. Osterback, Mayor

ATTEST:

  
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Tina Anderson, Clerk