

**CITY OF GUSTAVUS, ALASKA
RESOLUTION CY23-05**

**A RESOLUTION ESTABLISHING CITY OF GUSTAVUS POLICY AND PROCEDURE FOR
ANNUAL REVIEW AND ADJUSTMENT OF SALARIES AND WAGES IN THE OPERATING
BUDGET**

WHEREAS, the Gustavus City Council recognizes City employees are a vital resource performing public services and understands that fair compensation is key to assuring employees are satisfied and productive to those ends; and,

WHEREAS, the City of Gustavus intends to compensate employees fairly upon review of relevant economic factors; and,

WHEREAS, the purchasing power of an employee's pay may be eroded by inflation; and,

WHEREAS, employee skills can evolve with experience and applicable training which augment their job performance and provide increasing value to the community; and,

WHEREAS, the City Mayor proposes a new operating budget annually which, in accordance with the policy of City of Gustavus Resolution CY19-16, conservatively balances revenues with expenses, including the costs of employee compensation, and considers carefully the potential for unanticipated reductions in revenue, or increases in costs due to emergencies, as may occur during the fiscal year or in future fiscal years.

NOW THEREFORE BE IT RESOLVED that the City Council approves the attached policy and procedure titled: CITY OF GUSTAVUS POLICY AND PROCEDURE FOR ANNUAL REVIEW AND ADJUSTMENT OF SALARIES AND WAGES IN THE OPERATING BUDGET.

AND BE IT FURTHER RESOLVED that the Mayor annually in developing the operating budget shall consider relevant and comparable economic factors, including those listed in the City of Gustavus Policy and Procedure for Annual Review and Adjustment of Salaries and Wages in the operating budget, and propose any appropriate pay adjustments to the council to be documented in the operating budget narrative.

PASSED and APPROVED by the Gustavus City Council this ____th day of _____, 2023, and effective upon adoption.

Mike Taylor, Mayor

Attest: Karen Platt CMC, City Clerk