CITY OF CORDOVA, ALASKA
RESOLUTION 06-13-35

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CORDOVA, ALASKA,
APPROVING NEW PERSONNEL CLASSIFICATION AND PAY PLAN SCHEDULE

WHEREAS, the exempt classification plan is the grouping of positions into appropriate
classes which are sufficiently similar with respect to duties and responsibilities; and

WHEREAS, one of the purposes of the exempt classification plan is to establish fair and
equitable pay; and

WHEREAS, by the Cordova Municipal Code 4.20.040, the City Manager shall have
authority for the overall administration of the classification plan; and thus shall analyze and
evaluate the duties, responsibilities and qualifications required of each position in the classified
service and then allocate each position to the appropriate class; and

WHEREAS, the Interim City Manager reviewed the classification plan to ascertain
whether or not the plan accurately reflects existing conditions; to determine the accuracy of class
specifications; and to assure that positions were properly classified; and

WHEREAS, the Interim City Manager determined there were 4 positions, incorrectly
classified by wage, based on the level of their duties and responsibilities; and

WHEREAS, these positions were also evaluated and found to be significantly lower
compared to other Alaskan cities of similar size and complexity; and

WHEREAS, the Interim City Manager recommends to council, changes needed in the
classification plan to keep it current; these 4 positions are identified as the Harbormaster, Parks
& Recreation Director, Fire Marshal, and Library Director and the following wage adjustments
for the remainder of the 2013 budget are:

<table>
<thead>
<tr>
<th>Position</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Harbormaster</td>
<td>$5,891</td>
</tr>
<tr>
<td>Parks &amp; Recreation Director</td>
<td>$2,691</td>
</tr>
<tr>
<td>Library Director</td>
<td>$2,482</td>
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<tr>
<td>Fire Marshal</td>
<td>$2,559</td>
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NOW, THEREFORE BE IT RESOLVED THAT the City Council of the City of
Cordova, Alaska, hereby adopts and approves the attached Exempt Classification and Wage
Schedule.

PASSED AND APPROVED THIS 19th DAY OF JUNE, 2013.

James Kaesh, Mayor

ATTEST:

Susan Bourgeois, City Clerk