

**CITY OF WASILLA  
ORDINANCE SERIAL NO. 05-59(SUB)**

**AN ORDINANCE OF THE WASILLA CITY COUNCIL ADOPTING WMC 3.55.115  
SPECIAL INCENTIVE PAY; TO PROVIDE INCENTIVE PAY PROGRAMS UPON  
APPROVAL OF CITY COUNCIL.**

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WHEREAS, the city wishes to permit certain departments upon approval of the city council to offer special incentive pay programs to department employees who meet criteria set forth in policies developed by the mayor.

\* **Section 1. Classification.** This ordinance is of a general and permanent nature and shall become part of the city code.

\* **Section 2. Adoption of section.** WMC Section 3.55.115; Special Incentive Pay, is adopted to read as follows:

**3.55.115. Special Incentive Pay.**

**Notwithstanding any other provision of this chapter, the city council may approve special incentive pay programs for eligible employees of certain departments in accordance with policies developed by the mayor.**

\* **Section 3. Effective date.** This ordinance shall take effect upon adoption of the Wasilla City Council.

ADOPTED by the Wasilla City Council on August 8, 2005.

  
\_\_\_\_\_  
DIANNE M. KELLER, Mayor

ATTEST:

  
\_\_\_\_\_  
KRISTIE SMITHERS, MMC  
City Clerk

[SEAL]

**Bold and underline added.** [CAPS AND BRACKETS, DELETED.]



**CITY OF WASILLA  
LEGISLATION STAFF REPORT**

**RE: ORDINANCE SERIAL NO. 05-59: AMENDING WMC 3.55.100 TO ADD SUBSECTION F; SPECIAL INCENTIVE PAY; TO PROVIDE INCENTIVE PAY PROGRAMS UPON APPROVAL OF CITY COUNCIL**

Agenda of: July 27, 2006

Date: July 18, 2005

Originator: Ted Leonard, Director of Finance and Administrative Services

| Route to: | Department  | Signature/Date           |
|-----------|---|--------------------------|
|           | Police  |                          |
|           | Recreational and Cultural Services<br>Library, Museum |                          |
|           | Public Works<br>Planning                              |                          |
| X         | Finance *signature required                           | <i>Quinn E. Collegen</i> |
| X         | Clerk   | <i>A. Smith</i>          |
|           |   |                          |

**REVIEWED BY MAYOR DIANNE M. KELLER:**

*Dianne M Keller*

**FISCAL IMPACT:**  yes amount dependent on program approved or  no  
Funds Available  yes  no

Attachments: None

**SUMMARY STATEMENT:**

This ordinance is amending WMC 3.55.100 - Pay for special types of appointments/assignments to add a subsection F: Special Incentive Pay Programs with Approval of City Council.

The Code section will allow the Council to approve special incentive pay programs. The Council will have more flexibility in the personnel code to setup pay structures that meet the needs of the City in a constantly changing environment. Special incentive pay programs can be added or deleted based on a current need of the City much easier than it would be to redesign the city's salary grades and pay structure every time a need is identified. Incentive pay programs can be used by the Council like incentive pay programs are used in the private sector to be performance tools in motivating employees to reach goals and objectives that the Council deems are critical to the operation of the City, life/safety of the employees and efficiency (cost savings) of City operations.