



General Manager
334 Front Street
Ketchikan, AK. 99901

(907) 228-5603 phone
(907) 225-5075 fax

7b(1)

TRANSMITTAL MEMORANDUM

TO: The Honorable Mayor and City Council

FROM: Lacey G. Simpson, Acting General Manager

DATE: September 26, 2022

RE: **Authorizing Offer of Employment Compensation –
Telecommunications Division Manager**

As the City Council is aware, the position of Telecommunications Division Manager has been vacant since the retirement of Ed Cushing, effective August 23, 2022. Assistant Telecommunications Division Manager Dan Lindgren has served as Acting Telecommunications Division Manager since his appointment on June 1, 2022.

One internal candidate applied for the vacant position and was interviewed by a committee comprised of the incoming General Manager, Acting General Manager, the Human Resources Manager, and the Network Operations & Engineering Manager. It was the unanimous recommendation of the committee that internal candidate Dan Lindgren be offered the position and permanently appointed to Telecommunications Division Manager based on his experience within the division, proven successes, and intimate knowledge of the division's operations and goals. Mr. Lindgren brings over 20 years of telecommunications experience with KPU to the position, and was first appointed to Senior Accountant for the division in 1999 and later promoted to Regulations and Separations Manager and then Assistant Division Manager.

Mr. Lindgren has indicated his willingness to accept the position based upon a compensation level of Grade TL992, Step R at an annual salary of \$181,263. Upon his retirement, Ed Cushing was compensated at the maximum of Grade TL992, Step U, which provides for an annual salary of \$189,543. As Acting Telecommunications Division Manager, Mr. Lindgren has been compensated at TL992, Step J plus 8%, for an annual salary of \$173,782.

Since the requested compensation is above the level that the General Manager's Office is authorized to offer under the current Compensation Plan and Personnel Rules, approval of the City Council is required. By agenda statement 6a(1), Resolution No. 22-2856 – Amending the City of Ketchikan Compensation Plan, a motion is before the City Council that would grant authority to the City Manager to authorize employment compensation, including promotions, at any step within a position's graded compensation. Should Resolution No. 22-2856 be approved, authority to promote Mr. Lindgren to Telecommunications Division Manager at Grade TL992, Step R would be granted to the General Manager, and the below motion and City Council approval would no longer be necessary.

A motion has been prepared for City Council consideration.

RECOMMENDATION

It is recommended that the City Council adopt the motion authorizing the General Manager to offer employment compensation at Grade TL992, Step R for an annual salary of \$181,263 to Dan Lindgren of Ketchikan, Alaska for the position of Telecommunications Division Manager.

Recommended Motion: I move the City Council authorize the General Manager to offer employment compensation at Grade TL992, Step R for an annual salary of \$181,263 to Dan Lindgren of Ketchikan, Alaska for the position of Telecommunications Division Manager.