

By: Human Resources
Adopted: June 8, 2015
Vote: Buswell, Graham, O'Barr, Sullivan-Leonard, Wall, and Wilson in favor

**City of Wasilla
Resolution Serial No. 15-19**

A resolution of the Wasilla City Council adopting Fiscal Year 2016 Salary Structure and Pay Ranges for Non-Union, Laborers' Local 341 and International Union of Operating Engineers' Local 302 Employees of the City of Wasilla.

WHEREAS, pursuant to Wasilla Municipal Code (WMC), 3.55.040, Pay Ranges, a salary structure is to be adopted annually by the City Council by resolution; and

WHEREAS, by adoption of Resolution Serial No. 14-23, ratifying the collective bargaining agreement between the City and the Laborers International Union of North America, Local 341, and the attached Appendix A: Job Classifications and Wage Rates; and

WHEREAS, by adoption of Resolution Serial No. 14-27 ratifying the collective bargaining agreement between the City and the International Union of Operating Engineers' Local 302, and the attached Appendix A: Wage Scale; and

WHEREAS, WMC 3.55.060, Advancement within a pay range, allows for non-union employees pay advancement, as attached in the non-union hourly and salaried pay rates; and

NOW, THEREFORE, BE IT RESOLVED, that the Wasilla City Council adopts Fiscal Year 2016 salary structure and pay ranges for non-union and union employees of the City of Wasilla as attached.

ADOPTED by the Wasilla City Council on June 8, 2015.



BERT L. COTTLE, Mayor

ATTEST:



KRISTIE SMITHERS, MMC, City Clerk

[SEAL]

WASILLA

• ALASKA •




CITY COUNCIL LEGISLATION STAFF REPORT

Resolution Serial No. 15-19: A Resolution Of The Wasilla City Council adopting Fiscal Year 2016 Salary Structure and Pay Ranges for Non-Union, Laborers' Local 341 and International Union of Operating Engineers' Local 302 Employees of the City of Wasilla.

Originator: Donna Faeo, Human Resources Generalist

Date: 6/1/2015

Agenda of: 6/8/2015

Route to:	Department Head	Signature	Date
X	Finance Director		6/1/15
X	Deputy Administrator		6/1/15
X	City Clerk		6.1.15

Reviewed by Mayor Bert L. Cottle

 06/01/2015

Fiscal Impact: yes or no

Funds Available: yes or no

Account name/number: N/A

- Attachments:** Non-Union Hourly Pay Rates FY2016 (2 pages)
 Non-Union Salaried Pay Rates FY2016 (1 page)
 Laborers' Local 341 Wage Rates FY2016 (1 page)
 Engineers' Local 302 Wage Rates FY2016 (1 page)

Summary Statement: The wage scales for non-union hourly and non-union salaried has been increased by 2.33% CPI plus step. The wage scales for Laborers' Local 341 employees has been increased by 2.33% CPI with a freeze on step increases. The wage scale for Engineers' Local 302 has been increased by 2.33% plus 1% with a freeze on step increases. The City of Wasilla is currently in contract negotiations with Teamsters Local 959. Should contract negotiations extend beyond July 1, 2015; the City will freeze pay scales until the City is able to bring forth a resolution to consider a new contract with wage scales.

Non-Union Hourly and Salaried FY2016 Pay Rates	2.33% CPI Increase, plus step
Laborers' Local 341 FY2016 Wage Rates	2.33% CPI Increase
Engineers' Local 302 FY2016 Wage Rates	2.33% CPI Increase, plus 1%

Note: CPI is based on an average of the last three (3) years of the Anchorage Consumer Price Index Urban (CPI-U) as regularly published in the U.S. Bureau of Labor Statistics.

These increases are required by the collective bargaining agreements with the Engineers' Local 302, Article 16.7; Laborers' Local 341, Article 17.6 and for non-union hourly and salaried employees as allowed in WMC 3.55.060B.

Recommended Action: Adopt Resolution Serial No. 15-19.

Non-Union Hourly Pay Rates
Effective 7/1/2015
(Includes 2.33% COLA)

Grade	Job Title	G												
		A	B	C	D	E	F	Midpoint	H	I	J	K	L	M
		One Year Increment Steps @ 2.5%						One Year Increment Steps @ 2.25%						
1	No Current Positions	\$ 8.93	\$ 9.16	\$ 9.39	\$ 9.63	\$ 9.88	\$ 10.13	\$ 10.39	\$ 10.62	\$ 10.86	\$ 11.10	\$ 11.35	\$ 11.61	\$ 11.87
2	Library Helper	\$ 10.72	\$ 10.99	\$ 11.27	\$ 11.56	\$ 11.86	\$ 12.16	\$ 12.47	\$ 12.75	\$ 13.04	\$ 13.33	\$ 13.63	\$ 13.94	\$ 14.25
	Building Custodial Laborer													
	Museum Helper													
3	Parks & Recreation Laborer	\$ 12.85	\$ 13.18	\$ 13.52	\$ 13.87	\$ 14.23	\$ 14.59	\$ 14.96	\$ 15.30	\$ 15.64	\$ 15.99	\$ 16.35	\$ 16.72	\$ 17.10
	Beautification Laborer													
	ALPAR Supervisor													
	Roads Laborer													
	Assistant Ice Skating Instructor													
	Water Distribution Laborer													
4	Finance Clerk I	\$ 15.41	\$ 15.80	\$ 16.21	\$ 16.63	\$ 17.06	\$ 17.50	\$ 17.95	\$ 18.35	\$ 18.76	\$ 19.18	\$ 19.61	\$ 20.05	\$ 20.50
	Library Aide I													
	Museum Aide													
	Public Works Clerical Assistant													
	Administrative Assistant													
5	Park Ranger	\$ 18.51	\$ 18.98	\$ 19.47	\$ 19.97	\$ 20.48	\$ 21.00	\$ 21.54	\$ 22.02	\$ 22.52	\$ 23.03	\$ 23.55	\$ 24.08	\$ 24.62
	Ice Skating Program Facilitator													
	Library Aide II													
6	Finance Clerk II	\$ 20.35	\$ 20.87	\$ 21.41	\$ 21.96	\$ 22.52	\$ 23.10	\$ 23.69	\$ 24.22	\$ 24.76	\$ 25.32	\$ 25.89	\$ 26.47	\$ 27.07
7	Finance Clerk III	\$ 22.39	\$ 22.96	\$ 23.55	\$ 24.15	\$ 24.77	\$ 25.41	\$ 26.06	\$ 26.65	\$ 27.25	\$ 27.86	\$ 28.49	\$ 29.13	\$ 29.79
	HR Assistant													
	City Administrative Aide													
	Interlibrary Loan Coordinator													
	Planning Clerk													
	Public Works Clerk													
	Recreation Coordinator													
	Administrative Aide to City Clerk													
	Library Aide III													

Non-Union Hourly Pay Rates
Effective 7/1/2015
(Includes 2.33% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
8	Staff Accountant	\$ 24.63	\$ 25.26	\$ 25.91	\$ 26.57	\$ 27.25	\$ 27.95	\$ 28.67	\$ 29.32	\$ 29.98	\$ 30.65	\$ 31.34	\$ 32.05	\$ 32.77
	Executive Assistant to the Mayor													
	Museum Curator													
9	User Services Librarian	\$ 27.10	\$ 27.79	\$ 28.50	\$ 29.23	\$ 29.98	\$ 30.75	\$ 31.54	\$ 32.25	\$ 32.98	\$ 33.72	\$ 34.48	\$ 35.26	\$ 36.05
	Youth Services Librarian													
	Deputy City Clerk													
	IT Network Support Specialist													
	HR Generalist													
10	(No Current Positions)	\$ 29.81	\$ 30.57	\$ 31.35	\$ 32.15	\$ 32.97	\$ 33.82	\$ 34.69	\$ 35.47	\$ 36.27	\$ 37.09	\$ 37.92	\$ 38.77	\$ 39.64
11	Maintenance Supervisor	\$ 32.79	\$ 33.63	\$ 34.49	\$ 35.37	\$ 36.28	\$ 37.21	\$ 38.16	\$ 39.02	\$ 39.90	\$ 40.80	\$ 41.72	\$ 42.66	\$ 43.62
	20% between each Grade from 1 - 5													
	10% between each Grade from 6 - 11.													
	Steps equal 2.5% increments A to Mid													
	Steps equal 2.25% increments Mid to M													

Non-Union Salaried Pay Rates
Effective 7/1/2015
(Includes 2.33% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M	
		One Year Increment Steps @ 2.5%							One Year Increment Steps @ 2.25%						
20	Library Director	\$ 59,614	\$ 61,143	\$ 62,711	\$ 64,318	\$ 65,968	\$ 67,659	\$ 69,394	\$ 70,955	\$ 72,552	\$ 74,184	\$ 75,853	\$ 77,560	\$ 79,305	
	Event Production & Facility Supervisor														
21	City Engineer	\$ 65,576	\$ 67,257	\$ 68,982	\$ 70,750	\$ 72,564	\$ 74,425	\$ 76,333	\$ 78,051	\$ 79,807	\$ 81,603	\$ 83,439	\$ 85,316	\$ 87,236	
	City Planner														
	Economic Planner														
	Purchasing/Contracting Officer														
	Records & Communication Mgr														
22	(No Current Positions)	\$ 72,133	\$ 73,983	\$ 75,880	\$ 77,825	\$ 79,821	\$ 81,868	\$ 83,967	\$ 85,856	\$ 87,788	\$ 89,763	\$ 91,783	\$ 93,848	\$ 95,959	
23	Police Lieutenant	\$ 79,346	\$ 81,381	\$ 83,468	\$ 85,608	\$ 87,803	\$ 90,054	\$ 92,363	\$ 94,442	\$ 96,567	\$ 98,739	\$ 100,961	\$ 103,233	\$ 105,555	
24	Deputy Chief of Police	\$ 87,281	\$ 89,519	\$ 91,814	\$ 94,169	\$ 96,583	\$ 99,060	\$ 101,600	\$ 103,886	\$ 106,223	\$ 108,613	\$ 111,057	\$ 113,556	\$ 116,111	
	Controller														
	Deputy Director of Public Works														
25	Chief of Police	\$ 96,009	\$ 98,471	\$ 100,996	\$ 103,586	\$ 106,242	\$ 108,966	\$ 111,760	\$ 114,274	\$ 116,845	\$ 119,475	\$ 122,163	\$ 124,911	\$ 127,722	
	Director of Finance														
	Director of Public Works														
	Deputy Administrator														
	Recreational & Cultural Services Director														
	City Clerk														
26	Mayor	\$ 96,009	\$ 98,471	\$ 100,996	\$ 103,586	\$ 106,242	\$ 108,966	\$ 111,760	\$ 114,274	\$ 116,845	\$ 119,475	\$ 122,163	\$ 124,911	\$ 127,722	
	10% between each Grade from 20-25.														
	Steps equal 2.5% increments A to Mid														
	Steps equal 2.25% increments Mid to M														

Local 341 Appendix A: Job Classifications and Wage Rates
Effective July 1, 2015 (FY2016) - 2.33% COLA Increase
With No Step Increase

One Year Increment Steps @ 2.0%

	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I
Maintenance Specialist	4	25.19	25.71	26.22	26.75	27.28	27.83	28.38	28.95	29.52
Bldg Support Lead	3	23.35	23.82	24.30	24.78	25.29	25.79	26.30	26.83	27.36
Secretary	2	19.06	19.44	19.83	20.23	20.63	21.04	21.46	21.89	22.34
Bldg Support Laborer	1	17.55	17.90	18.26	18.62	18.99	19.37	19.76	20.15	20.56

Troy Tankersley, Finance Director

Date

Stacy Allen, Business Agent

Date

Local 302 Appendix A: Job Classifications and Wage Rates

Effective July 1, 2015 CPI = 2.33% + 1% increase

Section 16.3 Step Movements shall not apply for the period July 1, 2015 through June 30, 2016

	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>	<i>Step 11</i>
Operator in Training	\$17.55	\$18.16	\$18.81	\$19.50	\$20.24	\$21.07	\$21.91	\$22.74	\$23.58	\$24.44	\$25.27
Parks & Property Tech I	\$20.14	\$20.83	\$21.58	\$22.37	\$23.24	\$24.17	\$25.13	\$26.09	\$27.06	\$28.02	\$28.99
Facilities Maintenance Tech I	\$23.71	\$24.53	\$25.41	\$26.35	\$27.37	\$28.47	\$29.60	\$30.74	\$31.88	\$33.01	\$34.15
Roads Tech I											
Waste Water Tech I											
Water Tech I											
Facilities Maintenance Tech II	\$27.25	\$28.19	\$29.20	\$30.28	\$31.44	\$32.70	\$34.02	\$35.32	\$36.63	\$37.93	\$39.24
Parks & Property Tech II											
Roads Tech II											
Waste Water Tech II											
Water Tech II											

Troy Tankersley, Finance Director

Date

Shane Linse, Field Representative

Date