

Requested by: Deputy Administrator
Meeting date: June 23, 2008
Amended: June 23, 2008
Adopted: June 23, 2008

Vote: Larson, Massie, Menard, Metiva and Woodruff in favor; Holler absent

**WASILLA CITY COUNCIL
RESOLUTION SERIAL NO. 08-24**

A RESOLUTION OF THE WASILLA CITY COUNCIL ADOPTING THE FY-09 SALARY STRUCTURE AND PAY RANGES IN ACCORDANCE WITH WMC 3.55.040 AND REPEALING RESOLUTION SERIAL NO. 07-24.

WHEREAS,; WMC 3055.040 requires a salary structure which provides pay grades and steps; and

WHEREAS, the City Administration has determined the appropriate salary schedule for FY 2009; and

NOW THEREFORE BE IT RESOLVED by the Wasilla City Council that the Resolution Serial No. 07-24 is hereby repealed; and

BE IT FURTHER RESOLVED that the Wasilla City Council adopts the FY-09 Salary Structure and Pay ranges, attached as exhibit A, effective July 1, 2008 through June 30, 2009.

ADOPTED by the Wasilla City Council June 23, 2008.



DIANNE M. KELLER, Mayor

ATTEST:



KRISTIE SMITHERS, MMC
City Clerk

[SEAL]

**CITY OF WASILLA
FY-09 SALARY GRADES AND RANGES**

Pay Grade	Job Title	FLSA	Min	25th Percentile	Midpoint	75th Percentile	Max	Range Spread	MP Steps
1	vacant	N-Ex	\$16,250	\$17,266	\$18,281	\$19,297	\$20,313	25%	24%
2	Library Intern MUSC Cashier (temp) MUSC Concession Attendant I (temp)	N-Ex N-Ex N-Ex	\$19,652	\$21,126	\$22,600	\$24,074	\$25,548	30%	25%
3	Parks & Prop Tech I: Grounds Maint. (PT) Water Dist/Wastewater Coll Laborer	N-Ex N-Ex	\$24,565	\$26,407	\$28,250	\$30,092	\$31,934	30%	13%
4	Finance Clerk I - Cashier Library Aide MUSC Concession Attendant II (temp) Museum Aide Public Works Clerical Asst.	N-Ex N-Ex N-Ex N-Ex N-Ex	\$27,074	\$29,443	\$31,812	\$34,181	\$36,550	35%	10%
5	MUSC Building Support Worker (temp) Secretary II	N-Ex N-Ex	\$29,190	\$32,109	\$35,028	\$37,947	\$40,866	40%	8%
6	Administrative Assistant-Police Finance Clerk II Parks & Properties Tech I: Beautification Public Works Accounting Clerk II	N-Ex N-Ex N-Ex N-Ex	\$30,763	\$34,224	\$37,684	\$41,145	\$44,606	45%	10%
7	Call Taker Emergency Dispatcher in Training Finance Clerk III Interlibrary Loan Coordinator Museum Registrar Planning Clerk Public Works Clerk Recreation Coordinator	N-Ex N-Ex N-Ex N-Ex N-Ex N-Ex N-Ex	\$33,220	\$37,373	\$41,525	\$45,678	\$49,831	50%	10%

**CITY OF WASILLA
FY-09 SALARY GRADES AND RANGES**

Pay Grade	Job Title	FLSA	Min	25th Percentile	Midpoint	75th Percentile	Max	Range Spread	MP Steps
8	Emergency Dispatcher	N-Ex	\$35,983	\$40,931	\$45,878	\$50,826	\$55,774	55%	10%
	Exec Asst to the Mayor	N-Ex							
	Parks & Properties Tech I: Facilities Maint	N-Ex							
	Probation Officer	N-Ex							
	Roads/Airports Tech I	N-Ex							
	Staff Accountant	N-Ex							
	Water Dist/Wastewater Coll Tech I	N-Ex							
	Water/Wastewater Treatment Tech I	N-Ex							
9	Adult & Electronic Service Librarian	N-Ex	\$38,768	\$44,583	\$50,398	\$56,213	\$62,028	60%	15%
	Children's Librarian	N-Ex							
	HR Generalist	N-Ex							
	MUSC Building Supervisor	N-Ex							
	MUSC Maintenance Specialist	N-Ex							
	Parks & Prop Tech II	N-Ex							
	Police Officer I	N-Ex							
	Public Safety Dispatch Supervisor	N-Ex							
	Roads/Airports Tech II	N-Ex							
	Water Dist/Wastewater Coll Tech II	N-Ex							
Water/Wastewater Treatment Tech II	N-Ex								
10	Code Compliance Officer	N-Ex	\$43,922	\$51,060	\$58,197	\$65,335	\$72,472	65%	15%
	Library Director	Ex							
	Police Officer II	N-Ex							
11	City Engineer	Ex	\$49,532	\$58,200	\$66,868	\$75,537	\$84,205	70%	11%
	City Planner	Ex							
	Economic Planner	Ex							
	Maintenance Supervisor	N-Ex							
	Purchasing/Contracting Officer	Ex							
	Records & Communication Mgr	N-Ex							
	Water/Wastewater Supv	N-Ex							

**CITY OF WASILLA
FY-09 SALARY GRADES AND RANGES**

Pay Grade	Job Title	FLSA	Min	25th Percentile	Midpoint	75th Percentile	Max	Range Spread	MP Steps
12	Deputy City Clerk	N-Ex	\$54,827	\$64,421	\$74,016	\$83,611	\$93,205	70%	9%
	Police Investigator	N-Ex							
	Police Sergeant	N-Ex							
13	City Clerk	Ex	\$60,336	\$70,895	\$80,810	\$92,012	\$102,571	70%	10%
	Police Lieutenant	N-Ex							
14	Deputy Chief of Police	Ex	\$65,845	\$77,368	\$88,891	\$100,414	\$111,937	70%	10%
	Deputy Director of Finance/Controller	Ex							
	Deputy Director of Public Works	Ex							
15	Chief of Police	Ex	\$72,430	\$85,105	\$97,780	\$110,455	\$123,131	70%	-
	Director of Finance/CFO	Ex							
	Director of Public Works	Ex							
	Deputy Administrator	Ex							
	Cultural & Recreation Services Manager	Ex							



**CITY OF WASILLA
LEGISLATION STAFF REPORT**

RE: Resolution Serial No. 08-24: Adopting The F&-09 Salary Structure And Pay Ranges In Accordance With WMC 3.55.040 And Repealing Resolution Serial No. 07-24.

Agenda of: June 23, 2008

Date: June 13, 2008

Originator: Marvin Yoder, Deputy Administrator

Route to:	Department	Signature/Date
	Police, Youth Court, Dispatch, Code Compliance	
	Cultural and Recreation Services, Library, Museum, Sports Complex	
	Public Works, Recreation Facility Maintenance	
X	Finance, MIS, Purchasing	CFO <i>[Signature]</i> 6/13/08
X	Deputy Administrator, Planning, Economic Development, Human Resources	<i>[Signature]</i>
X	City Clerk	<i>[Signature]</i>

REVIEWED BY MAYOR DIANNE M. KELLER: *Dianne M. Keller* 6/16/08

FISCAL IMPACT: yes\$ or no Funds Available yes no

Account name/number:

Attachments:

SUMMARY STATEMENT:

In 2007, MBL Consulting from Portland, completed a wage comparison study which resulted in the Salary Structure and Pay Grades. This study evaluated City wages and benefits with similar work in the Mat-Su Borough and Wasilla area.

The FY-2008 the Salary Structure and Pay Grades were adopted in Resolution Serial No. 07-24 and was developed based on that study. Due to budget constraints in FY-2008, the City did not complete a study as we have in previous years. Therefore, the Salary Structure and Pay Grades that was adopted for FY-2008 will remain in place and will continue through FY-2009.

Resolution Serial No. 08-24 reflects the new effective date of the Salary Structure and Pay Grades from July 1, 2008 through June 30, 2009.

The merit increase for each employee is based on their Summary Performance Rating and Position in Salary Grade

2009

	60.4%	1.0%	34.4%	4.2%	0%	100.0%
	Meets 3.0-3.99	Exceptional 4.8+	Exceeds 4.0-4.79	Needs Improvement 2.0-2.99	Does Not Meet 1.0-1.99	
1st Quartile (minimum to Q2) 25.0%	3.75% to 4.25%	5.50% to 7.00%	4.00% to 4.75%	1.00% to 2.00%	0.00%	
2nd Quartile (Q2 to midpoint) 33.3%	2.75% to 3.75%	4.50% to 6.00%	3.00% to 4.25%	1.00% to 1.50%	0.00%	
3rd Quartile (midpoint to Q3) 33.3%	1.75% to 2.75%	3.50% to 5.00%	2.00% to 3.25%	0.00%	0.00%	
4th Quartile (Q3 to maximum) 8.3%	0.75% to 1.75%	2.50% to 4.00%	1.00% to 2.25%	0.00%	0.00%	
						100%

Actual FY09 Quartile Distribution

Cost as Percent of Current Annualized Payroll: 3.0%