

By: Human Resources
Adopted: May 23, 2016
Vote: Burney, Graham, O'Barr, Wall, and Wilson in favor
Sullivan-Leonard absent

**City Of Wasilla
Resolution Serial No. 16-09**

A Resolution Of The Wasilla City Council Adopting Fiscal Year 2017 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.

NOW, THEREFORE, BE IT RESOLVED, that the Wasilla City Council adopts Fiscal Year 2017 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 May 23, 2016.


BERT L. COTTLE, Mayor

ATTEST:


JAMIE NEWMAN, MMC, City Clerk

[SEAL]

CITY COUNCIL LEGISLATION STAFF REPORT

Resolution Serial No. 16-09: A Resolution of the Wasilla City Council adopting Fiscal Year 2017 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 *D Faeo*

Date: 5/11/2016

Agenda of: 5/23/2016

Route to:	Department Head	Signature	Date
X	Finance Director	<i>[Signature]</i>	5-11-16
X	Deputy Administrator	<i>[Signature]</i>	5/11/16
X	City Clerk	<i>[Signature]</i>	5/11/16

Reviewed by Mayor Bert L. Cottle *[Signature]* 5-11-2016

Fiscal Impact: yes or no

Funds Available: yes or no

Account name/number: N/A

Attachments: Non-Union Hourly Pay Rates FY2017 (2 pages)
 Non-Union Salaried Pay Rates FY2017 (1 page)
 Laborers' Local 341 Wage Rates FY2017 (1 page)
 Engineers' Local 302 Wage Rates FY2017 (1 page)

Summary Statement: The wage scales for non-union hourly and non-union salaried has been increased by 1.75% CPI plus step. The wage scales for Laborers' Local 341 employees has been increased by 1.75% CPI with a freeze on step increases. The wage scale for Engineers' Local 302 has been increased by 1.75% CPI plus 2% step increase. The City of Wasilla is currently in contract negotiations with Teamsters Local 959. Should contract negotiations extend beyond July 1, 2016; 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	1.75% CPI Increase, plus step
Laborers' Local 341 FY2016 Wage Rates	1.75% CPI Increase, no step
Engineers' Local 302 FY2016 Wage Rates	1.75% CPI Increase, plus 2% step

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. 16-09.

Non-Union Hourly Pay Rates
Effective 7/1/2016
(Includes 1.75% 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%					
1	not used-below minimum wage standard													
2	Library Helper	\$ 10.90	\$ 11.18	\$ 11.47	\$ 11.76	\$ 12.06	\$ 12.37	\$ 12.69	\$ 12.98	\$ 13.27	\$ 13.57	\$ 13.88	\$ 14.19	\$ 14.51
	Building Custodial Laborer													
	Museum Helper													
	Information Technology Helper													
	Sports Center Helper													
3	Parks & Recreation Laborer	\$ 13.08	\$ 13.42	\$ 13.76	\$ 14.11	\$ 14.47	\$ 14.84	\$ 15.22	\$ 15.56	\$ 15.91	\$ 16.27	\$ 16.64	\$ 17.01	\$ 17.39
	Beautification Laborer													
	ALPAR Supervisor													
	Roads Laborer													
	Assistant Ice Skating Instructor													
	Water Distribution Tech													
4	Finance Clerk I	\$ 15.70	\$ 16.10	\$ 16.51	\$ 16.93	\$ 17.36	\$ 17.80	\$ 18.26	\$ 18.67	\$ 19.09	\$ 19.52	\$ 19.96	\$ 20.41	\$ 20.87
	Museum Aide													
	Public Works Clerical Assistant													
	Administrative Assistant													
5	Park Ranger	\$ 18.83	\$ 19.31	\$ 19.81	\$ 20.32	\$ 20.84	\$ 21.37	\$ 21.92	\$ 22.41	\$ 22.91	\$ 23.43	\$ 23.96	\$ 24.50	\$ 25.05
	Ice Skating Program Facilitator													
	Library Aide II													
6	Finance Clerk II	\$ 20.72	\$ 21.25	\$ 21.79	\$ 22.35	\$ 22.92	\$ 23.51	\$ 24.11	\$ 24.65	\$ 25.20	\$ 25.77	\$ 26.35	\$ 26.94	\$ 27.55
7	Finance Clerk III	\$ 22.79	\$ 23.37	\$ 23.97	\$ 24.58	\$ 25.21	\$ 25.86	\$ 26.52	\$ 27.12	\$ 27.73	\$ 28.35	\$ 28.99	\$ 29.64	\$ 30.31
	HR Assistant													
	City Administrative Aide													
	Planning Clerk													
	Public Works Clerk													
	Recreation Coordinator													
	Administrative Aide to City Clerk													
	Library Aide III													

Non-Union Hourly Pay Rates
Effective 7/1/2016
(Includes 1.75% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
8	Staff Accountant Museum Curator	\$ 25.06	\$ 25.70	\$ 26.36	\$ 27.04	\$ 27.73	\$ 28.44	\$ 29.17	\$ 29.83	\$ 30.50	\$ 31.19	\$ 31.89	\$ 32.61	\$ 33.34
9	User Services Librarian Youth Services Librarian Deputy City Clerk IT Network Support Specialist HR Generalist	\$ 27.57	\$ 28.28	\$ 29.01	\$ 29.75	\$ 30.51	\$ 31.29	\$ 32.09	\$ 32.81	\$ 33.55	\$ 34.31	\$ 35.08	\$ 35.87	\$ 36.68
10	(No Current Positions)	\$ 30.32	\$ 31.10	\$ 31.90	\$ 32.72	\$ 33.56	\$ 34.42	\$ 35.30	\$ 36.09	\$ 36.90	\$ 37.73	\$ 38.58	\$ 39.45	\$ 40.34
11	Maintenance Supervisor	\$ 33.35	\$ 34.21	\$ 35.09	\$ 35.99	\$ 36.91	\$ 37.86	\$ 38.83	\$ 39.70	\$ 40.59	\$ 41.50	\$ 42.43	\$ 43.38	\$ 44.36
	20% between each Grade from 2 - 5													
	10% between each Grade from 6 - 11.													
	Steps equal 2.5% increments A to Mid													
	Steps equal 2.25% increments Mid to M													

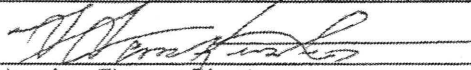
Non-Union Salaried Pay Rates
Effective 7/1/2016
(Includes 1.75% COLA)

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	\$ 60,657	\$ 62,212	\$ 63,808	\$ 65,444	\$ 67,122	\$ 68,843	\$ 70,608	\$ 72,197	\$ 73,821	\$ 75,482	\$ 77,180	\$ 78,917	\$ 80,693
	Event Production & Facility Supervisor													
	Executive Assistant to the Mayor													
21	City Engineer	\$ 66,723	\$ 68,434	\$ 70,188	\$ 71,988	\$ 73,834	\$ 75,727	\$ 77,669	\$ 79,416	\$ 81,203	\$ 83,030	\$ 84,898	\$ 86,809	\$ 88,762
	City Planner													
	Economic Planner													
	Purchasing/Contracting Officer													
	Tax Auditor/Accountant													
	Records & Communication Mgr													
22	(No Current Positions)	\$ 73,395	\$ 75,277	\$ 77,207	\$ 79,187	\$ 81,217	\$ 83,300	\$ 85,436	\$ 87,358	\$ 89,324	\$ 91,333	\$ 93,388	\$ 95,490	\$ 97,638
23	Police Lieutenant	\$ 80,735	\$ 82,805	\$ 84,928	\$ 87,106	\$ 89,339	\$ 91,630	\$ 93,979	\$ 96,094	\$ 98,256	\$ 100,467	\$ 102,727	\$ 105,039	\$ 107,402
24	Deputy Chief of Police	\$ 88,808	\$ 91,085	\$ 93,421	\$ 95,816	\$ 98,273	\$ 100,793	\$ 103,377	\$ 105,703	\$ 108,081	\$ 110,513	\$ 113,000	\$ 115,542	\$ 118,142
	Controller													
	Deputy Director of Public Works													
25	Chief of Police	\$ 97,689	\$ 100,194	\$ 102,763	\$ 105,398	\$ 108,100	\$ 110,872	\$ 113,715	\$ 116,273	\$ 118,890	\$ 121,565	\$ 124,300	\$ 127,097	\$ 129,956
	Director of Finance													
	Director of Public Works													
	Deputy Administrator													
	Recreational & Cultural Services Director													
	City Clerk													
26	Mayor	\$ 97,689	\$ 100,194	\$ 102,763	\$ 105,398	\$ 108,100	\$ 110,872	\$ 113,715	\$ 116,273	\$ 118,890	\$ 121,565	\$ 124,300	\$ 127,097	\$ 129,956
	10% between each Grade from 20-25/26.													
	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, 2016 (FY2017) - 1.75% COLA Increase
With No Step Increase**

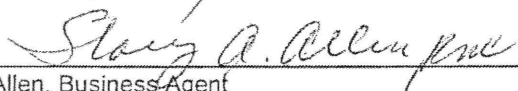
One Year Increment Steps @ 2.0%

	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I
Maintenance Specialist	4	25.63	26.16	26.68	27.22	27.76	28.32	28.88	29.46	30.04
Bldg Support Lead	3	23.76	24.24	24.73	25.21	25.73	26.24	26.76	27.30	27.84
Secretary	2	19.39	19.78	20.18	20.58	20.99	21.41	21.84	22.27	22.73
Bldg Support Laborer	1	17.86	18.21	18.58	18.95	19.32	19.71	20.11	20.50	20.92



Troy Tankersley, Finance Director

5-9-2016
Date




Stacy Allen, Business Agent

May 9th 2016
Date

Local 302 Appendix A: Job Classifications and Wage Rates
 Effective July 1, 2016 CPI = 1.75% + 2% step increase
 Section 16.3 Step Movements shall apply for the period July 1, 2016 through June 30, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Operator in Training	\$17.88	\$18.24	\$18.61	\$18.99	\$19.38	\$19.78	\$20.18	\$20.59	\$21.01	\$21.44	\$21.87	\$22.31	\$22.76	\$23.22	\$23.68	\$24.15	\$24.63	\$25.12	\$25.62	\$26.13
Parks & Property Tech I	\$20.51	\$20.93	\$21.36	\$21.80	\$22.24	\$22.69	\$23.15	\$23.62	\$24.10	\$24.59	\$25.08	\$25.58	\$26.09	\$26.61	\$27.14	\$27.68	\$28.23	\$28.79	\$29.37	\$29.96
Facilities Maintenance Tech I	\$24.16	\$24.65	\$25.15	\$25.66	\$26.18	\$26.71	\$27.26	\$27.82	\$28.39	\$28.97	\$29.55	\$30.14	\$30.74	\$31.35	\$31.98	\$32.62	\$33.27	\$33.94	\$34.62	\$35.31
Roads Tech I																				
Waste Water Tech I																				
Water Tech I																				
Facilities Maintenance Tech II	\$27.73	\$28.30	\$28.88	\$29.47	\$30.07	\$30.68	\$31.31	\$31.95	\$32.60	\$33.27	\$33.94	\$34.62	\$35.31	\$36.02	\$36.74	\$37.47	\$38.22	\$38.98	\$39.76	\$40.56
Parks & Property Tech II																				
Roads Tech II																				
Waste Water Tech II																				
Water Tech II																				


 Troy Tankersley, Finance Director

3-7-2016
 Date


 Shane Linse, Field Representative

3-7-16
 Date