

By: Human Resources
Adopted: May 22, 2017
Yes: Dryden, Ledford, O'Barr
No: Burney, Graham, Harvey
Absent: None
Mayor Cottle voted in favor to break tie

**City Of Wasilla
Resolution Serial No. 17-18**

A Resolution Of The Wasilla City Council Adopting Fiscal Year 2018 Salary Structure And Pay Ranges For Non-Represented Employees And Employees Represented By Teamsters Local 959.

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. 16-08, ratifying the collective bargaining agreement between the City and the Teamsters Local 959, and the attached Appendix A: Wage Schedule; and

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

NOW, THEREFORE, BE IT RESOLVED, that the Wasilla City Council adopts Fiscal Year 2018 salary structure and pay ranges for non-represented employees and employees represented by Teamsters Local 959 as attached.

ADOPTED by the Wasilla City Council on May 22, 2017.


BERT L. COTTLE, Mayor

ATTEST:


JAMIE NEWMAN, MMC, City Clerk

[SEAL]

CITY OF
WASILLA
 • ALASKA •




CITY COUNCIL LEGISLATION STAFF

REPORT

Resolution Serial No. 17-18: A Resolution of the Wasilla City Council adopting Fiscal Year 2018 Salary Structure and Pay Ranges for Non-Represented employees and employees represented by Teamsters Local 959.

Originator: Donna Faeo, Human Resources Generalist
 Date: 5/10/2017

Agenda of: 5/22/2017

Route to:	Department Head	Signature	Date
X	Finance Director		5-12-17
X	Deputy Administrator		5/11/17
X	City Clerk		5/11/17

Reviewed by Mayor Bert L. Cottle  5/11/2017

Fiscal Impact: yes or no **Funds Available:** yes or no

Account name/number: N/A

Attachments: Non-Represented Hourly Pay Rates FY2018 (2 pages)
 Non-Represented Salaried Pay Rates FY2018 (1 page)
 Teamsters Local 959 Wage Rates FY2018 (1 page)

Summary Statement: The wage scales for non-represented hourly, non-represented salaried and Teamsters Local 959 has been increased by .85% CPI (3-year average of Anchorage CPI). Non-Represented hourly and salary employees will be allowed to step up, one step effective July 1, 2017. Employees represented by Teamsters L959 will not step July 1, 2017 as per the Collective Bargaining Agreement.

Non-Represented Hourly and Salaried FY2018 Pay Rates	.85% CPI Increase, plus step
Teamsters Local 959 Wage Rates	.85% CPI Increase, no 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 Teamsters Local 959, Article 20.05, and for non-represented hourly and salaried employees as allowed in WMC 3.55.060B.

Recommended Action: Adopt Resolution Serial No. 17-18.

Non-Represented Hourly Pay Rates
Effective 7/1/2017
(Includes .85% 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	\$ 11.00	\$ 11.28	\$ 11.57	\$ 11.87	\$ 12.17	\$ 12.48	\$ 12.80	\$ 13.09	\$ 13.38	\$ 13.68	\$ 13.99	\$ 14.30	\$ 14.62
	Building Custodial Laborer													
	Museum Helper													
	Sports Center Helper													
3	Parks & Recreation Laborer	\$ 13.19	\$ 13.53	\$ 13.88	\$ 14.24	\$ 14.61	\$ 14.98	\$ 15.36	\$ 15.71	\$ 16.06	\$ 16.42	\$ 16.79	\$ 17.17	\$ 17.56
	Beautification Laborer													
	ALPAR Supervisor													
	Roads Laborer													
	Assistant Ice Skating Instructor													
	Water Distribution Tech													
4	Museum Aide	\$ 15.82	\$ 16.23	\$ 16.65	\$ 17.08	\$ 17.52	\$ 17.97	\$ 18.43	\$ 18.84	\$ 19.26	\$ 19.69	\$ 20.13	\$ 20.58	\$ 21.04
	Public Works Clerical Assistant													
	Administrative Assistant													
	Library Aide I													
5	Park Ranger	\$ 19.00	\$ 19.49	\$ 19.99	\$ 20.50	\$ 21.03	\$ 21.57	\$ 22.12	\$ 22.62	\$ 23.13	\$ 23.65	\$ 24.18	\$ 24.72	\$ 25.28
	Ice Skating Program Facilitator													
	Library Aide II													
	Finance Clerk I													
	IT Helper													
	Aquatic Equipment Operator													
6	Finance Clerk II	\$ 20.90	\$ 21.44	\$ 21.99	\$ 22.55	\$ 23.13	\$ 23.72	\$ 24.33	\$ 24.88	\$ 25.44	\$ 26.01	\$ 26.60	\$ 27.20	\$ 27.81
7	Finance Clerk III	\$ 22.99	\$ 23.58	\$ 24.18	\$ 24.80	\$ 25.44	\$ 26.09	\$ 26.76	\$ 27.36	\$ 27.98	\$ 28.61	\$ 29.25	\$ 29.91	\$ 30.58
	HR Assistant													
	City Administrative Aide													
	Planning Clerk													
	Public Works Clerk													
	Recreation Coordinator													
	Administrative Aide to City Clerk													
	Library Aide III													

Non-Represented Hourly Pay Rates
Effective 7/1/2017
(Includes .85% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
8	Staff Accountant	\$ 25.29	\$ 25.94	\$ 26.60	\$ 27.28	\$ 27.98	\$ 28.70	\$ 29.44	\$ 30.10	\$ 30.78	\$ 31.47	\$ 32.18	\$ 32.90	\$ 33.64
	Museum Curator													
9	User Services Librarian	\$ 27.82	\$ 28.53	\$ 29.26	\$ 30.01	\$ 30.78	\$ 31.57	\$ 32.38	\$ 33.11	\$ 33.85	\$ 34.62	\$ 35.40	\$ 36.20	\$ 37.01
	Youth Services Librarian													
	Deputy City Clerk													
	HR Generalist													
10	IT Network Support Specialist	\$ 30.60	\$ 31.38	\$ 32.18	\$ 33.01	\$ 33.86	\$ 34.73	\$ 35.62	\$ 36.42	\$ 37.24	\$ 38.08	\$ 38.94	\$ 39.82	\$ 40.72
11	Maintenance Supervisor	\$ 33.66	\$ 34.52	\$ 35.41	\$ 36.32	\$ 37.25	\$ 38.20	\$ 39.18	\$ 40.06	\$ 40.96	\$ 41.88	\$ 42.82	\$ 43.78	\$ 44.77
	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-Represented Salaried Pay Rates
Effective 7/1/2017
(Includes .85% 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	Event Production & Facility Supervisor Executive Assistant to the Mayor	\$ 61,173	\$ 62,741	\$ 64,350	\$ 66,000	\$ 67,692	\$ 69,428	\$ 71,208	\$ 72,810	\$ 74,448	\$ 76,124	\$ 77,836	\$ 79,588	\$ 81,378	
21	Library Director City Engineer City Planner Economic Planner Purchasing/Contracting Officer Tax Auditor/Accountant Records & Communication Mgr	\$ 67,290	\$ 69,015	\$ 70,785	\$ 72,600	\$ 74,461	\$ 76,371	\$ 78,329	\$ 80,091	\$ 81,893	\$ 83,736	\$ 85,620	\$ 87,546	\$ 89,516	
22	(No Current Positions)	\$ 74,019	\$ 75,917	\$ 77,863	\$ 79,860	\$ 81,907	\$ 84,008	\$ 86,162	\$ 88,100	\$ 90,083	\$ 92,109	\$ 94,182	\$ 96,301	\$ 98,468	
23	Police Lieutenant	\$ 81,421	\$ 83,508	\$ 85,650	\$ 87,846	\$ 90,098	\$ 92,408	\$ 94,778	\$ 96,910	\$ 99,091	\$ 101,320	\$ 103,600	\$ 105,931	\$ 108,315	
24	Deputy Chief of Police Controller Deputy Director of Public Works	\$ 89,563	\$ 91,859	\$ 94,215	\$ 96,630	\$ 99,108	\$ 101,649	\$ 104,256	\$ 106,601	\$ 109,000	\$ 111,452	\$ 113,960	\$ 116,524	\$ 119,146	
25	Chief of Police Director of Finance Director of Public Works Deputy Administrator Recreational & Cultural Services Director City Clerk	\$ 98,519	\$ 101,045	\$ 103,636	\$ 106,293	\$ 109,019	\$ 111,814	\$ 114,681	\$ 117,262	\$ 119,900	\$ 122,598	\$ 125,356	\$ 128,177	\$ 131,061	
26	Mayor	\$ 98,519	\$ 101,045	\$ 103,636	\$ 106,293	\$ 109,019	\$ 111,814	\$ 114,681	\$ 117,262	\$ 119,900	\$ 122,598	\$ 125,356	\$ 128,177	\$ 131,061	
	10% between each Grade from 20-25/26.														
	Steps equal 2.5% increments A to Mid														
	Steps equal 2.25% increments Mid to M														

Step and Grade for FY 2018 - 0.85% CPI Increase + 0% Step

Section 20.02 is not applicable for July 1, 2017 - June 30, 2018

	Grade	One Year Increment Steps @ 2.5% (not applicable in FY18)							Journeyman	Bonus One Year Increment Steps @ 2.25% (not applicable in FY18)									
		A	B	C	D	E	F	G		H	I	J	K	L	M	N	O	P	Q
Admin Asst	7	\$20.81	\$21.32	\$21.87	\$22.44	\$23.02	\$23.61	\$24.21	\$24.82	\$25.38	\$25.96	\$26.54	\$27.13	\$27.73	\$28.38	\$29.00	\$29.65	\$30.34	
Call Takers	7	\$20.81	\$21.32	\$21.87	\$22.44	\$23.02	\$23.61	\$24.21	\$24.82	\$25.38	\$25.96	\$26.54	\$27.13	\$27.73	\$28.38	\$29.00	\$29.65	\$30.34	
Disp trainee	7	\$20.81	\$21.32	\$21.87	\$22.44	\$23.02	\$23.61	\$24.21	\$24.82	\$25.38	\$25.96	\$26.54	\$27.13	\$27.73	\$28.38	\$29.00	\$29.65	\$30.34	
Probation	8	\$23.08	\$23.69	\$24.28	\$24.92	\$25.56	\$26.22	\$26.89	\$27.59	\$28.20	\$28.84	\$29.50	\$30.14	\$30.84	\$31.53	\$32.24	\$32.96	\$33.70	
Dispatch	8	\$23.08	\$23.69	\$24.28	\$24.92	\$25.56	\$26.22	\$26.89	\$27.59	\$28.20	\$28.84	\$29.50	\$30.14	\$30.84	\$31.53	\$32.24	\$32.96	\$33.70	
Officer 1	9	\$25.67	\$26.32	\$27.01	\$27.69	\$28.41	\$29.14	\$29.88	\$30.65	\$31.33	\$32.04	\$32.76	\$33.49	\$34.25	\$35.03	\$35.80	\$36.61	\$37.44	
Dispatch Supr	9	\$25.67	\$26.32	\$27.01	\$27.69	\$28.41	\$29.14	\$29.88	\$30.65	\$31.33	\$32.04	\$32.76	\$33.49	\$34.25	\$35.03	\$35.80	\$36.61	\$37.44	
Officer 2	10	\$28.54	\$29.28	\$30.03	\$30.80	\$31.59	\$32.38	\$33.20	\$34.05	\$34.81	\$35.60	\$36.42	\$37.21	\$38.05	\$38.91	\$39.80	\$40.69	\$41.60	
Code Cmplnce	10	\$28.54	\$29.28	\$30.03	\$30.80	\$31.59	\$32.38	\$33.20	\$34.05	\$34.81	\$35.60	\$36.42	\$37.21	\$38.05	\$38.91	\$39.80	\$40.69	\$41.60	
Tech Support I	10	\$28.54	\$29.28	\$30.03	\$30.80	\$31.59	\$32.38	\$33.20	\$34.05	\$34.81	\$35.60	\$36.42	\$37.21	\$38.05	\$38.91	\$39.80	\$40.69	\$41.60	
Investigator	11	\$31.65	\$32.46	\$33.31	\$34.17	\$35.06	\$35.95	\$36.88	\$37.83	\$38.68	\$39.55	\$40.44	\$41.35	\$42.29	\$43.22	\$44.19	\$45.18	\$46.20	
Tech Support II	11	\$31.65	\$32.46	\$33.31	\$34.17	\$35.06	\$35.95	\$36.88	\$37.83	\$38.68	\$39.55	\$40.44	\$41.35	\$42.29	\$43.22	\$44.19	\$45.18	\$46.20	
Sargeants	12	\$35.21	\$36.11	\$37.04	\$37.99	\$38.96	\$39.96	\$40.98	\$42.02	\$42.97	\$43.93	\$44.93	\$45.95	\$46.98	\$48.04	\$49.11	\$50.21	\$51.34	
Troy Tankersley, Finance Director									Date										Date
Bert L Cottle, Mayor									Date										
<p>Year 3 : July 1, 2017 - June 30, 2018 - 3-year Average CPI addition to pay scale + 0%. It is agreed to: Section 20.02 is not applicable for year 3 (July 1, 2017 - June 30, 2018)</p>																			