

By: Human Resources
Postponed to July 9, 2018: June 25, 2018
Adopted: July 9, 2018
Yes: Burney, Dryden, Graham, Harvey, Ledford, O'Barr
No: None
Absent: None

**City Of Wasilla
Resolution Serial No. 18-16**

A Resolution Of The Wasilla City Council Adopting Fiscal Year 2019 Salary Structure And Pay Ranges For Non-Union Employees, International Union Of Operating Engineers' Local 302, and Laborers' Local 341 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. 17-12, ratifying the collective bargaining agreement between the City and the International Union of Operating Engineers Local 302, and the attached Appendix A: Job Classifications and Wage Rates; and

WHEREAS, by adoption of Resolution Serial No. 17-20, ratifying the collective bargaining agreement between the City and the Laborers' Local 341, and the attached Appendix A: Job Classifications and Wage Rates; 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 2019 Salary Structure and Pay Ranges for Non-Union employees, International Union of Operating Engineers' Local 302, and Laborers' Local 341 employees of The City of Wasilla as attached.

ADOPTED by the Wasilla City Council on July 9, 2018.


BERT L. COTTLE, Mayor

ATTEST:


JAMIE NEWMAN, MMC, City Clerk

[SEAL]

WASILLA

• ALASKA •

CITY COUNCIL LEGISLATION STAFF




REPORT

Resolution Serial No. 18-16: A Resolution Of The Wasilla City Council Adopting Fiscal Year 2019 Salary Structure And Pay Ranges For Non-Union Employees, International Union Of Operating Engineers Local 302, and Laborers' Local 341 Employees Of The City Of Wasilla.

Originator: Donna Faeo, Human Resources Generalist

Date: 6/12/2018

Agenda of: 6/25/2018

Route to:	Department Head	Signature	Date
X	Finance Director		6/27/18
X	Deputy Administrator		6/27/18
X	City Clerk		6/27/18

Reviewed by Mayor Bert L. Cottle

 6/27/2018

Fiscal Impact: yes or no

Funds Available: yes or no

Account name/number: N/A

- Attachments:** Non-Union Hourly Pay Rates FY2019 (2 pages)
 Non-Union Salaried Pay Rates FY2019 (1 page)
 Engineers' Local 302 Wage Rates FY2019 (1 page)
 Laborers' Local 341 Wage Rates FY2019 (1 page)
 Resolution Serial No. 18-16 (2 pages)

Summary Statement: The pay rates for non-union hourly, and non-union salaried has been increased by .47% CPI, plus step. The wage rates for Engineers' Local 302 has been increased by .47% CPI, plus step. The wage rates for Laborers' Local 341 has been increased by 1.2% CPI, plus step.

Non-Union Hourly and Salaried FY2019 Pay Rates	.47% CPI Increase, plus step
Engineers' Local 302 FY2019 Wage Rates	.47% CPI Increase, plus step
Laborers' Local 341 FY2019 Wage Rates	1.2% CPI Increase, plus 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 17.3 and for non-represented hourly and salaried employees as allowed in WMC 3.55.060B.

Recommended Action: Adopt Resolution Serial No. 18-16.

Non-Represented Hourly Pay Rates
Effective 7/1/2018
(Includes .47% 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	\$ 11.05	\$ 11.33	\$ 11.62	\$ 11.92	\$ 12.23	\$ 12.54	\$ 12.86	\$ 13.15	\$ 13.45	\$ 13.75	\$ 14.06	\$ 14.38	\$ 14.70
	Building Custodial Laborer													
	Museum Helper													
	Sports Center Helper													
3	Parks & Recreation Laborer	\$ 13.24	\$ 13.58	\$ 13.93	\$ 14.29	\$ 14.66	\$ 15.04	\$ 15.43	\$ 15.78	\$ 16.14	\$ 16.50	\$ 16.87	\$ 17.25	\$ 17.64
	Beautification Laborer													
	ALPAR Supervisor													
	Roads Laborer													
	Assistant Ice Skating Instructor													
	Water Distribution Tech													
4	Museum Aide	\$ 15.91	\$ 16.32	\$ 16.74	\$ 17.17	\$ 17.61	\$ 18.06	\$ 18.52	\$ 18.94	\$ 19.37	\$ 19.81	\$ 20.26	\$ 20.72	\$ 21.19
	Public Works Clerical Assistant													
	Administrative Assistant													
	Library Aide I													
5	Park Ranger	\$ 19.10	\$ 19.59	\$ 20.09	\$ 20.60	\$ 21.13	\$ 21.67	\$ 22.23	\$ 22.73	\$ 23.24	\$ 23.76	\$ 24.29	\$ 24.84	\$ 25.40
	Ice Skating Program Facilitator													
	Library Aide II													
	Finance Clerk I													
	IT Helper													
	Aquatic Equipment Operator													
6	Finance Clerk II	\$ 21.00	\$ 21.54	\$ 22.09	\$ 22.66	\$ 23.24	\$ 23.84	\$ 24.45	\$ 25.00	\$ 25.56	\$ 26.14	\$ 26.73	\$ 27.33	\$ 27.94
7	Finance Clerk III	\$ 23.11	\$ 23.70	\$ 24.31	\$ 24.93	\$ 25.57	\$ 26.23	\$ 26.90	\$ 27.51	\$ 28.13	\$ 28.76	\$ 29.41	\$ 30.07	\$ 30.75
	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 7/1/2018
(Includes .47% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
8	Staff Accountant	\$ 25.42	\$ 26.07	\$ 26.74	\$ 27.43	\$ 28.13	\$ 28.85	\$ 29.59	\$ 30.26	\$ 30.94	\$ 31.64	\$ 32.35	\$ 33.08	\$ 33.82
	Museum Curator													
9	User Services Librarian	\$ 27.97	\$ 28.69	\$ 29.43	\$ 30.18	\$ 30.95	\$ 31.74	\$ 32.55	\$ 33.28	\$ 34.03	\$ 34.80	\$ 35.58	\$ 36.38	\$ 37.20
	Youth Services Librarian													
	Deputy City Clerk													
	HR Generalist													
10	IT Network Support Specialist	\$ 30.76	\$ 31.55	\$ 32.36	\$ 33.19	\$ 34.04	\$ 34.91	\$ 35.81	\$ 36.62	\$ 37.44	\$ 38.28	\$ 39.14	\$ 40.02	\$ 40.92
11	Maintenance Supervisor	\$ 33.84	\$ 34.71	\$ 35.60	\$ 36.51	\$ 37.45	\$ 38.41	\$ 39.39	\$ 40.28	\$ 41.19	\$ 42.12	\$ 43.07	\$ 44.04	\$ 45.03
	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 7/1/2018
(Includes .47% 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	\$ 61,460	\$ 63,036	\$ 64,653	\$ 66,310	\$ 68,011	\$ 69,754	\$ 71,543	\$ 73,153	\$ 74,799	\$ 76,482	\$ 78,202	\$ 79,962	\$ 81,761	
21	Library Director City Engineer City Planner Economic Planner Purchasing/Contracting Officer Tax Auditor/Accountant Records & Communication Mgr	\$ 67,606	\$ 69,340	\$ 71,118	\$ 72,941	\$ 74,812	\$ 76,730	\$ 78,697	\$ 80,468	\$ 82,279	\$ 84,130	\$ 86,023	\$ 87,958	\$ 89,937	
22	(No Current Positions)	\$ 74,367	\$ 76,274	\$ 78,230	\$ 80,235	\$ 82,293	\$ 84,403	\$ 86,567	\$ 88,515	\$ 90,506	\$ 92,543	\$ 94,625	\$ 96,754	\$ 98,931	
23	Police Lieutenant	\$ 81,804	\$ 83,901	\$ 86,053	\$ 88,259	\$ 90,522	\$ 92,843	\$ 95,224	\$ 97,366	\$ 99,557	\$ 101,797	\$ 104,087	\$ 106,429	\$ 108,824	
24	Deputy Chief of Police Controller Deputy Director of Public Works	\$ 89,984	\$ 92,291	\$ 94,658	\$ 97,085	\$ 99,574	\$ 102,127	\$ 104,746	\$ 107,103	\$ 109,513	\$ 111,977	\$ 114,496	\$ 117,072	\$ 119,707	
25	Chief of Police Director of Finance Director of Public Works Deputy Administrator Recreational & Cultural Services Director City Clerk	\$ 98,982	\$ 101,520	\$ 104,124	\$ 106,793	\$ 109,532	\$ 112,340	\$ 115,221	\$ 117,813	\$ 120,464	\$ 123,174	\$ 125,946	\$ 128,780	\$ 131,677	
26	Mayor	\$ 98,982	\$ 101,520	\$ 104,124	\$ 106,793	\$ 109,532	\$ 112,340	\$ 115,221	\$ 117,813	\$ 120,464	\$ 123,174	\$ 125,946	\$ 128,780	\$ 131,677	
	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 302 Appendix A: Job Classifications and Wage Rates
Effective July 1, 2018 CPI = .47% + 2% step increase
Section 16.3 Step Movements shall apply for the period July 1, 2017 through June 30, 2020

One-year Increment Steps @ 2%																				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	CPI ADJ Step 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	\$18.11	\$18.49	\$18.86	\$19.24	\$19.63	\$20.05	\$20.46	\$20.87	\$21.29	\$21.72	\$22.16	\$22.61	\$23.06	\$23.53	\$23.99	\$24.47	\$24.97	\$25.45	\$25.96	\$26.47
Parks & Property Tech I	\$20.78	\$21.21	\$21.64	\$22.09	\$22.54	\$22.99	\$23.46	\$23.93	\$24.41	\$24.92	\$25.41	\$25.92	\$26.43	\$26.97	\$27.50	\$28.05	\$28.60	\$29.17	\$29.76	\$30.35
Facilities Maintenance Tech I	\$24.48	\$24.98	\$25.48	\$26.00	\$26.52	\$27.07	\$27.62	\$28.19	\$28.76	\$29.36	\$29.94	\$30.54	\$31.15	\$31.77	\$32.40	\$33.05	\$33.71	\$34.39	\$35.07	\$35.78
Roads Tech I																				
Waste Water Tech I																				
Water Tech I																				
Facilities Maintenance Tech II	\$28.10	\$28.67	\$29.27	\$29.86	\$30.47	\$31.09	\$31.73	\$32.37	\$33.03	\$33.71	\$34.39	\$35.07	\$35.78	\$36.50	\$37.22	\$37.97	\$38.72	\$39.49	\$40.29	\$41.09
Parks & Property Tech II																				
Roads Tech II																				
Waste Water Tech II																				
Water Tech II																				

Troy Tankersley, Finance Director

Date

Bert L. Cottle, Mayor

Date

Shane Linse, Field Representative

Date

