

By: Human Resources
Adopted: May 13 2019
Yes: Dryden, Graham, Harvey, Ledford, O'Barr
No: None
Absent: Burney

**City of Wasilla
Resolution Serial No. 19-10**

A Resolution Of The Wasilla City Council Adopting Fiscal Year 2020 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 resolution; and

WHEREAS, the Collective Bargaining Agreement that includes job classifications and wage rates between the City and the International Union of Operating Engineers Local 302, was ratified through the adoption of Resolution Serial No. 17-12, and the attached Appendix A: Job Classifications and Wage Rates; and

WHEREAS, the Collective Bargaining Agreement that includes job classifications and wage rates between the City and the Laborers' Local 341, was ratified through the adoption of Resolution Serial No. 17-20, 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 2020 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 May 13, 2019.


BERT L. COTTLE, Mayor

ATTEST:


JAMIE NEWMAN, MMC, City Clerk

[SEAL]

Non-Represented Hourly Pay Rates
Effective 7/1/2019
(Includes 1.32% 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 Building Custodial Laborer Museum Helper Sports Center Helper	\$ 11.20	\$ 11.48	\$ 11.77	\$ 12.08	\$ 12.39	\$ 12.71	\$ 13.03	\$ 13.32	\$ 13.63	\$ 13.93	\$ 14.25	\$ 14.57	\$ 14.89
3	Parks & Recreation Laborer Beautification Laborer ALPAR Supervisor Roads Laborer Assistant Ice Skating Instructor Water Distribution Tech	\$ 13.41	\$ 13.76	\$ 14.11	\$ 14.48	\$ 14.85	\$ 15.24	\$ 15.63	\$ 15.99	\$ 16.35	\$ 16.72	\$ 17.09	\$ 17.48	\$ 17.87
4	Museum Aide Public Works Clerical Assistant Administrative Assistant Library Aide I	\$ 16.12	\$ 16.54	\$ 16.96	\$ 17.40	\$ 17.84	\$ 18.30	\$ 18.76	\$ 19.19	\$ 19.63	\$ 20.07	\$ 20.53	\$ 20.99	\$ 21.47
5	Park Ranger Ice Skating Program Facilitator Library Aide II Finance Clerk I IT Helper Aquatic Equipment Operator	\$ 19.35	\$ 19.85	\$ 20.36	\$ 20.87	\$ 21.41	\$ 21.96	\$ 22.52	\$ 23.03	\$ 23.55	\$ 24.07	\$ 24.61	\$ 25.17	\$ 25.74
6	Finance Clerk II	\$ 21.28	\$ 21.82	\$ 22.38	\$ 22.96	\$ 23.55	\$ 24.15	\$ 24.77	\$ 25.33	\$ 25.90	\$ 26.49	\$ 27.08	\$ 27.69	\$ 28.31
7	Finance Clerk III HR Assistant City Administrative Aide Planning Clerk Public Works Clerk Recreation Coordinator Administrative Aide to City Clerk Library Aide III	\$ 23.42	\$ 24.01	\$ 24.63	\$ 25.26	\$ 25.91	\$ 26.58	\$ 27.26	\$ 27.87	\$ 28.50	\$ 29.14	\$ 29.80	\$ 30.47	\$ 31.16

Non-Represented Hourly Pay Rates
Effective 7/1/2019
(Includes 1.32% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
8	Staff Accountant Museum Curator	\$ 25.76	\$ 26.41	\$ 27.09	\$ 27.79	\$ 28.50	\$ 29.23	\$ 29.98	\$ 30.66	\$ 31.35	\$ 32.06	\$ 32.78	\$ 33.52	\$ 34.27
9	User Services Librarian Youth Services Librarian Deputy City Clerk HR Generalist	\$ 28.34	\$ 29.07	\$ 29.82	\$ 30.58	\$ 31.36	\$ 32.16	\$ 32.98	\$ 33.72	\$ 34.48	\$ 35.26	\$ 36.05	\$ 36.86	\$ 37.69
10	IT Network Support Specialist	\$ 31.17	\$ 31.97	\$ 32.79	\$ 33.63	\$ 34.49	\$ 35.37	\$ 36.28	\$ 37.10	\$ 37.93	\$ 38.79	\$ 39.66	\$ 40.55	\$ 41.46
11	Maintenance Supervisor	\$ 34.29	\$ 35.17	\$ 36.07	\$ 36.99	\$ 37.94	\$ 38.92	\$ 39.91	\$ 40.81	\$ 41.73	\$ 42.68	\$ 43.64	\$ 44.62	\$ 45.62
	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 7/1/2019
(Includes 1.32% 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	\$ 62,272	\$ 63,868	\$ 65,506	\$ 67,186	\$ 68,908	\$ 70,675	\$ 72,487	\$ 74,118	\$ 75,786	\$ 77,491	\$ 79,235	\$ 81,018	\$ 82,840	
	Executive Assistant to the Mayor														
21	Library Director	\$ 68,499	\$ 70,255	\$ 72,057	\$ 73,904	\$ 75,799	\$ 77,743	\$ 79,736	\$ 81,530	\$ 83,365	\$ 85,240	\$ 87,158	\$ 89,119	\$ 91,124	
	City Engineer														
	City Planner														
	Economic Planner														
	Purchasing/Contracting Officer														
	Tax Auditor/Accountant														
22	Records & Communications Manager	\$ 75,349	\$ 77,280	\$ 79,262	\$ 81,294	\$ 83,379	\$ 85,517	\$ 87,710	\$ 89,683	\$ 91,701	\$ 93,764	\$ 95,874	\$ 98,031	\$ 100,237	
23	Police Lieutenant	\$ 82,883	\$ 85,009	\$ 87,188	\$ 89,424	\$ 91,717	\$ 94,069	\$ 96,481	\$ 98,651	\$ 100,871	\$ 103,140	\$ 105,461	\$ 107,834	\$ 110,261	
24	Deputy Chief of Police	\$ 91,172	\$ 93,510	\$ 95,907	\$ 98,366	\$ 100,889	\$ 103,476	\$ 106,129	\$ 108,517	\$ 110,958	\$ 113,455	\$ 116,008	\$ 118,618	\$ 121,287	
	Controller														
	Deputy Director of Public Works														
25	Chief of Police	\$ 100,289	\$ 102,861	\$ 105,498	\$ 108,203	\$ 110,978	\$ 113,823	\$ 116,742	\$ 119,368	\$ 122,054	\$ 124,800	\$ 127,608	\$ 130,480	\$ 133,415	
	Director of Finance														
	Director of Public Works														
	Deputy Administrator														
	Recreational & Cultural Services Director														
	City Clerk														
26	Mayor	\$ 100,289	\$ 102,861	\$ 105,498	\$ 108,203	\$ 110,978	\$ 113,823	\$ 116,742	\$ 119,368	\$ 122,054	\$ 124,800	\$ 127,608	\$ 130,480	\$ 133,415	
	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, 2019 CPI = 1.32% + 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	\$18.35	\$18.73	\$19.11	\$19.49	\$19.89	\$20.32	\$20.73	\$21.15	\$21.57	\$22.01	\$22.45	\$22.91	\$23.36	\$23.84	\$24.31	\$24.79	\$25.30	\$25.79	\$26.30	\$26.82
Parks & Property Tech I	\$21.05	\$21.49	\$21.93	\$22.36	\$22.84	\$23.29	\$23.77	\$24.26	\$24.73	\$25.25	\$25.75	\$26.26	\$26.78	\$27.33	\$27.86	\$28.42	\$28.98	\$29.56	\$30.15	\$30.75
Facilities Maintenance Tech I	\$24.80	\$25.31	\$25.82	\$26.34	\$26.87	\$27.43	\$27.98	\$28.56	\$29.14	\$29.75	\$30.34	\$30.94	\$31.56	\$32.19	\$32.83	\$33.49	\$34.16	\$34.84	\$35.53	\$36.25
Roads Tech I																				
Waste Water Tech I																				
Water Tech I																				
Facilities Maintenance Tech II	\$28.47	\$29.05	\$29.66	\$30.25	\$30.87	\$31.50	\$32.15	\$32.80	\$33.47	\$34.15	\$34.84	\$35.53	\$36.25	\$36.98	\$37.71	\$38.47	\$39.23	\$40.01	\$40.82	\$41.63
Parks & Property Tech II																				
Roads Tech II																				
Waste Water Tech II																				
Water Tech II																				



 Troy Tankersley, Finance Director
 Date 2-29-19


 Shane Lise, Field Representative
 Date 3-27-19


 Ben L. Coyle, Mayor
 Date 3/29/2019

Local 341 Appendix A: Job Classifications and Wage Rates
Effective July 1, 2019 (FY2020) - Section 17.6 COLA Increase (1.5%) per MOA
With 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	Step J	Step K	Step L	Step M
Maintenance Specialist	4	26.85	27.41	27.95	28.51	29.09	29.68	30.26	30.87	31.48	32.10	32.74	33.40	34.07
Bldg Support Lead	3	24.90	25.40	25.90	26.41	26.95	27.49	28.04	28.60	29.17	29.75	30.34	30.95	31.58
Secretary	2	20.32	20.73	21.14	21.56	22.00	22.43	22.89	23.33	23.81	24.29	24.78	25.27	25.78
Bldg Support Laborer	1	18.72	19.07	19.47	19.85	20.25	20.65	21.07	21.48	21.92	22.36	22.81	23.25	23.73


 Troy Tankersley, Finance Director
 Date: 7-29-2019


 Brandon Calcaterra, Business Agent
 Date: 4/1/19


 Bert L. Cottle, Mayor
 Date: 3/29/2019




CITY OF
WASILLA
 • ALASKA •

CITY COUNCIL LEGISLATION STAFF REPORT

Resolution Serial No. 19-10: A Resolution Of The Wasilla City Council Adopting Fiscal Year 2020 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: Troy Tankersley, Finance Director
 Date: 5/1/2019

Agenda of: 5/13/2019

Route to:	Department Head	Signature	Date
X	Finance Director		4/29/19
X	Deputy Administrator		5/2/19
X	City Clerk		5/2/19

Reviewed by Mayor Bert L. Cottle  5/3/2019

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

Account name/number: N/A

- Attachments:** Resolution Serial No. 19-10 (2 pages)
 Non-Union Hourly Pay Rates FY2020 (2 pages)
 Non-Union Salaried Pay Rates FY2020 (1 page)
 Engineers' Local 302 Wage Rates FY2020 (1 page)
 Laborers' Local 341 Wage Rates FY2020 (1 page)

Summary Statement: The pay rates for non-union hourly, and non-union salaried; Engineers' Local 302; and Laborers' Local 341 has been increased as follows:

Non-Union Hourly and Salaried FY2020 Pay Rates	1.32% CPI Increase, plus step
Engineers' Local 302 FY2020 Wage Rates	1.32% CPI Increase, plus step
Laborers' Local 341 FY2020 Wage Rates	1.5% 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. 19-10.