

By: Finance Department
Adopted: May 11, 2020
Yes: Burney, Graham, Harvey, Ledford, Velock
No: None
Absent: Dryden

**City of Wasilla
Resolution Serial No. 20-16**

A Resolution Of The Wasilla City Council Adopting The Fiscal Year 2021 Salary Structure And Pay Ranges For Non-Represented, International Union Of Operating Engineers' Local 302, and Wasilla Police Department Employees Association (WPDEA) 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. 20-09, 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. 19-26, ratifying the collective bargaining agreement between the City and the Wasilla Police Department Employees Association (WPDEA), 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 the fiscal year 2021 Salary Structure and Pay Ranges for Non-Represented, International Union of Operating Engineers' Local 302, and Wasilla Police Department Employees Association (WPDEA) Employees of the City of Wasilla as attached.

ADOPTED by the Wasilla City Council on May 11, 2020.



Bert L. Cottle, Mayor

ATTEST:



Jamie Newman, MMC, City Clerk

[SEAL]

**City of Wasilla
Legislative Staff Report
Resolution Serial No. 20-16**

A Resolution Of The Wasilla City Council Adopting Fiscal Year 2021 Salary Structure And Pay Ranges For Non-Represented, International Union Of Operating Engineers' Local 302, and Wasilla Police Department Employees Association (WPDEA) Employees Of The City Of Wasilla.

Originator: Troy Tankersley, Finance Director
Date: 4/29/2020

Agenda of: 5/11/2020

Route to:	Department Head	Signature	Date
X	Finance Director		4-29-20
X	Deputy Administrator		4/30/2020
X	City Clerk		4/30/2020
X	Mayor		4/30/2020

Fiscal Impact: yes or no

Funds Available: yes or no

Account name/number: n/a

Attachments: Resolution Serial No. 20-16 (2 pages)
Non-Represented Hourly Pay Rates FY2021 (2 pages)
Non-Represented Salaried Pay Rates FY2021 (1 page)
Engineers' Local 302 Wage Rates FY2021 (1 page)
Wasilla Police Department Employees Association (WPDEA) Wage Rates FY2021 (1 page)

Summary Statement: The pay rates for Non-Represented hourly, and Non-Represented salaried; Engineers' Local 302; and Wasilla Police Department Employees Association has been increased as follows:

- a. Non-Union Hourly and Salaried FY2021 Pay Rates 1.64% CPI Increase, plus step
- b. Engineers' Local 302 FY2021 Wage Rates 2.00% CPI Increase, plus step
- c. WPDEA FY2021 Wage Rates 2.00% CPI Increase, plus step
(defined as from "position" date: 0-2(1)=1 step; 2(&+)=2 steps, including promotions)

Laborers' Local 341 is currently in negotiations and a resolution will come to Council when ratified at a subsequent date.

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, WPDEA, Section 20, and for Non-Represented hourly and salaried employees as allowed in WMC 3.55.060B.

Proposed Action: Adopt Resolution Serial No. 20-16.

Non-Represented Hourly Pay Rates
Effective 7/1/2020
(Includes 1.64% 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	\$ 11.38	\$ 11.67	\$ 11.96	\$ 12.28	\$ 12.59	\$ 12.92	\$ 13.24	\$ 13.54	\$ 13.85	\$ 14.16	\$ 14.48	\$ 14.81	\$ 15.13
	Museum Helper													
	Sports Center Helper													
3	Parks & Recreation Laborer	\$ 13.63	\$ 13.99	\$ 14.34	\$ 14.72	\$ 15.09	\$ 15.49	\$ 15.89	\$ 16.25	\$ 16.62	\$ 16.99	\$ 17.37	\$ 17.77	\$ 18.16
	Beautification Laborer													
	Building Custodial Laborer													
	ALPAR Supervisor													
	Roads Laborer													
	Assistant Ice Skating Instructor													
	Water Distribution Tech													
4	Museum Aide	\$ 16.38	\$ 16.81	\$ 17.24	\$ 17.69	\$ 18.13	\$ 18.60	\$ 19.07	\$ 19.50	\$ 19.95	\$ 20.40	\$ 20.87	\$ 21.33	\$ 21.82
	Public Works Clerical Assistant													
	Administrative Assistant													
	Library Aide I													
5	Park Ranger	\$ 19.67	\$ 20.18	\$ 20.69	\$ 21.21	\$ 21.76	\$ 22.32	\$ 22.89	\$ 23.41	\$ 23.94	\$ 24.46	\$ 25.01	\$ 25.58	\$ 26.16
	Ice Skating Program Facilitator													
	Library Aide II													
	Finance Clerk I													
	IT Helper													
	Aquatic Equipment Operator													
6	Finance Clerk II	\$ 21.63	\$ 22.18	\$ 22.75	\$ 23.34	\$ 23.94	\$ 24.55	\$ 25.18	\$ 25.75	\$ 26.32	\$ 26.92	\$ 27.52	\$ 28.14	\$ 28.77
7	Finance Clerk III	\$ 23.80	\$ 24.40	\$ 25.03	\$ 25.67	\$ 26.33	\$ 27.02	\$ 27.71	\$ 28.33	\$ 28.97	\$ 29.62	\$ 30.29	\$ 30.97	\$ 31.67
	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 7/1/2020
(Includes 1.64% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
8	Staff Accountant	\$ 26.18	\$ 26.84	\$ 27.53	\$ 28.25	\$ 28.97	\$ 29.71	\$ 30.47	\$ 31.16	\$ 31.86	\$ 32.59	\$ 33.32	\$ 34.07	\$ 34.83
	Museum Curator													
9	User Services Librarian	\$ 28.80	\$ 29.55	\$ 30.31	\$ 31.08	\$ 31.87	\$ 32.69	\$ 33.52	\$ 34.27	\$ 35.05	\$ 35.84	\$ 36.64	\$ 37.46	\$ 38.31
	Youth Services Librarian													
	Deputy City Clerk													
	HR Generalist													
10	IT Network Support Specialist	\$ 31.68	\$ 32.49	\$ 33.33	\$ 34.18	\$ 35.06	\$ 35.95	\$ 36.88	\$ 37.71	\$ 38.55	\$ 39.43	\$ 40.31	\$ 41.22	\$ 42.14
11	Maintenance Supervisor	\$ 34.85	\$ 35.75	\$ 36.66	\$ 37.60	\$ 38.56	\$ 39.56	\$ 40.56	\$ 41.48	\$ 42.41	\$ 43.38	\$ 44.36	\$ 45.35	\$ 46.37
	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 7/1/2020
(Includes 1.64% 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	\$ 63,294	\$ 64,915	\$ 66,580	\$ 68,288	\$ 70,038	\$ 71,834	\$ 73,676	\$ 75,333	\$ 77,028	\$ 78,762	\$ 80,535	\$ 82,347	\$ 84,199	
21	Library Director City Engineer City Planner Economic Planner Purchasing/Contracting Officer Tax Auditor/Accountant	\$ 69,623	\$ 71,407	\$ 73,239	\$ 75,116	\$ 77,042	\$ 79,018	\$ 81,043	\$ 82,867	\$ 84,732	\$ 86,638	\$ 88,587	\$ 90,580	\$ 92,618	
22	Records & Communications Manager	\$ 76,585	\$ 78,548	\$ 80,562	\$ 82,627	\$ 84,746	\$ 86,919	\$ 89,149	\$ 91,154	\$ 93,205	\$ 95,302	\$ 97,446	\$ 99,638	\$ 101,881	
23	Police Lieutenant	\$ 84,242	\$ 86,403	\$ 88,618	\$ 90,890	\$ 93,221	\$ 95,612	\$ 98,064	\$ 100,269	\$ 102,525	\$ 104,832	\$ 107,191	\$ 109,602	\$ 112,069	
24	Deputy Chief of Police Controller Deputy Director of Public Works	\$ 92,668	\$ 95,044	\$ 97,480	\$ 99,979	\$ 102,544	\$ 105,173	\$ 107,870	\$ 110,297	\$ 112,778	\$ 115,315	\$ 117,911	\$ 120,564	\$ 123,276	
25	Chief of Police Director of Finance Director of Public Works Deputy Administrator Recreational & Cultural Services Director City Clerk	\$ 101,933	\$ 104,548	\$ 107,228	\$ 109,977	\$ 112,798	\$ 115,690	\$ 118,657	\$ 121,326	\$ 124,056	\$ 126,847	\$ 129,701	\$ 132,620	\$ 135,603	
26	Mayor	\$ 101,933	\$ 104,548	\$ 107,228	\$ 109,977	\$ 112,798	\$ 115,690	\$ 118,657	\$ 121,326	\$ 124,056	\$ 126,847	\$ 129,701	\$ 132,620	\$ 135,603	
	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, 2020 CPI = 2% + 2% step increase

Section 16.3 Step Movements shall apply for the period July 1, 2020 through June 30, 2023

Section 16.7 3-year CPI average with a 2% minimum and a 3.5% maximum shall apply with a for the period July 1, 2020 through June 30, 2023

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	\$18.72	\$19.10	\$19.49	\$19.89	\$20.30	\$20.71	\$21.13	\$21.56	\$22.00	\$22.45	\$22.90	\$23.36	\$23.83	\$24.31	\$24.80	\$25.30	\$25.81	\$26.33	\$26.86	\$27.40
Parks & Property Tech I	\$21.47	\$21.91	\$22.36	\$22.82	\$23.29	\$23.77	\$24.25	\$24.74	\$25.24	\$25.76	\$26.28	\$26.81	\$27.35	\$27.90	\$28.46	\$29.03	\$29.61	\$30.20	\$30.80	\$31.42
Facilities Maintenance Tech I	\$25.30	\$25.82	\$26.35	\$26.89	\$27.44	\$28.00	\$28.57	\$29.15	\$29.74	\$30.35	\$30.96	\$31.58	\$32.21	\$32.85	\$33.51	\$34.18	\$34.86	\$35.56	\$36.27	\$37.00
Roads Tech I																				
Waste Water Tech I																				
Water Tech I																				
Facilities Maintenance Tech II	\$29.04	\$29.63	\$30.23	\$30.85	\$31.48	\$32.12	\$32.78	\$33.45	\$34.13	\$34.83	\$35.53	\$36.24	\$36.96	\$37.70	\$38.45	\$39.22	\$40.00	\$40.80	\$41.62	\$42.45
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

(Appendix B) WPDEA Wage Scale for FY2021

Section 20(A) is applicable for July 1, 2020 - June 30, 2021

Section 20(B) is applicable for July 1, 2020 - June 30, 2021 (From "position" date: 0-2(-)=1 step; 2(&+)=2 steps, including promotions

Section 20(E) is applicable for July 1, 2020 - June 30, 2021 at a rate of 2.0%

2.00%	Grade	One Year Increment Steps @ 2.5%							Journeyman	Bonus One Year Increment Steps @ 2.25%								
		A	B	C	D	E	F	G		H	I	J	K	L	M	N	O	P
Admin Asst	7	\$22.63	\$23.18	\$23.79	\$24.41	\$25.03	\$25.67	\$26.33	\$26.99	\$27.60	\$28.23	\$28.86	\$29.50	\$30.15	\$30.86	\$31.54	\$32.24	\$32.99
Call Takers	7	\$22.63	\$23.18	\$23.79	\$24.41	\$25.03	\$25.67	\$26.33	\$26.99	\$27.60	\$28.23	\$28.86	\$29.50	\$30.15	\$30.86	\$31.54	\$32.24	\$32.99
Disp trainee	7	\$22.63	\$23.18	\$23.79	\$24.41	\$25.03	\$25.67	\$26.33	\$26.99	\$27.60	\$28.23	\$28.86	\$29.50	\$30.15	\$30.86	\$31.54	\$32.24	\$32.99
Probation	8	\$25.10	\$25.77	\$26.40	\$27.09	\$27.78	\$28.51	\$29.23	\$30.01	\$30.67	\$31.37	\$32.08	\$32.77	\$33.54	\$34.28	\$35.06	\$35.83	\$36.65
Dispatch	8	\$25.10	\$25.77	\$26.40	\$27.09	\$27.78	\$28.51	\$29.23	\$30.01	\$30.67	\$31.37	\$32.08	\$32.77	\$33.54	\$34.28	\$35.06	\$35.83	\$36.65
Officer 1	9	\$27.92	\$28.62	\$29.38	\$30.11	\$30.89	\$31.68	\$32.50	\$33.32	\$34.07	\$34.83	\$35.63	\$36.41	\$37.24	\$38.10	\$38.92	\$39.81	\$40.71
Dispatch Sup	9	\$27.92	\$28.62	\$29.38	\$30.11	\$30.89	\$31.68	\$32.50	\$33.32	\$34.07	\$34.83	\$35.63	\$36.41	\$37.24	\$38.10	\$38.92	\$39.81	\$40.71
Officer 2	10	\$31.04	\$31.83	\$32.65	\$33.50	\$34.35	\$35.21	\$36.10	\$37.03	\$37.85	\$38.72	\$39.60	\$40.46	\$41.37	\$42.31	\$43.28	\$44.24	\$45.24
Code Cmplnc	10	\$31.04	\$31.83	\$32.65	\$33.50	\$34.35	\$35.21	\$36.10	\$37.03	\$37.85	\$38.72	\$39.60	\$40.46	\$41.37	\$42.31	\$43.28	\$44.24	\$45.24
Tech Support	10	\$31.04	\$31.83	\$32.65	\$33.50	\$34.35	\$35.21	\$36.10	\$37.03	\$37.85	\$38.72	\$39.60	\$40.46	\$41.37	\$42.31	\$43.28	\$44.24	\$45.24
Investigator	11	\$34.41	\$35.30	\$36.22	\$37.16	\$38.13	\$39.10	\$40.11	\$41.13	\$42.05	\$43.00	\$43.98	\$44.96	\$45.98	\$46.99	\$48.05	\$49.12	\$50.24
Tech Support	11	\$34.41	\$35.30	\$36.22	\$37.16	\$38.13	\$39.10	\$40.11	\$41.13	\$42.05	\$43.00	\$43.98	\$44.96	\$45.98	\$46.99	\$48.05	\$49.12	\$50.24
Sergeants	12	\$38.28	\$39.26	\$40.28	\$41.31	\$42.36	\$43.45	\$44.55	\$45.69	\$46.72	\$47.77	\$48.86	\$49.97	\$51.08	\$52.23	\$53.40	\$54.60	\$55.82

WPDEA Wage Scale for FY2022:

Section 20(A) is applicable for July 1, 2021 - June 30, 2022

Section 20(B) is applicable for July 1, 2021 - June 30, 2022 (1 step), including promotions

Section 20(E) is applicable for July 1, 2020 - June 30, 2022 (3-year ave CPI with min=2% and max=3.5%)

Troy Tankersley, Finance Director

Date

Jeff Sheveland, WPDEA President

Date

Bert L Cottle, Mayor

Date