

By: Finance Department  
Adopted: December 11, 20201  
Yes: Brown, Burney, Harvey, Johnson, Rausa, Velock  
No: None  
Absent: None

**City of Wasilla  
Resolution Serial No. 21-01**

**A Resolution Of The Wasilla City Council Amending Fiscal Year 2021 Salary Structure And Pay Ranges For Non-Represented Hourly Employees Of The City Of Wasilla To Include The Code Compliance Position.**

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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, though the adoption of Resolution Serial No. 20-16, the Fiscal Year 2021 Salary Structure and Pay Ranges for Non-Represented Employees of the City was approved; and

WHEREAS, the collective bargaining agreement between the City and the Wasilla Police Department Employees Association (WPDEA), dated July 1, 2019, through June 30, 2022, was ratified through the adoption of Resolution Serial No. 19-26; and

WHEREAS, the attached Memorandum of Agreement, dated November 10, 2020, but effective October 15, 2020, removes the Code Compliance position from WPDEA and moves the position to the Non-Represented Hourly Pay Scale.

NOW, THEREFORE, BE IT RESOLVED, that the Wasilla City Council amends Fiscal Year 2021 Non-Represented Hourly Pay Rates to include the Code Compliance position as attached.

ADOPTED by the Wasilla City Council on January 11, 2021.

  
\_\_\_\_\_  
Glenda D. Ledford, Mayor

ATTEST:

  
\_\_\_\_\_  
Jamie Newman, MMC, City Clerk

[SEAL]

**Non-Represented Hourly Pay Rates**  
**Effective 7/1/2020**  
(Includes 1.64% COLA)

Grade	Job Title	One Year Increment Steps @ 2.5%						G Midpoint	One Year Increment Steps @ 2.25%					
		A	B	C	D	E	F		H	I	J	K	L	M
1	not used-below minimum wage standard													
2	Library Helper Museum Helper Sports Center 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
3	Parks & Recreation Laborer Beautification Laborer Building Custodial Laborer ALPAR Supervisor Roads Laborer Assistant Ice Skating Instructor Water Distribution Tech	\$ 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
4	Museum Aide Public Works Clerical Assistant Administrative Assistant Library Aide I	\$ 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
5	Park Ranger Ice Skating Program Facilitator Library Aide II Finance Clerk I IT Helper Aquatic Equipment Operator	\$ 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
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 HR Assistant City Administrative Aide Planning Clerk Public Works Clerk Recreation Coordinator Administrative Aide to City Clerk Library Aide 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

**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	Museum Curator	\$ 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
9	Staff Accountant	\$ 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
	HR Generalist													
	User Services Librarian													
	Youth Services Librarian													
	Deputy City Clerk													
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
	Code Compliance													
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													

**City of Wasilla  
Legislative Staff Report  
Resolution Serial No. 21-01**

**A Resolution Of The Wasilla City Council Amending Fiscal Year 2021 Salary Structure And Pay Ranges For Non-Represented Hourly Employees Of The City Of Wasilla To Include The Code Compliance Position.**

Originator: Troy Tankersley, Finance Director  
Date: 12/30/2020

Agenda of: 1/11/2021

Route to:	Department Head	Signature	Date
X	Police Chief		12/30/20
X	Public Works Director		12/30/20
X	Finance Director		12-30-20
X	Deputy Administrator		12/30/20
X	City Clerk		12/30/2020
X	Mayor		12/30/2020

**Fiscal Impact:**  yes or  no

**Funds Available:**  yes or  no

**Account name/number:** n/a

**Attachments:** Resolution Serial No. 21-01 (1 pages)  
Non-Represented Hourly Pay Rates FY2021 (2 pages)  
Memorandum of Agreement (1 page)

**Summary Statement:** The pay rates for Non-Represented hourly, and Non-Represented salaried; Engineers' Local 302; and Wasilla Police Department Employees Association were adopted by Resolution Serial No. 20-16.

Through a Memorandum of Agreement between the City and the Wasilla Police Department Employees Association (WPDEA), effective October 15, 2020, the Code Compliance position has been removed from the WPDEA Collective Bargaining Agreement and is now part of the Non-Represented Hourly Pay Scale.

Resolution Serial No. 21-01 amends the hourly pay scale to include the Code Compliance position at a grade 10.

**Proposed Action:** Adopt Resolution Serial No. 21-01

**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
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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													

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	20% between each Grade from 2 - 5													
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	Steps equal 2.5% increments A to Mid													
	Steps equal 2.25% increments Mid to M													

Memorandum of Agreement

This Memorandum of Agreement ("MOA") is between the City of Wasilla ("City") and the Wasilla Police Department Employees Association ("WPDEA").

Agreement

- A. By reference of Section 4, Management Rights, of the WPDEA Collective Bargaining Agreement (07/01/2019 – 06/30/2022);
  - a. The City expresses desire to remove any reference and position of "Code Compliance" from the WPDEA Collective Bargaining Agreement (07/01/2019 – 06/30/2022).
- B. The City will add the "Code Compliance" position to the "Non-Represented Hourly Pay Scale" and be placed directly under the supervision of the Director of Public Works Department.
- C. The position currently vacant, will be moved and management of, pay and benefits will coincide with the same language and pay scales for "non-represented" employees as specified in Wasilla Municipal Code and/or Wasilla Personnel Policies and Procedures.
- D. The effective date of this MOA will be October 15, 2020.

DATED: 11/10 2020

For the City:

Glenda D. Ledford 11-10-2020  
Glenda D. Ledford, Mayor Date

For the WPDEA:

John Cleveland 11/10/20  
John Cleveland, President Date