

By: Finance Department
Adopted: May 23, 2022
Yes: Brown, Graham, Rubeo, Sullivan-Leonard, Velock
No: None
Absent: Johnson

**City of Wasilla
Resolution Serial No. 22-08**

A Resolution Of The Wasilla City Council Adopting Fiscal Year 2023 Salary Structure And Pay Ranges For Non-Represented, International Union Of Operating Engineers, Local 302, And Alaska District Council Of Laborers, Laborers' Local 341 Employees Of The City Of Wasilla.

WHEREAS, pursuant to Wasilla Municipal Code (WMC), 3.55.040, Pay Ranges, a salary structure must be adopted annually by the City Council by resolution; and

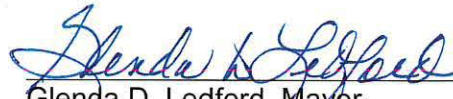
WHEREAS, wage rates for the International Union of Operating Engineers, Local 302 (Local 302) were authorized by the City Council through the adoption of Resolution Serial No. 20-09, ratifying the collective bargaining agreement between the City and Local 302, and the attached Appendix A: Job Classifications and Wage Rates; and

WHEREAS, wage rates for the Alaska District Council of Laborers, Laborers' Local 341 (Local 341) were authorized by the City Council through the adoption of Resolution Serial No. 20-25, ratifying the collective bargaining agreement between the City and the Local 341, and the attached Appendix A: Job Classifications and Wage Rates; and

WHEREAS, WMC 3.55.060, Advancement within a pay range, provides for pay advancement for non-represented employees, 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 2023 Salary Structure and Pay Ranges for Non-Represented, International Union of Operating Engineers, Local 302, and Alaska District Council of Laborers, Laborers' Local 341 employees of the City of Wasilla as attached.

ADOPTED by the Wasilla City Council on May 23, 2022.


Glenda D. Ledford, Mayor

ATTEST:

s.p. Sarah Stamper, Deputy Clerk
Jamie Newman, MMC, City Clerk



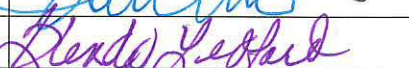

[SEAL]

**City of Wasilla
Legislative Staff Report
Resolution Serial No. 22-08**

A Resolution Of The Wasilla City Council Adopting Fiscal Year 2023 Salary Structure And Pay Ranges For Non-Represented, International Union Of Operating Engineers, Local 302, And Alaska District Council of Laborers, Laborers' Local 341 Employees Of The City Of Wasilla.

Originator: Troy Tankersley, Finance Director
Date: 5/11/2022

Agenda of: 5/23/2022

Route to:	Department Head	Signature	Date
X	Finance Director		5-11-22
X	Deputy Administrator		5/11/22
X	City Clerk		5/13/2022
X	Mayor		5-13-22

Fiscal Impact: yes or no

Funds Available: yes or no

Account name/number: n/a

- Attachments:** Resolution Serial No. 22-08 (2 pages)
 Non-Represented Hourly Pay Rates FY2023 (2 pages)
 Non-Represented Salaried Pay Rates FY2023 (1 page)
 Operating Engineers Local 302 Wage Rates FY2023 (1 page)
 Laborers' Local 341 Wage Rates FY2023 (1 page)

Summary Statement: The pay rates for Non-Represented hourly, Non-Represented salaried, International Union of Operating Engineers, Local 302, and Alaska District Council of Laborers, Laborers' Local 341 has been increased as follows:

- a. Non-Union Hourly and Salaried FY2023 Pay Rates 2% CPI Increase, plus step
- b. Operating Engineers Local 302 FY2023 Wage Rates 2% CPI Increase, plus step
- c. Laborers' Local 341 FY2023 Wage Rates 2.25% 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.

The specified CPI increases are required by the collective bargaining agreements with the Operating Engineers Local 302, Article 16, and Laborers' Local 341, Memorandum of Agreement, Section 17.6. The Non-Represented hourly and salaried employees as allowed in WMC 3.55.060(B) and amended through the normal budgetary process adopting the FY2023 Biennial Budget through Ordinance Serial No. 22-22(AM).

The Wasilla Police Department Employees Association (WPDEA) is not included with this resolution as they remain in the negotiation process. FY2023 pay scales for WPDEA will require Council approval once negotiations are completed.

Proposed Action: Adopt Resolution Serial No. 22-08

Non-Represented Hourly Pay Rates
Effective 7/1/2022
(Includes 2% 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	\$ 11.83	\$ 12.13	\$ 12.44	\$ 12.76	\$ 13.09	\$ 13.43	\$ 13.77	\$ 14.08	\$ 14.40	\$ 14.72	\$ 15.05	\$ 15.39	\$ 15.74
	Museum Helper													
	Sports Center Helper													
3	Parks & Recreation Laborer	\$ 14.21	\$ 14.57	\$ 14.94	\$ 15.32	\$ 15.71	\$ 16.11	\$ 16.52	\$ 16.89	\$ 17.27	\$ 17.66	\$ 18.06	\$ 18.47	\$ 18.89
	Building Custodial Laborer													
	ALPAR Supervisor													
	Roads Laborer													
	Assistant Ice Skating Instructor													
	Utilities Laborer													
4	Museum Aide	\$ 17.02	\$ 17.46	\$ 17.91	\$ 18.37	\$ 18.84	\$ 19.32	\$ 19.82	\$ 20.27	\$ 20.73	\$ 21.20	\$ 21.68	\$ 22.17	\$ 22.67
	Public Works Clerical Assistant													
	Administrative Assistant													
	Library Aide I													
5	Park Ranger	\$ 20.43	\$ 20.95	\$ 21.49	\$ 22.04	\$ 22.61	\$ 23.19	\$ 23.78	\$ 24.32	\$ 24.87	\$ 25.43	\$ 26.00	\$ 26.59	\$ 27.19
	Ice Skating Program Facilitator													
	Library Aide II													
	Finance Clerk I													
	IT Helper													
	Aquatic Equipment Operator													
6	Finance Clerk II	\$ 22.47	\$ 23.05	\$ 23.64	\$ 24.25	\$ 24.87	\$ 25.51	\$ 26.16	\$ 26.75	\$ 27.35	\$ 27.97	\$ 28.60	\$ 29.24	\$ 29.90
7	Finance Clerk III	\$ 24.73	\$ 25.36	\$ 26.01	\$ 26.68	\$ 27.36	\$ 28.06	\$ 28.78	\$ 29.43	\$ 30.09	\$ 30.77	\$ 31.46	\$ 32.17	\$ 32.89
	City Administrative Aide													
	Planning Clerk													
	Public Works Clerk													
	Administrative Aide to City Clerk													
	Library Aide III													

Non-Represented Hourly Pay Rates
Effective 7/1/2022
(Includes 2% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
8	Museum Curator	\$ 27.20	\$ 27.90	\$ 28.62	\$ 29.35	\$ 30.10	\$ 30.87	\$ 31.66	\$ 32.37	\$ 33.10	\$ 33.85	\$ 34.61	\$ 35.39	\$ 36.19
	Human Resources Specialist													
9	Staff Accountant	\$ 29.91	\$ 30.68	\$ 31.47	\$ 32.28	\$ 33.11	\$ 33.96	\$ 34.83	\$ 35.61	\$ 36.41	\$ 37.23	\$ 38.07	\$ 38.93	\$ 39.81
	User Services Librarian													
	Youth Services Librarian													
	Deputy City Clerk													
10	IT Network Support Specialist	\$ 32.91	\$ 33.75	\$ 34.62	\$ 35.51	\$ 36.42	\$ 37.35	\$ 38.31	\$ 39.17	\$ 40.05	\$ 40.95	\$ 41.87	\$ 42.81	\$ 43.77
	Code Compliance													
11	Maintenance Supervisor	\$ 36.20	\$ 37.13	\$ 38.08	\$ 39.06	\$ 40.06	\$ 41.09	\$ 42.14	\$ 43.09	\$ 44.06	\$ 45.05	\$ 46.06	\$ 47.10	\$ 48.16
	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 7/1/2022
(Includes 2% 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	\$ 65,850	\$ 67,539	\$ 69,270	\$ 71,047	\$ 72,868	\$ 74,737	\$ 76,653	\$ 78,378	\$ 80,141	\$ 81,944	\$ 83,788	\$ 85,673	\$ 87,601
21	Library Director City Planner Purchasing/Contracting Officer Tax Auditor/Accountant	\$ 72,435	\$ 74,292	\$ 76,197	\$ 78,151	\$ 80,155	\$ 82,210	\$ 84,318	\$ 86,215	\$ 88,155	\$ 90,139	\$ 92,167	\$ 94,241	\$ 96,361
22	Informations Technology Manager Human Resources Manager	\$ 79,679	\$ 81,722	\$ 83,817	\$ 85,966	\$ 88,171	\$ 90,431	\$ 92,750	\$ 94,837	\$ 96,971	\$ 99,153	\$ 101,384	\$ 103,665	\$ 105,997
23	No positions assigned	\$ 87,647	\$ 89,894	\$ 92,199	\$ 94,563	\$ 96,988	\$ 99,475	\$ 102,025	\$ 104,321	\$ 106,668	\$ 109,068	\$ 111,522	\$ 114,031	\$ 116,597
24	Police Lieutenant Records & Communications Manager Controller Deputy Director of Public Works	\$ 96,411	\$ 98,883	\$ 101,419	\$ 104,019	\$ 106,686	\$ 109,422	\$ 112,228	\$ 114,753	\$ 117,335	\$ 119,975	\$ 122,674	\$ 125,434	\$ 128,257
25	Chief of Police Director of Finance Director of Public Works Deputy Administrator Recreational & Cultural Services Director City Clerk	\$ 106,052	\$ 108,772	\$ 111,561	\$ 114,421	\$ 117,355	\$ 120,364	\$ 123,450	\$ 126,228	\$ 129,068	\$ 131,972	\$ 134,942	\$ 137,978	\$ 141,082
26	Mayor	\$ 106,052	\$ 108,772	\$ 111,561	\$ 114,421	\$ 117,355	\$ 120,364	\$ 123,450	\$ 126,228	\$ 129,068	\$ 131,972	\$ 134,942	\$ 137,978	\$ 141,082
	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, 2022 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	\$19.48	\$19.87	\$20.28	\$20.69	\$21.12	\$21.55	\$21.99	\$22.43	\$22.89	\$23.36	\$23.83	\$24.30	\$24.80	\$25.29	\$25.79	\$26.31	\$26.83	\$27.37	\$27.92	\$28.48
No positions assigned	\$22.35	\$22.81	\$23.27	\$23.75	\$24.23	\$24.73	\$25.23	\$25.74	\$26.27	\$26.81	\$27.34	\$27.89	\$28.45	\$29.02	\$29.60	\$30.19	\$30.79	\$31.41	\$32.04	\$32.68
Parks & Property Tech I	\$26.33	\$26.87	\$27.41	\$27.97	\$28.55	\$29.13	\$29.72	\$30.33	\$30.95	\$31.58	\$32.21	\$32.86	\$33.51	\$34.18	\$34.87	\$35.56	\$36.27	\$37.00	\$37.74	\$38.49
Facilities Maintenance Tech I																				
Roads Tech I																				
Waste Water Tech I																				
Water Tech I																				
Mechanic	\$30.22	\$30.83	\$31.46	\$32.10	\$32.76	\$33.43	\$34.11	\$34.81	\$35.52	\$36.24	\$36.97	\$37.70	\$38.46	\$39.23	\$40.01	\$40.81	\$41.63	\$42.46	\$43.31	\$44.18
Facilities Maintenance Tech II																				
Parks & Property Tech II																				
Roads Tech II																				
Waste Water Tech II																				
Water Tech II																				


Troy Tankersley, Finance Director

4-29-2022
Date


Glenda D. Ledford, Mayor

5-2-2022
Date

Shane Linse
Shane Linse, Field Representative

4/29/2022
Date

Local 341 Appendix A: Job Classifications and Wage Rates
Effective July 1, 2022 (FY2023) - Section 17.6 COLA Increase (2.25%) 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	28.47	29.06	29.63	30.23	30.84	31.46	32.09	32.73	33.37	34.03	34.71	35.41	36.11
Bldg Support Lead	3	26.40	26.93	27.45	28.00	28.57	29.14	29.72	30.32	30.92	31.53	32.17	32.81	33.48
Secretary	2	21.53	21.97	22.41	22.85	23.32	23.78	24.27	24.72	25.24	25.75	26.27	26.78	27.32
Bldg Support Laborer	1	19.85	20.21	20.64	21.04	21.46	21.89	22.34	22.77	23.24	23.70	24.17	24.64	25.15



 Troy Tankersley, Finance Director

5-6-2022

 Date



 Glenda D. Ledford, Mayor

5-9-22

 Date



 Brandon Calcaterra, Business Agent

5/6/2022

 Date