



	Approved	Denied
Date Action Taken:	6/28/10	
Other:		
Verified by:	<i>K.omite</i>	

WASILLA CITY COUNCIL ACTION MEMORANDUM

AM No. 10-17

TITLE: Approval of FY-2011 Employee Wage Scales for Union and Non-Union Employees of the City of Wasilla.

Agenda of: June 28, 2010

Date: June 16, 2010

Originator: Gwen Brew, Human Resources Generalist *G. Brew*

Route to:	Department	Signature/Date
X	Finance Director	<i>[Signature]</i> 6-17-2010
X	Deputy Administrator	<i>[Signature]</i>
X	City Clerk	<i>[Signature]</i>

REVIEWED BY MAYOR VERNE E. RUPRIGHT: *[Signature]*

FISCAL IMPACT: X yes\$ or no

Funds Available X yes no

Account name/number:

- Attachments:**
- Teamsters Local 959 FY 2011 Wage Schedule (1 p)
 - Laborers Local 341 FY 2011 Wage Schedule (1 p)
 - IUOE Local 302 FY 2011 Wage Schedule (1 p)
 - Non-Union Hourly Pay Rates FY 2011 (2 p)
 - Non-Union Salaried Pay Rates FY 2011 (1 p)

SUMMARY STATEMENT: The wage scales for both the union and non-union employees have been increased 2.7% based on an average of the last three (3) years of the Anchorage Consumer Price Index Urban (CPI-U) as is regularly published by the U.S. Bureau of Labor Statistics. This increase is required by the collective bargaining agreements with Teamsters Local 959, Article 20.05; Laborers Local 341, Article 17.6; International Union of Operating Engineers Local 302, Article 16.6; and for non-represented employees as allowed in WMC 3.55.060.B.

STAFF RECOMMENDATION: Approve the adoption of all collectively bargained and non-union wage scales for Fiscal Year 2011 as attached.

**LOCAL 959 APPENDIX A - WAGE SCHEDULE
Step and Grade for FY 2010**

	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	\$17.49	\$17.94	\$18.40	\$18.87	\$19.35	\$19.85	\$20.36	\$20.89	\$21.36	\$21.84	\$22.33	\$22.83	\$23.34	\$23.87	\$24.41	\$24.95	\$25.52
Call Takers	7	\$17.49	\$17.94	\$18.40	\$18.87	\$19.35	\$19.85	\$20.36	\$20.89	\$21.36	\$21.84	\$22.33	\$22.83	\$23.34	\$23.87	\$24.41	\$24.95	\$25.52
Disp trainee	7	\$17.49	\$17.94	\$18.40	\$18.87	\$19.35	\$19.85	\$20.36	\$20.89	\$21.36	\$21.84	\$22.33	\$22.83	\$23.34	\$23.87	\$24.41	\$24.95	\$25.52
Probation	8	\$19.44	\$19.94	\$20.45	\$20.97	\$21.51	\$22.06	\$22.63	\$23.21	\$23.73	\$24.26	\$24.81	\$25.37	\$25.94	\$26.52	\$27.12	\$27.73	\$28.35
Dispatch	8	\$19.44	\$19.94	\$20.45	\$20.97	\$21.51	\$22.06	\$22.63	\$23.21	\$23.73	\$24.26	\$24.81	\$25.37	\$25.94	\$26.52	\$27.12	\$27.73	\$28.35
Officer 1	9	\$21.60	\$22.15	\$22.72	\$23.30	\$23.90	\$24.51	\$25.14	\$25.78	\$26.36	\$26.96	\$27.56	\$28.18	\$28.82	\$29.47	\$30.13	\$30.81	\$31.50
Dispatch Supr	9	\$21.60	\$22.15	\$22.72	\$23.30	\$23.90	\$24.51	\$25.14	\$25.78	\$26.36	\$26.96	\$27.56	\$28.18	\$28.82	\$29.47	\$30.13	\$30.81	\$31.50
Officer 2	10	\$24.00	\$24.61	\$25.24	\$25.89	\$26.55	\$27.24	\$27.93	\$28.65	\$29.29	\$29.95	\$30.63	\$31.32	\$32.02	\$32.74	\$33.48	\$34.23	\$35.00
Code Cmplnce	10	\$24.00	\$24.61	\$25.24	\$25.89	\$26.55	\$27.24	\$27.93	\$28.65	\$29.29	\$29.95	\$30.63	\$31.32	\$32.02	\$32.74	\$33.48	\$34.23	\$35.00
Tech Support	10	\$24.00	\$24.61	\$25.24	\$25.89	\$26.55	\$27.24	\$27.93	\$28.65	\$29.29	\$29.95	\$30.63	\$31.32	\$32.02	\$32.74	\$33.48	\$34.23	\$35.00
Investigator	11	\$26.67	\$27.35	\$28.05	\$28.77	\$29.51	\$30.26	\$31.04	\$31.83	\$32.55	\$33.28	\$34.03	\$34.80	\$35.58	\$36.38	\$37.20	\$38.04	\$38.89
Sargeants	12	\$29.63	\$30.39	\$31.16	\$31.96	\$32.78	\$33.62	\$34.49	\$35.37	\$36.17	\$36.98	\$37.81	\$38.66	\$39.53	\$40.42	\$41.33	\$42.26	\$43.21

**LOCAL 959 APPENDIX A - WAGE SCHEDULE
Step and Grade for FY 2011 - 2.7% Increase**

	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	\$17.97	\$18.43	\$18.90	\$19.39	\$19.88	\$20.39	\$20.92	\$21.45	\$21.94	\$22.43	\$22.94	\$23.45	\$23.98	\$24.52	\$25.07	\$25.63	\$26.21
Call Takers	7	\$17.97	\$18.43	\$18.90	\$19.39	\$19.88	\$20.39	\$20.92	\$21.45	\$21.94	\$22.43	\$22.94	\$23.45	\$23.98	\$24.52	\$25.07	\$25.63	\$26.21
Disp trainee	7	\$17.97	\$18.43	\$18.90	\$19.39	\$19.88	\$20.39	\$20.92	\$21.45	\$21.94	\$22.43	\$22.94	\$23.45	\$23.98	\$24.52	\$25.07	\$25.63	\$26.21
Probation	8	\$19.97	\$20.48	\$21.00	\$21.54	\$22.09	\$22.66	\$23.24	\$23.84	\$24.37	\$24.92	\$25.48	\$26.06	\$26.64	\$27.24	\$27.85	\$28.48	\$29.12
Dispatch	8	\$19.97	\$20.48	\$21.00	\$21.54	\$22.09	\$22.66	\$23.24	\$23.84	\$24.37	\$24.92	\$25.48	\$26.06	\$26.64	\$27.24	\$27.85	\$28.48	\$29.12
Officer 1	9	\$22.18	\$22.74	\$23.33	\$23.93	\$24.54	\$25.17	\$25.81	\$26.48	\$27.07	\$27.68	\$28.30	\$28.94	\$29.59	\$30.26	\$30.94	\$31.63	\$32.35
Dispatch Supr	9	\$22.18	\$22.74	\$23.33	\$23.93	\$24.54	\$25.17	\$25.81	\$26.48	\$27.07	\$27.68	\$28.30	\$28.94	\$29.59	\$30.26	\$30.94	\$31.63	\$32.35
Officer 2	10	\$24.64	\$25.28	\$25.92	\$26.59	\$27.27	\$27.97	\$28.69	\$29.42	\$30.09	\$30.76	\$31.45	\$32.16	\$32.89	\$33.63	\$34.38	\$35.16	\$35.95
Code Cmplnce	10	\$24.64	\$25.28	\$25.92	\$26.59	\$27.27	\$27.97	\$28.69	\$29.42	\$30.09	\$30.76	\$31.45	\$32.16	\$32.89	\$33.63	\$34.38	\$35.16	\$35.95
Tech Support	10	\$24.64	\$25.28	\$25.92	\$26.59	\$27.27	\$27.97	\$28.69	\$29.42	\$30.09	\$30.76	\$31.45	\$32.16	\$32.89	\$33.63	\$34.38	\$35.16	\$35.95
Investigator	11	\$27.38	\$28.08	\$28.80	\$29.54	\$30.30	\$31.08	\$31.87	\$32.69	\$33.42	\$34.18	\$34.95	\$35.73	\$36.54	\$37.36	\$38.20	\$39.06	\$39.94
Sargeants	12	\$30.43	\$31.21	\$32.01	\$32.83	\$33.67	\$34.53	\$35.42	\$36.32	\$37.14	\$37.98	\$38.83	\$39.71	\$40.60	\$41.51	\$42.45	\$43.40	\$44.38

Local 341 Appendix "A" Wage Rates

Appendix "A" Job Classifications and Wage Rates Effective July 1, 2008

	Grade	Step A	Step B	Step C	Step D	Step E	Step F
Maintenance Specialist	4	\$21.69	\$22.14	\$22.59	\$23.05	\$23.52	\$24.00
Bldg Supervisor	3	\$20.11	\$20.52	\$20.94	\$21.37	\$21.81	\$22.25
Secretary	2	\$16.41	\$16.74	\$17.08	\$17.43	\$17.79	\$18.15
Bldg Support II	1	\$15.10	\$15.40	\$15.72	\$16.04	\$16.37	\$16.70

Appendix "A" Job Classifications and Wage Rates Effective July 1, 2009 - 3.3% Increase

	Grade	Step A	Step B	Step C	Step D	Step E	Step F
Maintenance Specialist	4	\$22.41	\$22.87	\$23.34	\$23.81	\$24.30	\$24.79
Bldg Supervisor	3	\$20.77	\$21.20	\$21.63	\$22.08	\$22.53	\$22.98
Secretary	2	\$16.95	\$17.29	\$17.64	\$18.01	\$18.38	\$18.75
Bldg Support II	1	\$15.60	\$15.91	\$16.24	\$16.57	\$16.91	\$17.25

Appendix "A" Job Classifications and Wage Rates Effective July 1, 2010 - 2.7% Increase

	Grade	Step A	Step B	Step C	Step D	Step E	Step F
Maintenance Specialist	4	\$23.01	\$23.49	\$23.97	\$24.45	\$24.95	\$25.46
Bldg Supervisor	3	\$21.33	\$21.77	\$22.22	\$22.67	\$23.14	\$23.60
Secretary	2	\$17.41	\$17.76	\$18.12	\$18.49	\$18.87	\$19.26
Bldg Support II	1	\$16.02	\$16.34	\$16.68	\$17.02	\$17.37	\$17.72

**Local 302 Appendix A: Job Classifications and Wage Rates
Effective July 1, 2010 - 2.7% Increase**

	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>	<i>Step 11</i>
	1 year steps						2 year steps				
Waste Water Laborer	\$13.70	\$14.17	\$14.68	\$15.22	\$15.81	\$16.44	\$17.10	\$17.76	\$18.42	\$19.07	\$19.73
Parks & Property Tech I	\$17.02	\$17.61	\$18.24	\$18.91	\$19.64	\$20.43	\$21.24	\$22.06	\$22.88	\$23.70	\$24.51
Facilities Maintenance Tech I Roads Tech I Waste Water Tech I Water Tech I	\$20.04	\$20.73	\$21.47	\$22.26	\$23.12	\$24.04	\$25.00	\$25.97	\$26.93	\$27.89	\$28.85
Parks & Property Tech II Roads Tech II Waste Water Tech II Water Tech II	\$23.02	\$23.82	\$24.67	\$25.58	\$26.56	\$27.63	\$28.73	\$29.84	\$30.94	\$32.05	\$33.15

Non-Union Hourly Pay Rates
Effective 7/1/10
(Includes 2.7% COL)

FY 2011 pay rates include 2.7% COL														
Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
1	No Current Positions	\$8.18	\$8.39	\$8.60	\$8.82	\$9.05	\$9.28	\$9.52	\$9.73	\$9.95	\$10.18	\$10.41	\$10.64	\$10.88
2	Library Helper	\$9.81	\$10.07	\$10.32	\$10.59	\$10.86	\$11.14	\$11.42	\$11.68	\$11.94	\$12.21	\$12.49	\$12.77	\$13.06
3	No Current Positions	\$11.78	\$12.08	\$12.39	\$12.71	\$13.03	\$13.37	\$13.71	\$14.02	\$14.33	\$14.66	\$14.98	\$15.32	\$15.67
4	Finance Clerk I Library Aide Museum Aide Public Works Clerical Assistant	\$14.13	\$14.49	\$14.87	\$15.25	\$15.64	\$16.04	\$16.45	\$16.82	\$17.20	\$17.59	\$17.98	\$18.39	\$18.80
5	No Current Positions	\$16.96	\$17.39	\$17.84	\$18.30	\$18.77	\$19.25	\$19.74	\$20.18	\$20.64	\$21.10	\$21.58	\$22.06	\$22.56
6	Finance Clerk II	\$18.65	\$19.13	\$19.62	\$20.13	\$20.64	\$21.17	\$21.71	\$22.20	\$22.70	\$23.21	\$23.74	\$24.27	\$24.82
7	Finance Clerk III HR Assistant City Administrative Aide Interlibrary Loan Coordinator Museum Curator Planning Clerk Public Works Clerk Recreation Coordinator	\$20.52	\$21.05	\$21.59	\$22.14	\$22.71	\$23.29	\$23.89	\$24.42	\$24.97	\$25.54	\$26.11	\$26.70	\$27.30
8	Staff Accountant Exec Asst to the Mayor	\$22.57	\$23.15	\$23.74	\$24.35	\$24.98	\$25.62	\$26.27	\$26.87	\$27.47	\$28.09	\$28.72	\$29.37	\$30.03
9	Adult & Electronic Service Librarian Children's Librarian Deputy City Clerk IT Network Support Specialist HR Generalist	\$24.83	\$25.47	\$26.12	\$26.79	\$27.48	\$28.18	\$28.90	\$29.55	\$30.22	\$30.90	\$31.59	\$32.30	\$33.03

Non-Union Hourly Pay Rates
Effective 7/1/10
(Includes 2.7% COL)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
10	(No Current Positions)	\$27.31	\$28.01	\$28.73	\$29.47	\$30.22	\$31.00	\$31.79	\$32.51	\$33.24	\$33.99	\$34.75	\$35.53	\$36.33
11	Maintenance Supervisor	\$30.04	\$30.81	\$31.60	\$32.41	\$33.25	\$34.10	\$34.97	\$35.76	\$36.56	\$37.39	\$38.23	\$39.09	\$39.97
	20% between each Grade from 1 - 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-Union Salaried Pay Rates
Effective 7/1/10
(Includes 2.7% COL)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
20	Library Director	\$54,700	\$56,103	\$57,541	\$59,017	\$60,530	\$62,082	\$63,674	\$65,107	\$66,572	\$68,069	\$69,601	\$71,167	\$72,768
21	City Engineer	\$60,170	\$61,713	\$63,296	\$64,919	\$66,583	\$68,290	\$70,041	\$71,617	\$73,229	\$74,876	\$76,561	\$78,284	\$80,045
	City Planner													
	Economic Planner													
	Purchasing/Contracting Officer													
	Records & Communication Mgr													
22	(No Current Positions)	\$66,187	\$67,884	\$69,625	\$71,410	\$73,241	\$75,119	\$77,046	\$78,779	\$80,552	\$82,364	\$84,217	\$86,112	\$88,050
23	Police Lieutenant	\$72,806	\$74,673	\$76,588	\$78,551	\$80,566	\$82,631	\$84,750	\$86,657	\$88,607	\$90,600	\$92,639	\$94,723	\$96,855
24	Deputy Chief of Police	\$80,087	\$82,140	\$84,246	\$86,406	\$88,622	\$90,894	\$93,225	\$95,322	\$97,467	\$99,660	\$101,903	\$104,195	\$106,540
	Controller													
	Deputy Director of Public Works													
25	Chief of Police	\$88,096	\$90,355	\$92,671	\$95,048	\$97,485	\$99,984	\$102,548	\$104,855	\$107,215	\$109,627	\$112,094	\$114,616	\$117,194
	Director of Finance													
	Director of Public Works													
	Deputy Administrator													
	Cultural & Recreation Services Mgr													
	Mayor													
	10% between each Grade from 20-25.													
	Steps equal 2.5% increments A to Mid													
	Steps equal 2.25% increments Mid to M													