



	Approved	Denied
Date Action Taken:	6/13/11	
Other:		
Verified by:	<i>T. Tankersley</i>	

WASILLA CITY COUNCIL ACTION MEMORANDUM

AM No. 11-17

TITLE: FY2012 EMPLOYEE WAGE SCALES FOR UNION AND NON-UNION EMPLOYEES OF THE CITY OF WASILLA.

Agenda of: June 13, 2011

Date: June 1, 2011

Originator: Troy Tankersley, Finance Director

Route to:	Department	Signature/Date
X	Finance Director	<i>T. Tankersley</i> 6/2/11
X	Deputy Administrator	<i>[Signature]</i> 6/3/11
X	City Clerk	<i>[Signature]</i>

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

FISCAL IMPACT: yes \$186,000 or no Funds Available yes no

Account name/number: N/A

- Attachments:**
- Non-Union Hourly Pay Rates FY 2012 (2 pp)
 - Non-Union Salaried Pay Rates FY 2012 (1 p)
 - Teamsters Local 959 FY 2012 Wage Schedule (1 p)
 - Laborers Local 341 FY 2012 Wage Schedule (1 p)
 - IUOE Local 302 FY 2012 Wage Schedule (1 p)

SUMMARY STATEMENT: The wage scales for both the union and non-union employees have been increased 1% to 3.5% as follows:

Non-Union Hourly and Salaried Pay Rates:	1.0% CPI Increase
Teamsters Local 959 FY 2012 Wage Schedule	2.5% CPI Increase
Laborers Local 341 FY 2012 FY 2012 Wage Schedule	1% CPI Increase
IUOE Local 302 FY 2012 Wage Schedule	3.5% flat rate increase.

Note: CPI is based on an average of the last three (3) years of the Anchorage Consumer Price Index Urban (CPU-U) as regularly published by the U.S. Bureau of Labor Statistics.

These increases are required by the Collective bargaining agreements with Teamsters Local 959, Article 20.05; Laborers Local 341, Article 17.6 and in conjunction with a Memorandum of Agreement; International Union of Operating Engineers Local 302, Article 16.7 and in conjunction with a Memorandum of Agreement; 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 2012 as attached.

Non-Union Hourly Pay Rates
Effective 7/1/2011
(Includes 1.0% COLA)

FY 2012 pay rates include (2.5% COL - 1.5% COL ADJ = 1% COL ADJ)														
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	No Current Positions	\$8.26	\$8.48	\$8.69	\$8.92	\$9.15	\$9.38	\$9.62	\$9.84	\$10.06	\$10.28	\$10.52	\$10.75	\$10.99
2	Library Helper Building Custodial Laborer	\$9.92	\$10.17	\$10.43	\$10.70	\$10.97	\$11.26	\$11.54	\$11.80	\$12.07	\$12.34	\$12.62	\$12.90	\$13.19
3	Parks & Recreation Laborer Beautification Laborer ALPAR Supervisor Roads Laborer	\$11.90	\$12.21	\$12.52	\$12.84	\$13.17	\$13.51	\$13.85	\$14.16	\$14.48	\$14.81	\$15.14	\$15.48	\$15.83
4	Finance Clerk I Library Aide Museum Aide Public Works Clerical Assistant	\$14.28	\$14.65	\$15.02	\$15.41	\$15.80	\$16.21	\$16.62	\$17.00	\$17.38	\$17.77	\$18.17	\$18.58	\$19.00
5	Park Ranger	\$17.14	\$17.58	\$18.03	\$18.49	\$18.96	\$19.45	\$19.95	\$20.40	\$20.86	\$21.33	\$21.80	\$22.30	\$22.80
6	Finance Clerk II	\$18.85	\$19.33	\$19.83	\$20.34	\$20.86	\$21.39	\$21.94	\$22.44	\$22.94	\$23.46	\$23.99	\$24.53	\$25.08
7	Finance Clerk III HR Assistant City Administrative Aide Interlibrary Loan Coordinator Museum Curator Planning Clerk Public Works Clerk Recreation Coordinator	\$20.74	\$21.27	\$21.81	\$22.37	\$22.95	\$23.53	\$24.14	\$24.68	\$25.24	\$25.80	\$26.38	\$26.98	\$27.58
8	Staff Accountant Exec Asst to the Mayor	\$22.81	\$23.39	\$23.99	\$24.61	\$25.24	\$25.89	\$26.55	\$27.15	\$27.76	\$28.38	\$29.02	\$29.68	\$30.34
9	Adult & Electronic Service Librarian Youth Services Librarian	\$25.09	\$25.73	\$26.39	\$27.07	\$27.76	\$28.48	\$29.21	\$29.86	\$30.53	\$31.22	\$31.92	\$32.64	\$33.38

Non-Union Hourly Pay Rates
Effective 7/1/2011
(Includes 1.0% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
	Deputy City Clerk													
	IT Network Support Specialist													
	HR Generalist													
10	(No Current Positions)	\$27.60	\$28.31	\$29.03	\$29.78	\$30.54	\$31.32	\$32.13	\$32.85	\$33.59	\$34.34	\$35.12	\$35.91	\$36.71
11	Maintenance Supervisor	\$30.36	\$31.14	\$31.94	\$32.75	\$33.59	\$34.46	\$35.34	\$36.13	\$36.95	\$37.78	\$38.63	\$39.50	\$40.39
	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 Scheduled Pay Rates
Effective 7/1/2011
(Includes 1.0% 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	Library Director	\$55,248	\$56,664	\$58,117	\$59,607	\$61,136	\$62,703	\$64,311	\$65,758	\$67,238	\$68,750	\$70,297	\$71,879	\$73,496
	Event Production & Facility Supervisor													
21	City Engineer	\$60,772	\$62,331	\$63,929	\$65,568	\$67,249	\$68,974	\$70,742	\$72,334	\$73,961	\$75,625	\$77,327	\$79,067	\$80,846
	City Planner													
	Economic Planner													
	Purchasing/Contracting Officer													
	Records & Communication Mgr													
22	(No Current Positions)	\$66,850	\$68,564	\$70,322	\$72,125	\$73,974	\$75,871	\$77,816	\$79,567	\$81,357	\$83,188	\$85,060	\$86,974	\$88,930
23	Police Lieutenant	\$73,534	\$75,420	\$77,354	\$79,337	\$81,372	\$83,458	\$85,598	\$87,524	\$89,493	\$91,507	\$93,566	\$95,671	\$97,824
24	Deputy Chief of Police	\$80,888	\$82,962	\$85,089	\$87,271	\$89,509	\$91,804	\$94,158	\$96,276	\$98,442	\$100,657	\$102,922	\$105,238	\$107,606
	Controller													
	Deputy Director of Public Works													
25	Chief of Police	\$88,977	\$91,258	\$93,598	\$95,998	\$98,460	\$100,984	\$103,574	\$105,904	\$108,287	\$110,723	\$113,214	\$115,762	\$118,366
	Director of Finance													
	Director of Public Works													
	Deputy Administrator													
	Cultural & Recreation Services Mgr													
26*	Mayor	\$88,977	\$91,258	\$93,598	\$95,998	\$98,460	\$100,984	\$103,574	\$105,904	\$108,287	\$110,723	\$113,214	\$115,762	\$118,366
	10% between each Grade from 20-25.													
	Steps equal 2.5% increments A to Mid													
	Steps equal 2.25% increments Mid to M													

*Approved AM#11-17 6/13/2011 Amended 7/11/2011 per motion

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 959 APPENDIX A - WAGE SCHEDULE

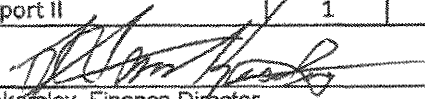
Step and Grade for FY 2012 - 2.5% Increase

	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	\$18.42	\$18.89	\$19.38	\$19.87	\$20.38	\$20.90	\$21.44	\$21.99	\$22.49	\$22.99	\$23.51	\$24.04	\$24.58	\$25.13	\$25.70	\$26.27	\$26.87
Call Takers	7	\$18.42	\$18.89	\$19.38	\$19.87	\$20.38	\$20.90	\$21.44	\$21.99	\$22.49	\$22.99	\$23.51	\$24.04	\$24.58	\$25.13	\$25.70	\$26.27	\$26.87
Disp trainee	7	\$18.42	\$18.89	\$19.38	\$19.87	\$20.38	\$20.90	\$21.44	\$21.99	\$22.49	\$22.99	\$23.51	\$24.04	\$24.58	\$25.13	\$25.70	\$26.27	\$26.87
Probation	8	\$20.46	\$20.99	\$21.53	\$22.08	\$22.65	\$23.23	\$23.82	\$24.43	\$24.98	\$25.54	\$26.12	\$26.71	\$27.31	\$27.92	\$28.55	\$29.19	\$29.85
Dispatch	8	\$20.46	\$20.99	\$21.53	\$22.08	\$22.65	\$23.23	\$23.82	\$24.43	\$24.98	\$25.54	\$26.12	\$26.71	\$27.31	\$27.92	\$28.55	\$29.19	\$29.85
Officer 1	9	\$22.73	\$23.31	\$23.91	\$24.52	\$25.15	\$25.80	\$26.46	\$27.14	\$27.75	\$28.37	\$29.01	\$29.66	\$30.33	\$31.01	\$31.71	\$32.43	\$33.15
Dispatch Supr	9	\$22.73	\$23.31	\$23.91	\$24.52	\$25.15	\$25.80	\$26.46	\$27.14	\$27.75	\$28.37	\$29.01	\$29.66	\$30.33	\$31.01	\$31.71	\$32.43	\$33.15
Officer 2	10	\$25.26	\$25.91	\$26.57	\$27.25	\$27.95	\$28.67	\$29.41	\$30.16	\$30.84	\$31.53	\$32.24	\$32.97	\$33.71	\$34.47	\$35.24	\$36.04	\$36.85
Code Cmplnce	10	\$25.26	\$25.91	\$26.57	\$27.25	\$27.95	\$28.67	\$29.41	\$30.16	\$30.84	\$31.53	\$32.24	\$32.97	\$33.71	\$34.47	\$35.24	\$36.04	\$36.85
Tech Support	10	\$25.26	\$25.91	\$26.57	\$27.25	\$27.95	\$28.67	\$29.41	\$30.16	\$30.84	\$31.53	\$32.24	\$32.97	\$33.71	\$34.47	\$35.24	\$36.04	\$36.85
Investigator	11	\$28.06	\$28.78	\$29.52	\$30.28	\$31.06	\$31.85	\$32.67	\$33.51	\$34.26	\$35.03	\$35.82	\$36.63	\$37.45	\$38.29	\$39.15	\$40.03	\$40.94
Sargeants	12	\$31.19	\$31.99	\$32.81	\$33.65	\$34.51	\$35.39	\$36.30	\$37.23	\$38.07	\$38.93	\$39.80	\$40.70	\$41.61	\$42.55	\$43.51	\$44.49	\$45.49
									6-2-2011									
Troy Tankersley, Finance Director									Date		Rick Canoy, Business Agent							
											06/02/11							
											Date							

Local 341 Appendix A: Job Classifications and Wage Rates
Effective July 1, 2011 - 1.0% COLA 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
Maintenance Specialist	4	23.24	23.72	24.21	24.69	25.20	25.71	26.23	26.75	27.29
Bldg Supervisor	3	21.54	21.99	22.44	22.90	23.37	23.84	24.31	24.80	25.29
Secretary	2	17.58	17.94	18.30	18.67	19.06	19.45	19.84	20.24	20.64
Bldg Support II	1	16.18	16.50	16.85	17.19	17.54	17.90	18.26	18.62	18.99



 Troy Tankersley, Finance Director

6-1-2011

 Date



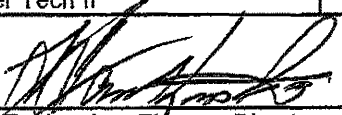
 Stacy Allen, Business Agent

June 1, 2011

 Date

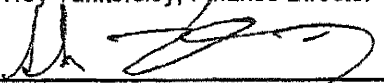
**Local 302 Appendix A: Job Classifications and Wage Rates
Effective July 1, 2011 3.5% increase**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
	<i>1 year steps</i>						<i>2 year steps</i>				
Operator In Training	\$15.35	\$15.88	\$16.45	\$17.06	\$17.71	\$18.42	\$19.16	\$19.89	\$20.63	\$21.37	\$22.10
Parks & Property Tech I	\$17.61	\$18.22	\$18.87	\$19.57	\$20.32	\$21.14	\$21.98	\$22.83	\$23.67	\$24.52	\$25.36
Facilities Maintenance Tech I	\$20.73	\$21.44	\$22.21	\$23.03	\$23.92	\$24.88	\$25.87	\$26.87	\$27.86	\$28.86	\$29.85
Parks & Property Tech I											
Roads Tech I											
Waste Water Tech I											
Water Tech I											
Facilities Maintenance Tech II	\$23.82	\$24.64	\$25.52	\$26.47	\$27.49	\$28.59	\$29.73	\$30.87	\$32.02	\$33.16	\$34.30
Parks & Property Tech II											
Roads Tech II											
Waste Water Tech II											
Water Tech II											



 Troy Tankersley, Finance Director

6-1-2011
 Date



 Shane Linse, Field Representative

6-1-11
 Date