



**AM No. 12-25: FY2013 EMPLOYEE WAGE SCALES FOR NON-UNION AND UNION EMPLOYEES OF THE CITY OF WASILLA.**

**Agenda of:** June 25, 2012

**Date:** June 5, 2012

**Originator:** Donna Faeo, Human Resources Generalist

Route to:	Department	Signature	Date
X	Finance Director		6-5-12
X	Interim Deputy Administrator		6/8/12
X	City Clerk		6/14/12

**REVIEWED BY MAYOR VERNE E. RUPRIGHT:**

**FISCAL IMPACT:**  yes or  no      Funds Available     Yes or  No

**Account name/number:** N/A  
**Attachments:** Non-Union Hourly Pay Rates FY2013 (2 pp)  
 Non-Union Salaried Pay Rates FY2013 (1 p)  
 Laborers Local 341 FY2013 Wage Schedule (1 p)  
 IUOE Local 302 FY2013 Wage Schedule (1 p)

**SUMMARY STATEMENT:** The wage scale for non-union employees has been increased by 1% CPI and wage scales for union employees has been increased as noted below.

Non-Union Hourly and Salaried Pay Rates	1.0% CPI Increase
Teamsters Local 959 FY2013 Wage Schedule	(Pending Negotiations)
Laborers Local 341 FY2013 Wage Schedule	1.5% CPI Increase
IUOE Local 302 FY2013 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 (CPI-U) as regularly published in 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-union employees as allowed in WMC 3.55.060.B.

**STAFF RECOMMENDATION:** Approve the adoption of Laborers Local 341, International Union of Operating Engineers Local 302 and non-union wage scales for Fiscal Year 2013 as attached. Teamsters Local 959 wages will stay unchanged until contract negotiations are completed and resolution comes forth from Council.

Date:		Approved:		Denied:		Initials:		Comments:	
	6/25/12		✓				AS		

**Non-Union Hourly Pay Rates**  
**Effective 7/1/2012**  
(Includes 1.0% COLA)

FY 2013 pay rates include (2.7% COL - 1.7% 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	\$8.35	\$8.56	\$8.78	\$9.01	\$9.24	\$9.48	\$9.72	\$9.94	\$10.16	\$10.39	\$10.63	\$10.87	\$11.11
2	Library Helper Building Custodial Laborer Museum Helper	\$10.02	\$10.28	\$10.54	\$10.81	\$11.09	\$11.37	\$11.66	\$11.92	\$12.19	\$12.47	\$12.75	\$13.04	\$13.33
3	Parks & Recreation Laborer Beautification Laborer ALPAR Supervisor Roads Laborer Assistant Ice Skating Instructor	\$12.03	\$12.34	\$12.66	\$12.98	\$13.31	\$13.65	\$14.00	\$14.32	\$14.64	\$14.97	\$15.31	\$15.65	\$16.00
4	Finance Clerk I Library Aide Museum Aide Public Works Clerical Assistant Administrative Assistant	\$14.43	\$14.80	\$15.18	\$15.57	\$15.97	\$16.38	\$16.80	\$17.18	\$17.57	\$17.96	\$18.37	\$18.78	\$19.20
5	Park Ranger Ice Skating Program Facilitator	\$17.32	\$17.76	\$18.22	\$18.69	\$19.17	\$19.66	\$20.16	\$20.61	\$21.08	\$21.55	\$22.04	\$22.53	\$23.04
6	Finance Clerk II	\$19.06	\$19.55	\$20.05	\$20.56	\$21.09	\$21.63	\$22.18	\$22.68	\$23.19	\$23.71	\$24.25	\$24.79	\$25.35
7	Finance Clerk III HR Assistant City Administrative Aide Interlibrary Loan Coordinator Planning Clerk Public Works Clerk Recreation Coordinator Administrative Aide to City Clerk	\$20.95	\$21.49	\$22.04	\$22.61	\$23.19	\$23.78	\$24.39	\$24.94	\$25.50	\$26.08	\$26.66	\$27.26	\$27.88
8	Staff Accountant	\$23.05	\$23.64	\$24.25	\$24.87	\$25.51	\$26.16	\$26.83	\$27.43	\$28.05	\$28.68	\$29.33	\$29.99	\$30.67

**Non-Union Hourly Pay Rates**  
**Effective 7/1/2012**  
(Includes 1.0% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
	Executive Assistant to the Mayor													
	Museum Curator													
9	Adult & Electronic Service Librarian	\$25.36	\$26.01	\$26.68	\$27.36	\$28.06	\$28.78	\$29.52	\$30.19	\$30.87	\$31.56	\$32.27	\$33.00	\$33.74
	Youth Services Librarian													
	Deputy City Clerk													
	IT Network Support Specialist													
	HR Generalist													
10	(No Current Positions)	\$27.90	\$28.62	\$29.35	\$30.10	\$30.87	\$31.66	\$32.47	\$33.20	\$33.95	\$34.71	\$35.50	\$36.29	\$37.11
11	Maintenance Supervisor	\$30.68	\$31.47	\$32.28	\$33.11	\$33.96	\$34.83	\$35.72	\$36.52	\$37.35	\$38.19	\$39.05	\$39.93	\$40.83
	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 7/1/2012**  
(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 Event Production & Facility Supervisor	\$55,800	\$57,231	\$58,698	\$60,203	\$61,747	\$63,330	\$64,954	\$66,415	\$67,910	\$69,438	\$71,000	\$72,598	\$74,231
21	City Engineer City Planner Economic Planner Purchasing/Contracting Officer Records & Communication Mgr	\$61,380	\$62,954	\$64,568	\$66,224	\$67,922	\$69,663	\$71,449	\$73,057	\$74,701	\$76,382	\$78,100	\$79,857	\$81,654
22	(No Current Positions)	\$67,518	\$69,249	\$71,025	\$72,846	\$74,714	\$76,629	\$78,594	\$80,363	\$82,171	\$84,020	\$85,910	\$87,843	\$89,820
23	Police Lieutenant	\$74,270	\$76,174	\$78,127	\$80,130	\$82,185	\$84,292	\$86,454	\$88,399	\$90,388	\$92,422	\$94,501	\$96,627	\$98,802
24	Deputy Chief of Police Controller Deputy Director of Public Works	\$81,697	\$83,791	\$85,940	\$88,144	\$90,404	\$92,722	\$95,099	\$97,239	\$99,427	\$101,664	\$103,951	\$106,290	\$108,682
25	Chief of Police Director of Finance Director of Public Works Deputy Administrator Cultural & Recreation Services Director	\$89,866	\$92,171	\$94,534	\$96,958	\$99,444	\$101,994	\$104,609	\$106,963	\$109,369	\$111,830	\$114,346	\$116,919	\$119,550
26	Mayor	\$89,866	\$92,171	\$94,534	\$96,958	\$99,444	\$101,994	\$104,609	\$106,963	\$109,369	\$111,830	\$114,346	\$116,919	\$119,550
	10% between each Grade from 20-25.													
	Steps equal 2.5% increments A to Mid													
	Steps equal 2.25% increments Mid to M													

**Local 341 Appendix A: Job Classifications and Wage Rates**  
**Effective July 1, 2012 - 1.5% 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	23.59	24.06	24.54	25.03	25.54	26.05	26.57	27.10	27.64
Bldg Supervisor	3	21.86	22.30	22.74	23.20	23.67	24.14	24.62	25.12	25.62
Secretary	2	17.84	18.20	18.56	18.93	19.31	19.70	20.09	20.49	20.90
Bldg Support II	1	16.42	16.75	17.08	17.43	17.77	18.13	18.49	18.86	19.24

\_\_\_\_\_  
Troy Tankersley, Finance Director

\_\_\_\_\_  
Date

\_\_\_\_\_  
Stacy Allen, Business Agent

\_\_\_\_\_  
Date

**RECEIVED**

**JUN 21 2012**

Office of the City Clerk  
City of Wasilla

Received from T. Tankersley

New page 112

For Am No. 12-25

*[Handwritten signature]*

**Local 302 Appendix A: Job Classifications and Wage Rates  
Effective July 1, 2012 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
	1 year steps						2 year steps				
Operator in Training	\$15.88	\$16.43	\$17.01	\$17.64	\$18.32	\$19.06	\$19.82	\$20.58	\$21.34	\$22.10	\$22.87
Parks & Property Tech I	\$18.22	\$18.85	\$19.52	\$20.25	\$21.02	\$21.87	\$22.74	\$23.61	\$24.49	\$25.36	\$26.24
Facilities Maintenance Tech I	\$21.45	\$22.19	\$22.99	\$23.84	\$24.75	\$25.75	\$26.78	\$27.81	\$28.84	\$29.87	\$30.90
Parks & Property Tech I											
Roads Tech I											
Waste Water Tech I											
Water Tech I											
Facilities Maintenance Tech II	\$24.65	\$25.50	\$26.41	\$27.39	\$28.45	\$29.59	\$30.77	\$31.95	\$33.14	\$34.32	\$35.50
Parks & Property Tech II											
Roads Tech II											
Waste Water Tech II											
Water Tech II											

*9/1/11  
4-8-2011*

*TA  
local 302  
4-8-11*