

By: Human Resources  
Adopted: June 24, 2013

Vote: Buswell, Harris, Lovell, Sullivan-Leonard, Wall and Woodruff in favor

**City Of Wasilla  
Resolution Serial No. 13-14**

**A resolution of the Wasilla City Council adopting Fiscal Year 2014 Salary Structure and Pay Ranges for Non-Union and Union Employees of the City of Wasilla.**

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, Resolution Serial No. 11-13, ratified the collective bargaining agreement between the City and the Laborers International Union of North America, Local 341, and the attached Appendix A: Job Classifications and Wage Rates, dated May 31, 2013; and

WHEREAS, Resolution Serial No. 11-15, ratified the collective bargaining agreement between the City and the International Union of Operating Engineers, Local 302, and the attached Appendix A: Job Classifications and Wage Rates, dated May 29, 2013; and

WHEREAS, Resolution Serial No. 12-28 ratified the collective bargaining agreement with the Teamsters, Local 959, and the attached Appendix A: Wage Scale, dated January 11, 2013; and

WHEREAS, WMC 3.55.060, Advancement Within a Pay Range, allows for non-union employees pay advancement, as attached as the Non-Union Hourly Pay Rates, dated May 30, 2013 and the Non-Union Salaried Pay Rates dated May 30, 2013; and

WHEREAS, AM No. 12-25 is hereby repealed.

NOW, THEREFORE, BE IT RESOLVED, that the Wasilla City Council adopts the Fiscal Year 2014 Salary Structure and Pay Ranges for all City employees, as noted above.

ADOPTED by the Wasilla City Council on June 24, 2013.

  
BERT L. COTTLE, Deputy Administrator

ATTEST:

  
KRISTIE SMITHERS, MMC, City Clerk

[SEAL]




## CITY COUNCIL LEGISLATION STAFF REPORT


**Resolution Serial No. 13-14: A Resolution Of The Wasilla City Council adopting Fiscal Year 2014 Salary Structure and Pay Ranges for Non-Union and Union Employees of the City of Wasilla.**

Originator: Donna Faeo, Human Resources Generalist

Date: 6/12/2013

Agenda of: 6/12/2013

Route to:	Department Head	Signature	Date
X	Finance Director		6-13-13
X	Deputy Administrator		6-13-12
X	City Clerk		6/17/12

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 FY2014 (2 pages)  
 Non-Union Salaried Pay Rates FY2014 (1 page)  
 Laborers' Local 341 Wage Rates FY2014 (1 page)  
 IUOE Local 203 Wage Rates FY2014 (1 page)  
 Teamsters Local 959 Wage Rates FY2014 (1 page)

**Summary Statement:** The wage scale for non-union and non-union salaried employees has been increased by 1.5% CPI and wages scales for union employees has been increased as noted below.

Non-Union Hourly and Salaried FY2014 Pay Rates	1.5% CPI Increase
Laborers' Local 341 FY2014 Wage Rates	1.5% CPI Increase
IUOE Local 302 FY2014 Wage Rates	4.0% Flat Rate Increase
Teamsters Local 959 FY2014 Wage Rates	1.5% CPI 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 the 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 and salaried employees as allowed in WMC 3.55.060B.

**Recommended Action:** Adopt Resolution Serial No. 13-14.

**Non-Union Hourly Pay Rates**  
**Effective 7/1/2013**  
(Includes 1.5% COLA)

FY2014 pay rates include (1.5% Cola Adj + 2.5% step = 4% Total Adj.)

Grade	Job Title	One Year Increment Steps @ 2.5%												
		A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
1	No Current Positions	\$8.48	\$8.70	\$8.92	\$9.15	\$9.38	\$9.62	\$9.87	\$10.09	\$10.32	\$10.55	\$10.79	\$11.04	\$11.28
2	Library Helper	\$10.18	\$10.44	\$10.71	\$10.98	\$11.26	\$11.55	\$11.84	\$12.11	\$12.38	\$12.66	\$12.95	\$13.24	\$13.54
	Building Custodial Laborer													
	Museum Helper													
3	Parks & Recreation Laborer	\$12.20	\$12.51	\$12.83	\$13.16	\$13.50	\$13.85	\$14.21	\$14.53	\$14.86	\$15.19	\$15.53	\$15.88	\$16.24
	Beautification Laborer													
	ALPAR Supervisor													
	Roads Laborer													
	Assistant Ice Skating Instructor													
	Water Distribution Laborer													
4	Finance Clerk I	\$14.64	\$15.02	\$15.41	\$15.80	\$16.20	\$16.62	\$17.05	\$17.43	\$17.83	\$18.23	\$18.64	\$19.06	\$19.49
	Library Aide													
	Museum Aide													
	Public Works Clerical Assistant													
	Administrative Assistant													
5	Park Ranger	\$17.58	\$18.03	\$18.49	\$18.96	\$19.45	\$19.95	\$20.46	\$20.92	\$21.39	\$21.87	\$22.37	\$22.87	\$23.39
	Ice Skating Program Facilitator													
6	Finance Clerk II	\$19.34	\$19.84	\$20.35	\$20.87	\$21.40	\$21.95	\$22.51	\$23.02	\$23.54	\$24.07	\$24.61	\$25.16	\$25.73
7	Finance Clerk III	\$21.27	\$21.82	\$22.38	\$22.95	\$23.54	\$24.14	\$24.76	\$25.32	\$25.89	\$26.47	\$27.07	\$27.68	\$28.30
	HR Assistant													
	City Administrative Aide													
	Interlibrary Loan Coordinator													
	Planning Clerk													
	Public Works Clerk													
	Recreation Coordinator													
	Administrative Aide to City Clerk													

**Non-Union Hourly Pay Rates**  
**Effective 7/1/2013**  
(Includes 1.5% COLA)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
8	Staff Accountant	\$23.39	\$23.99	\$24.61	\$25.24	\$25.89	\$26.55	\$27.23	\$27.84	\$28.47	\$29.11	\$29.77	\$30.44	\$31.12
	Executive Assistant to the Mayor													
	Museum Curator													
9	Adult & Electronic Service Librarian	\$25.74	\$26.40	\$27.08	\$27.77	\$28.48	\$29.21	\$29.96	\$30.64	\$31.33	\$32.03	\$32.75	\$33.49	\$34.24
	Youth Services Librarian													
	Deputy City Clerk													
	IT Network Support Specialist													
	HR Generalist													
10	(No Current Positions)	\$28.33	\$29.06	\$29.80	\$30.56	\$31.34	\$32.14	\$32.96	\$33.70	\$34.46	\$35.24	\$36.03	\$36.84	\$37.67
11	Maintenance Supervisor	\$31.15	\$31.95	\$32.77	\$33.61	\$34.47	\$35.35	\$36.26	\$37.08	\$37.91	\$38.76	\$39.64	\$40.53	\$41.44
	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 7/1/2013**  
(Includes 1.5% COLA)

Grade	Job Title	A	B	C	D	E	F	G	H	I	J	K	L	M
		One Year Increment Steps @ 2.5%												
20	Library Director	\$56,637	\$58,089	\$59,578	\$61,106	\$62,673	\$64,280	\$65,928	\$67,411	\$68,928	\$70,479	\$72,065	\$73,686	\$75,344
	Event Production & Facility Supervisor													
21	City Engineer	\$62,300	\$63,898	\$65,536	\$67,217	\$68,940	\$70,708	\$72,521	\$74,153	\$75,821	\$77,527	\$79,271	\$81,055	\$82,879
	City Planner													
	Economic Planner													
	Purchasing/Contracting Officer													
	Records & Communication Mgr													
22	(No Current Positions)	\$68,530	\$70,288	\$72,090	\$73,938	\$75,834	\$77,779	\$79,773	\$81,568	\$83,403	\$85,280	\$87,198	\$89,160	\$91,166
23	Police Lieutenant	\$75,383	\$77,316	\$79,299	\$81,332	\$83,418	\$85,556	\$87,750	\$89,725	\$91,743	\$93,808	\$95,918	\$98,076	\$100,283
24	Deputy Chief of Police	\$82,922	\$85,048	\$87,229	\$89,465	\$91,759	\$94,112	\$96,525	\$98,697	\$100,918	\$103,188	\$105,510	\$107,884	\$110,311
	Controller													
	Deputy Director of Public Works													
25	Chief of Police	\$91,214	\$93,553	\$95,952	\$98,412	\$100,935	\$103,523	\$106,178	\$108,567	\$111,009	\$113,507	\$116,061	\$118,672	\$121,343
	Director of Finance													
	Director of Public Works													
	Deputy Administrator													
	Cultural & Recreation Services Director													
26	Mayor	\$91,214	\$93,553	\$95,952	\$98,412	\$100,935	\$103,523	\$106,178	\$108,567	\$111,009	\$113,507	\$116,061	\$118,672	\$121,343
	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, 2013 - 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	23.94	24.42	24.91	25.41	25.92	26.44	26.96	27.50	28.05
Bldg Supervisor	3	22.19	22.63	23.09	23.55	24.02	24.50	24.99	25.49	26.00
Secretary	2	18.11	18.47	18.84	19.22	19.60	19.99	20.39	20.80	21.22
Bldg Support II	1	16.67	17.00	17.34	17.69	18.04	18.40	18.77	19.14	19.53

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

5-29-13  
 \_\_\_\_\_  
 Date

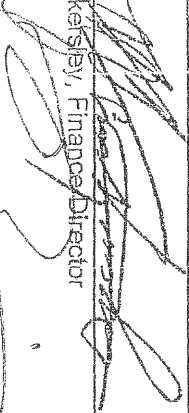
  
 \_\_\_\_\_  
 Stacy Allen, Business Agent

5-31-13  
 \_\_\_\_\_  
 Date

**Local 302 Appendix A: Job Classifications and Wage Rates  
Effective July 1, 2013 4% increase**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Operator in Training	\$16.51	\$17.08	\$17.69	\$18.35	\$19.05	\$19.82	\$20.61	\$21.40	\$22.19	\$22.99	\$23.78
	<i>1 year steps</i>						<i>2 year steps</i>				
Parks & Property Tech I	\$18.95	\$19.60	\$20.30	\$21.05	\$21.86	\$22.74	\$23.64	\$24.55	\$25.46	\$26.37	\$27.28
Facilities Maintenance Tech I	\$22.31	\$23.08	\$23.91	\$24.79	\$25.75	\$26.78	\$27.85	\$28.92	\$29.99	\$31.06	\$32.13
Roads Tech I											
Waste Water Tech I											
Water Tech I											
Facilities Maintenance Tech II	\$25.64	\$26.52	\$27.47	\$28.49	\$29.58	\$30.77	\$32.00	\$33.23	\$34.46	\$35.69	\$36.92
Parks & Property Tech II											
Roads Tech II											
Waste Water Tech II											
Water Tech II											

Troy Tankersley, Finance Director



Date

*5-29-13*

Shane Linse, Field Representative

Date

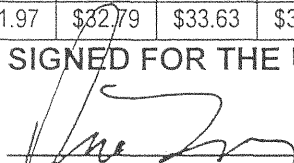
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CITY OF WASILLA  
Wasilla Police Department

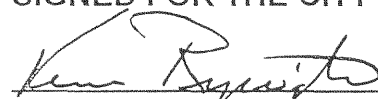
**APPENDIX A - WAGE SCHEDULE**  
**Step and Grade for FY 2014 - 1.5% Increase**

	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	\$18.88	\$19.36	\$19.86	\$20.37	\$20.89	\$21.43	\$21.98	\$22.54	\$23.05	\$23.57	\$24.10	\$24.64	\$25.19	\$25.76	\$26.34	\$26.93	\$27.54
Call Takers	7	\$18.88	\$19.36	\$19.86	\$20.37	\$20.89	\$21.43	\$21.98	\$22.54	\$23.05	\$23.57	\$24.10	\$24.64	\$25.19	\$25.76	\$26.34	\$26.93	\$27.54
Disp trainee	7	\$18.88	\$19.36	\$19.86	\$20.37	\$20.89	\$21.43	\$21.98	\$22.54	\$23.05	\$23.57	\$24.10	\$24.64	\$25.19	\$25.76	\$26.34	\$26.93	\$27.54
Probation	8	\$20.97	\$21.51	\$22.06	\$22.63	\$23.21	\$23.81	\$24.42	\$25.05	\$25.61	\$26.19	\$26.78	\$27.38	\$28.00	\$28.63	\$29.27	\$29.93	\$30.60
Dispatch	8	\$20.97	\$21.51	\$22.06	\$22.63	\$23.21	\$23.81	\$24.42	\$25.05	\$25.61	\$26.19	\$26.78	\$27.38	\$28.00	\$28.63	\$29.27	\$29.93	\$30.60
Officer 1	9	\$23.30	\$23.90	\$24.51	\$25.14	\$25.78	\$26.44	\$27.12	\$27.82	\$28.45	\$29.09	\$29.74	\$30.41	\$31.09	\$31.79	\$32.51	\$33.24	\$33.99
Dispatch Supr	9	\$23.30	\$23.90	\$24.51	\$25.14	\$25.78	\$26.44	\$27.12	\$27.82	\$28.45	\$29.09	\$29.74	\$30.41	\$31.09	\$31.79	\$32.51	\$33.24	\$33.99
Officer 2	10	\$25.91	\$26.57	\$27.25	\$27.95	\$28.67	\$29.40	\$30.15	\$30.92	\$31.62	\$32.33	\$33.06	\$33.80	\$34.56	\$35.34	\$36.14	\$36.95	\$37.78
Code Cmplnce	10	\$25.91	\$26.57	\$27.25	\$27.95	\$28.67	\$29.40	\$30.15	\$30.92	\$31.62	\$32.33	\$33.06	\$33.80	\$34.56	\$35.34	\$36.14	\$36.95	\$37.78
Tech Support	10	\$25.91	\$26.57	\$27.25	\$27.95	\$28.67	\$29.40	\$30.15	\$30.92	\$31.62	\$32.33	\$33.06	\$33.80	\$34.56	\$35.34	\$36.14	\$36.95	\$37.78
Investigator	11	\$28.75	\$29.49	\$30.25	\$31.03	\$31.83	\$32.65	\$33.49	\$34.35	\$35.12	\$35.91	\$36.72	\$37.55	\$38.39	\$39.25	\$40.13	\$41.03	\$41.95
Sargeants	12	\$31.97	\$32.79	\$33.63	\$34.49	\$35.37	\$36.28	\$37.21	\$38.16	\$39.02	\$39.90	\$40.80	\$41.72	\$42.66	\$43.62	\$44.60	\$45.60	\$46.63

SIGNED FOR THE UNION

  
\_\_\_\_\_  
Rick Canoy  
Business Representative  
10/4/12 → 1/10/13  
Date

SIGNED FOR THE CITY OF WASILLA

  
\_\_\_\_\_  
Verne Rupright  
Mayor of Wasilla  
1-11-13  
Date