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WHEREAS, AM No. 12-25 is hereby repealed.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

• ALASKA •

### 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	all and a	6-13-13
X	Deputy Administrator		4-13-1-
X	City Clerk	Tonis	6/17/12

Reviewed by Mayor Verne E. Rupright:

Fiscal Impact:  $\boxtimes$  yes or  $\square$  no Funds Available:  $\boxtimes$  yes or  $\square$  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
Laborers' Local 341 FY2014 Wage Rates
IUOE Local 302 FY2014 Wage Rates
Teamsters Local 959 FY2014 Wage Rates
1.5% CPI Increase
4.0% Flat Rate Increase
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)

Grade Job Title  (1.5% Cola Adj + 2.5% Step = 4% Fotal Adj.)  A B	Job Title	A	œ	C	o		2 X X	2 M 12	8 K S	п	F Midpoint H	F Midpoint H	F Midpoint H	F Midpoint H
THE PLAN PROCESS OF THE PARTY O			One	e Year Inc	Year Increment Steps	@	2.5%			7				One Year Increment Steps @ 2.25
	No Current Positions	\$8.48	\$8.70	\$8.92	\$9.15	\$9.38	\$9.62		\$9.87	\$9.87 \$10.09	\$10.09 \$10	\$10.09 \$10	\$10.09 \$10	\$10.09 \$10
2	Library Helper	\$10.18	\$10.44	\$10.71	\$10.98	\$11.26	\$11.55		\$11.84		\$11.84	\$11.84 \$12.11	<b>\$11.84</b> \$12.11 \$12.38	<b>\$11.84</b> \$12.11 \$12.38 \$12.66
	Building Custodial Laborer	And the second s		1144			manadaddd fill fill dir a canad i an							
	Museum Helper													
ယ	Parks & Recreation Laborer	\$12.20	\$12.51	\$12.83	\$13.16	\$13.50	\$13.85	5	5 \$14.21	1000	\$14.21	\$14.21 \$14.53	\$14.21 \$14.53 \$14.86	\$14.21 \$14.53 \$14.86 \$15.19
	Beautification Laborer	Post Policy Control of the Control o									•	.*		.*
	ALPAR Supervisor													
	Roads Laborer						N III A S A S A S A S A S A S A S A S A S					19		
	Assistant Ice Skating Instructor													
	Water Distribution Laborer													
4	Finance Clerk I	\$14.64	\$15.02	\$15.41	\$15.80	\$16.20	\$16.62	lancari da	\$17.05	\$17.05 \$17.43		\$17.43	\$17.43 \$17.83	\$17.43 \$17.83 \$18.23
	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	\$20.46 \$20.92		\$20.92	\$20.92 \$21.39	\$20.92 \$21.39 \$21.87
And challed by the challed and the challed by the c	Ice Skating Program Facilitator													
o	Finance Clerk II	\$19.34	\$19.84	\$20.35	\$20.87	\$21.40	\$21.95		\$22.51	\$22.51 \$23.02		\$23.02	\$23.02 \$23.54	\$23.02 \$23.54 \$24.07
7	Finance Clerk III	\$21.27	\$21.82	\$22.38	\$22.95	\$23.54	\$24.14		\$24.76	<b>\$24.76</b> \$25.32		\$25.32	\$25.32 \$25.89	\$25.32 \$25.89 \$26.47
	HR Assistant				1									
	City Administrative Aide	7,100												
TO THE PROPERTY AND A CHEEK WORK COMMANDER.	Interlibrary Loan Coordinator													
	Planning Clerk			PARTITION THE PARTY OF THE PARTY.			-						The control of the co	
	Public Works Clerk													
	Recreation Coordinator	eccounted in the first of the first of the second control of the first	And in contrast of the contras											
	Administrative Aide to City Clerk						The second secon							

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

	(0		2	1	10 (					9 /			8	Grade
Stone equal 2 25% increments Mid to M	Steps equal 2.5% increments A to Mid	10% between each Grade from 6 - 11.	20% between each Grade from 1 - 5	Maintenance Supervisor	(No Current Positions)	HR Generalist	IT Network Support Specialist	Deputy City Clerk	Youth Services Librarian	Adult & Electronic Service Librarian	Museum Curator	Executive Assistant to the Mayor	Staff Accountant	Job Title
_				\$31.15	\$28.33	Constant of the second	And the same of th			\$25.74	APARTE DE L'ARTE		\$23.39	>
				\$31.95	\$29.06	And the second s				\$26.40	AND THE RESERVE AND THE PERSON OF THE PERSON		\$23.99	σ
		000000000000000000000000000000000000000		\$32.77	\$29.80					\$26.40 \$27.08 \$27.77			\$24.61	C
	ACT PARTY			\$33.61	\$30.56						TO THE STATE OF TH		\$25.24	o
				\$34.47	\$31.34					\$28.48		No. of Control of Control	\$25.89	m
				\$35.35	\$32.14					\$29.21		Olympia (1) Sign	\$26.55	<b>-</b> 11
		The state of the s		\$36.26	\$32.96					\$29.96			\$27.23	Midpoint G
				\$37.08	\$33.70					\$30.64			\$27.84	<b>.</b>
		And the second s		\$37.91	\$34.46	and of the NV I Venes address from the desiration of the	and of an hiddingers can bio William an embedded with			\$31.33	AND ADDRESS OF THE PARTY OF THE		\$28.47	масцион
		770.00		\$38.76	\$35.24		And the second s			\$32.03			\$29.11	C
				\$39.64	\$36.03				A CANADA	\$32.75			\$29.77	<b>x</b>
		dispersion for the second seco		\$40.53	\$36.84					\$33.49			\$30.44	
			Annual or properties and a second street of the sec	\$41.44	\$37.67		Mandalah di tilah Jasa anda bada di di dan sana da			\$34.24			\$31.12	

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

		A control de la	26				A CONTRACTOR OF THE CONTRACTOR	25			24	23	22				THE RESERVE AND ADDRESS OF THE PARTY AND ADDRE	21		20	A STATE OF THE PARTY OF T	Grade
Steps equal 2.25% increments Mid to M	Steps equal 2.5% increments A to Mid	10% between each Grade from 20-25.	Mayor	Cultural & Recreation Services Director	Deputy Administrator	Director of Public Works	Director of Finance	Chief of Police	Deputy Director of Public Works	Controller	Deputy Chief of Police	Police Lieutenant	(No Current Positions)	Records & Communication Mgr	Purchasing/Contracting Officer	Economic Planner	City Planner	City Engineer	Event Production & Facility Supervisor	Library Director		Job Title
			\$91,214					\$91,214			\$82,922	\$75,383	\$68,530		Translation (M. Salvari			\$62,300		\$56,637		Α
		THE REAL PROPERTY AND ADDRESS OF THE PARTY O	\$93,553					\$93,553			\$85,048	\$77,316	\$70,288					\$63,898		\$58,089	0	œ
			\$95,952					\$95,952			\$87,229	\$79,299	\$72,090	A THE PARTY OF THE	and of the second			\$65,536		\$59,578	One Year Increment Steps @ 2.5%	C
			\$98,412					\$98,412		e de la composition de la constitución de la consti	\$89,465	\$81,332	\$73,938					\$67,217		\$61,106	crement St	O
			\$100,935			MARIN SAME AND ADDRESS OF THE PARTY OF THE P	The state of the s	\$100,935		A constraint of the constraint	\$91,759	\$83,418	\$75,834	And the second s				\$68,940		\$62,673	eps @ 2.5°	П
			\$103,523		-6.0000.00			\$103,523		CALLED A CALL	\$94,112	\$85,556	\$77,779					\$70,708	and the state of t	\$64,280	%	<b>TI</b>
No. of the Control of			\$106,178					\$106,178			\$96,525	\$87,750	\$79,773					\$72,521		\$65,928		G Midpoint
			\$108,567					\$108,567		And the second s	\$98,697	\$89,725	\$81,568		7 C 44 C 7			\$74,153	And the second s	\$67,411		
			\$111,009					\$111,009			\$100,918	\$91,743	\$83,403			AND THE PERSON NAMED IN COLUMN TO SERVICE AND THE PERSON NAMED IN COLUMN		\$75,821		\$68,928	One Ye	
Adel profession flations are enabled in the last the first transfer and transfer			\$113,507					\$113,507		and the second s	\$103,188	\$93,808	\$85,280				-	\$77,527		\$70,479	ar Increme	<b>C</b>
			\$116,061				The state of the s	\$116,061		AND THE REAL PROPERTY OF THE PERTY OF T	\$100,918 \$103,188 \$105,510 \$107,884	\$95,918	\$87,198					\$79,271	Total Commission of Commission	\$72,065	One Year Increment Steps @ 2.25%	~
BOOKANIPO PARALLALIAN DA REPORTO DE PARALLALIAN DE			\$118,672	NAME OF THE PARTY			THE COLUMN ASSESSMENT OF THE PROPERTY ASSESSMENT ASSESSMENT OF THE PROPERTY ASSESSMENT A	\$118,672		A THE RESIDENCE OF THE PARTY OF		\$98,076	\$89,160	Y				\$81,055		\$73,686	2.25%	<b>-</b>
			\$121,343		A LIBERT A			\$121,343		the commence was the first than the state of	\$110,311	\$100,283	\$91,166				The state of the s	\$82,879		\$75,344		3

### Local 341 Appendix A: Job Classifications and Wage Rates Effective July 1, 2013 - 1.5% COLA Increase

One Year Increment Steps @ 2.0%

				WITCH I WOLL IS	TICLOTHOLIC COO	22 (0) 2 0.10			
Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I
4	23.94	24.42	24.91	25.41	25.92	26.44	26.96	27.50	28.05
3	22.19	22.63	23.09	23.55	24.02	24.50	24.99	25.49	26.00
2	18.11	18.47	18.84	19.22	19.60	19.99	20.39	20.80	21.22
Western Company of the Company of th				***************************************		(4550010)	***************************************		50,000,000,000,000,000,000,000,000,000,
1	16.67	17.00	17.34	17.69	18.04	18.40	18.77	19.14	19.53
		4     23.94       3     22.19       2     18.11	4     23.94     24.42       3     22.19     22.63       2     18.11     18.47	4     23.94     24.42     24.91       3     22.19     22.63     23.09       2     18.11     18.47     18.84	Grade         Step A         Step B         Step C         Step D           4         23.94         24.42         24.91         25.41           3         22.19         22.63         23.09         23.55           2         18.11         18.47         18.84         19.22	Grade         Step A         Step B         Step C         Step D         Step E           4         23.94         24.42         24.91         25.41         25.92           3         22.19         22.63         23.09         23.55         24.02           2         18.11         18.47         18.84         19.22         19.60	4     23.94     24.42     24.91     25.41     25.92     26.44       3     22.19     22.63     23.09     23.55     24.02     24.50       2     18.11     18.47     18.84     19.22     19.60     19.99	Grade         Step A         Step B         Step C         Step D         Step E         Step F         Step G           4         23.94         24.42         24.91         25.41         25.92         26.44         26.96           3         22.19         22.63         23.09         23.55         24.02         24.50         24.99           2         18.11         18.47         18.84         19.22         19.60         19.99         20.39	Grade         Step A         Step B         Step C         Step D         Step E         Step F         Step G         Step H           4         23.94         24.42         24.91         25.41         25.92         26.44         26.96         27.50           3         22.19         22.63         23.09         23.55         24.02         24.50         24.99         25.49           2         18.11         18.47         18.84         19.22         19.60         19.99         20.39         20.80

Troy Tankersley, Finance Director

Stacy Allen, Business Agent

( - 2 - 7 - 1 3

Date

Date

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

### CITY Or WASILLA Wasilla Police Department

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

	Grade		Or	ne Year In	crement S	teps @ 2.	5%		Journeyman			Bonus	One Year	Incremer	nt Steps @	2.25%		
		А	В	С	D	E	F	G	Н	a.	J	K	L	M	N	0	Р	Q
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 CmpInce	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

Date / ST

SIGNED FOR THE CITY OF WASILLA

Verne Rupright Mayor of Wasilla

/-//-/3 Date