

By: Human Resources
Adopted: June 9, 2014
Vote: Buswell, Harris, O'Barr, Sullivan-Leonard, Wall and Wilson in favor

**City Of Wasilla
Resolution Serial No. 14-22**

A resolution of the Wasilla City Council adopting Fiscal Year 2015 Salary Structure and Pay Ranges for Non-Union, Laborers' Local 341 and Teamsters Local 959 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, by adoption of Resolution Serial No. 14-23, ratifying 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; and

WHEREAS, by adoption of Resolution Serial No. 12-28 ratifying the collective bargaining agreement with the Teamsters, Local 959, and the attached Appendix A: Wage Scale; 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 and salaried pay rates; and

NOW, THEREFORE, BE IT RESOLVED, that the Wasilla City Council adopts Fiscal Year 2015 salary structure and pay ranges for non-union and union employees of the City of Wasilla as attached.

ADOPTED by the Wasilla City Council on June 9, 2014.



VERNE E. RUPRIGHT, Mayor

ATTEST:



KRISTIE SMITHERS, MMC, City Clerk

[SEAL]




CITY OF
WASILLA
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CITY COUNCIL LEGISLATION STAFF REPORT

Resolution Serial No. 14-22: A Resolution Of The Wasilla City Council adopting Fiscal Year 2015 Salary Structure and Pay Ranges for Non-Union, Laborers' Local 341 and Teamsters Local 959 Employees of the City of Wasilla.

Originator: Donna Faeo, Human Resources Generalist
 Date: 5/29/2014

Agenda of: 6/9/2014

Route to:	Department Head	Signature	Date
X	Finance Director		5-29-14
X	Deputy Administrator		5-29-14
X	City Clerk		6.2.14

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 FY2015 (2 pages)
 Non-Union Salaried Pay Rates FY2015 (1 page)
 Laborers' Local 341 Wage Rates FY2015 (1 page)
 Teamsters Local 959 Wage Rates FY2015 (1 page)

Summary Statement: The wage scales for non-union hourly, non-union salaried, and Laborers' Local 341 employees have been increased by 2.86% CPI with a freeze on step increases. The wage scale for Teamsters Local 959 has been increased by 2.86% plus step increase for the remainder of their current collective bargaining agreement.

Non-Union Hourly and Salaried FY2015 Pay Rates	2.86% CPI Increase
Laborers' Local 341 FY2015 Wage Rates	2.86% CPI Increase
Teamsters Local 959 FY2015 Wage Rates	2.86% CPI Increase, plus step

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 for non-union hourly and salaried employees as allowed in WMC 3.55.060B.

Recommended Action: Adopt Resolution Serial No. 14-22.

**Non-Union Hourly Pay Rates
Effective 7/1/2014
(Includes 2.86% COLA w/No Step Increases)**

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
8	Staff Accountant	\$24.06	\$24.68	\$25.31	\$25.96	\$26.63	\$27.31	\$28.01	\$28.64	\$29.28	\$29.94	\$30.62	\$31.31	\$32.01
	Executive Assistant to the Mayor													
	Museum Curator													
9	Adult & Electronic Service Librarian	\$26.48	\$27.16	\$27.85	\$28.56	\$29.29	\$30.05	\$30.82	\$31.51	\$32.22	\$32.95	\$33.69	\$34.45	\$35.22
	Youth Services Librarian													
	Deputy City Clerk													
	IT Network Support Specialist													
	HR Generalist													
10	(No Current Positions)	\$29.14	\$29.89	\$30.65	\$31.43	\$32.24	\$33.06	\$33.90	\$34.67	\$35.45	\$36.24	\$37.06	\$37.89	\$38.75
11	Maintenance Supervisor	\$32.04	\$32.86	\$33.71	\$34.57	\$35.46	\$36.36	\$37.30	\$38.14	\$39.00	\$39.87	\$40.77	\$41.69	\$42.63
	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 7/1/2014
(Includes 2.86% COLA w/No Step Increases)**

Grade	Job Title	G												
		A	B	C	D	E	F	Midpoint	H	I	J	K	L	M
		One Year Increment Steps @ 2.5%(No Steps for FY2015)												
20	Library Director	\$59,257	\$59,750	\$61,282	\$62,854	\$64,465	\$66,118	\$67,814	\$69,339	\$70,899	\$72,495	\$74,126	\$75,794	\$77,499
	Event Production & Facility Supervisor													
21	City Engineer	\$64,082	\$65,725	\$67,411	\$69,139	\$70,912	\$72,730	\$74,595	\$76,273	\$77,989	\$79,744	\$81,538	\$83,373	\$85,249
	City Planner													
	Economic Planner													
	Purchasing/Contracting Officer													
	Records & Communication Mgr													
22	(No Current Positions)	\$70,490	\$72,298	\$74,152	\$76,053	\$78,003	\$80,003	\$82,054	\$83,901	\$85,788	\$87,719	\$89,692	\$91,710	\$93,774
23	Police Lieutenant	\$77,539	\$79,528	\$81,567	\$83,658	\$85,803	\$88,003	\$90,260	\$92,291	\$94,367	\$96,490	\$98,662	\$100,881	\$103,151
24	Deputy Chief of Police	\$85,293	\$87,480	\$89,723	\$92,024	\$94,384	\$96,804	\$99,286	\$101,520	\$103,804	\$106,140	\$108,528	\$110,970	\$113,466
	Controller													
	Deputy Director of Public Works													
25	Chief of Police	\$93,823	\$96,228	\$98,696	\$101,226	\$103,822	\$106,484	\$109,214	\$111,672	\$114,184	\$116,753	\$119,380	\$122,066	\$124,813
	Director of Finance													
	Director of Public Works													
	Deputy Administrator													
	Recreational & Cultural Services Director													
	City Clerk													
26	Mayor	\$93,823	\$96,228	\$98,696	\$101,226	\$103,822	\$106,484	\$109,214	\$111,672	\$114,184	\$116,753	\$119,380	\$122,066	\$124,813
	10% between each Grade from 20-25.													
	Steps equal 2.5% increments A to Mid													
	Steps equal 2.25% increments Mid to M													

#VIII.C.4.

6/4/2014

1 of 1

Non-Union Scales 2015.xlsx

Local 341 Appendix A: Job Classifications and Wage Rates
 Effective July 1, 2014 (FY2015) - 2.86% COLA Increase
 With No Step 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	24.62	25.12	25.62	26.14	26.66	27.20	27.73	28.29	28.85
Bldg Support Lead	3	22.82	23.28	23.75	24.22	24.71	25.20	25.70	26.22	26.74
Secretary	2	18.63	19.00	19.38	19.77	20.16	20.56	20.97	21.39	21.83
Bldg Support Laborer	1	17.15	17.49	17.84	18.20	18.56	18.93	19.31	19.69	20.09

Troy Tankersley, Finance Director

_____ Date

Stacy Allen, Business Agent

_____ Date

