



## CITY OF WASILLA

290 E. HERNING AVE.  
WASILLA, ALASKA 99687  
PHONE: (907) 373-9050  
FAX: (907) 373-0788

### COUNCIL MEMORANDUM NO. 91-21

FROM: Administration

DATE: March 29, 1991

SUBJECT: Pay Plan Table FY-92

Each year the Council must make decisions with respect to employee wages and benefits.

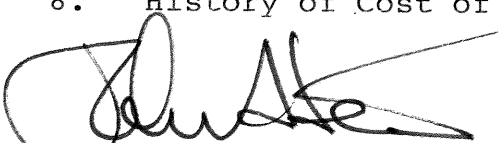
The first and fundamental action is to establish the Pay Plan Table. This Table sets the wages for each pay range and step within a range. Employees are assigned a range and step by the Administration and the costs are shown in each department budget.

The Administration has analyzed the impact of current inflation. The best indicator is the U.S. Department of Labor Consumer Price Index (C.P.I.) according to latest available 1990 data the C.P.I. for Anchorage rose 5.4% from 1989 to 1990. Wasilla's pay plan should be adjusted by that amount to maintain the level of "real" compensation to employees.

City employees are strongly interested in maintaining their standard of living. In the past they have been asked to forgo cost of living adjustments which have placed them in the lower range of statewide municipal salaries. Consequently, the Administration respectfully asks the Council to approve Resolution No. WR91-17 adopting the FY-92 Pay Plan Table based on a 5.4% Cost of Living Adjustment.

For your information we have included the following:

1. WMC 3.15.060 - 3.15.070; Compensation and Adoption of a Pay Plan Table.
2. Resolution No. WR91-17; Adopting a Pay Plan Table for FY-92.
3. FY-92 Pay Plan Table.
4. Position Schedule.
5. Memorandum with CPI Back up RE: 5.4 COLA.
6. Resolution No. WR90-21; FY-91 Employee Pay Plan.
7. FY-91 Pay Plan Table.
8. History of Cost of Living Adjustments

  
John C. Stein, Mayor

Mayor. (Ord. 86-7 §3 1986)

3.15.050 Classification plan for City service. The classes of positions, job titles, and job descriptions shall constitute the classification plan on the basis of which all permanent positions shall be classified and for which salary ranges and pay steps within salary ranges shall be established. (Ord. 86-7 §3 1986)

3.15.060 Compensation.

A. The official pay plan of the City shall consist of a table showing the assignments of salary range to each class of positions included in the classification plan. (Ord. 86-7 §3 1986)

B. The policy of the City is to provide compensation for classifications which will permit the City to remain competitive with employers in the appropriate labor market in which the City is competing. The Mayor shall periodically review the pay plan with State pay scales and with pay scales of other employers and recommend pay plan amendments to the Council. (Ord. 86-7 §3 1986)

3.15.070 Pay plan table. The pay plan table with monthly and annual rates for all positions shall be established by resolution of the Council. The salary rates are based on full-time permanent employment. Part-time, temporary, or seasonal employees shall be employed at the hourly rate equivalent to the applicable entrance rate. (Ord. 86-7 §3 1986)

3.15.080 Application of pay plan. The rates in the pay plan table shall be applied as follows:

A. City employees shall be paid in accordance with the pay plan. (Ord. 86-7 §3 1986)

B. With the written approval of the Mayor, employees may be hired or assigned to a position but paid at a rate five percent below the rate presented in the pay scale for that position in cases where the employee lacks the prerequisites for the position but has the potential to become qualified for the position through training and experience. Such assignments shall not exceed six months. (Ord. 86-7 §3 1986)

3.15.090 Pay ranges and merit increases. The pay ranges provided of the several classes shall be applied as follows:

A. Ninety percent (90%) of the minimum rate for each range shall be the normal entering rate. However, the Mayor may authorize initial appointment at the second range available in recognition of recruiting difficulties at the minimum rate. Such appointment also may be authorized in the case of a candidate who possesses exceptional skills or superior training, or whose experience or special







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### MEMORANDUM

DATE: JANUARY 18, 1991

TO: ERLING NELSON  
FINANCE DIRECTOR

FROM: RENE RABY  
ACCOUNTS PAYABLE

SUBJ: CONSUMER PRICE INDEX INCREASE FROM THE SECOND HALF OF  
1989 THRU THE FIRST HALF OF 1990.

To compute the consumer price index change, you do the following:

Take the total for the 1st half of 90	-	116.9
Subtract the total of the 1st half of 89-		-110.9
		-----
		6.0

Divide by the old            6.0 divided by 110.9 equals .054.

There has been a 5.4% increase in the last year. Attached is a copy of the latest Consumer Price Index from the Department of Labor.

The last cost of living increase granted on June 11, 1990, in Resolution # WR90-21, covered the time period of July 1, 1986 to June 30, 1989.

CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS (CPI-U)  
 Anchorage and U.S.  
 All Items Index, 1982-84=100  
 Annual Average, Semiannual Average, and Percent Change

Annual Data

Year	Index		Percent Change From Previous Year	
	Anchorage	U.S.	Anchorage	U.S.
1978	70.2	65.2	7.0%	7.6%
1979	77.6	72.6	10.5%	11.3%
1980	85.5	82.4	10.2%	13.5%
1981	92.4	90.9	8.1%	10.3%
1982	97.4	96.5	5.4%	6.2%
1983	99.2	99.6	1.8%	3.2%
1984	103.3	103.9	4.1%	4.3%
1985	105.8	107.6	2.4%	3.6%
1986	107.8	109.6	1.9%	1.9%
1987	108.2	113.6	0.4%	3.6%
1988	108.6	118.3	0.4%	4.1%
1989	111.7	124.0	2.8%	4.8%

Semiannual Data

	Index		Percent Change From Same Half Previous Year	
	Anchorage	U.S.	Anchorage	U.S.
1st half 86	108.3	109.1	3.4%	2.3%
2nd half 86	107.4	110.1	0.5%	1.5%
1st half 87	108.3	112.4	0.0%	3.0%
2nd half 87	108.1	114.9	0.7%	4.4%
1st half 88	108.4	116.8	0.1%	3.9%
2nd half 88	108.9	119.7	0.7%	4.2%
1st half 89	110.9	122.7	2.3%	5.1%
2nd half 89	112.5	125.3	3.3%	4.6%
1st half 90	116.9	128.7	5.4%	4.9%

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Updated 8-20-90

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 FAX TRANSMITTAL MEMO

TO: Renep

DEPT: City of Wasilla FAX #: 373-0788

FROM: Judy PHONE: 264-2900

CO: Dept. of Labor FAX #:

NO. OF  
 PAGES

1

change  
 5 to  
 2nd half 89 to  
 112.90



Requested by: Administration  
Prepared by: Administration

## CITY OF WASILLA

290 E. HERNING AVE.  
WASILLA, ALASKA 99687  
PHONE: (907) 373-9050  
FAX: (907) 373-0788

RESOLUTION NO. WR90-21

A RESOLUTION OF THE CITY COUNCIL OF WASILLA, ALASKA ADOPTING  
EMPLOYEE PAY PLAN FOR FY91

WHEREAS, the present employee pay plan table was adopted  
July 1, 1986; and


WHEREAS, the FY91 budget has been approved and provides for  
a 2.4% cost of living adjustment to the pay plan table; and

WHEREAS, pursuant to WMC 3.15.070 the Council shall  
establish the pay plan table by resolution.

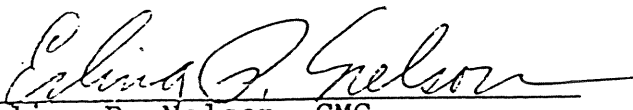
NOW, THEREFORE BE IT RESOLVED that the City of Wasilla pay  
plan table be adjusted upward by 2.4% and that the resulting  
FY91 pay plan table, attached hereto and made a part hereof, be  
adopted and approved.

I certify that a resolution in substantially the above form was  
passed by a majority of those voting at a duly called and  
conducted meeting of the governing body of the City of Wasilla  
this 11th day of June, 1990.

APPROVED:

  
John C. Stein, Mayor

ATTEST:

  
Erling P. Nelson, CMC  
City Clerk

CLASSIFIED EMPLOYEES

RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
1	HR. \$8.78	\$9.13	\$9.50	\$9.88	\$10.27	\$10.68	\$11.11
	MO. \$1,522	\$1,583	\$1,646	\$1,712	\$1,780	\$1,852	\$1,926
	YR. \$18,262	\$18,993	\$19,753	\$20,543	\$21,364	\$22,219	\$23,108
2	HR. \$9.66	\$10.04	\$10.45	\$10.86	\$11.30	\$11.75	\$12.22
	MO. \$1,674	\$1,741	\$1,811	\$1,883	\$1,958	\$2,037	\$2,118
	YR. \$20,089	\$20,892	\$21,728	\$22,597	\$23,501	\$24,441	\$25,419
3	HR. \$11.11	\$11.55	\$12.01	\$12.49	\$12.99	\$13.51	\$14.05
	MO. \$1,925	\$2,002	\$2,082	\$2,166	\$2,252	\$2,342	\$2,436
	YR. \$23,102	\$24,026	\$24,987	\$25,987	\$27,026	\$28,107	\$29,231
4	HR. \$12.22	\$12.71	\$13.21	\$13.74	\$14.29	\$14.86	\$15.46
	MO. \$2,118	\$2,202	\$2,290	\$2,382	\$2,477	\$2,576	\$2,680
	YR. \$25,412	\$26,429	\$27,486	\$28,585	\$29,729	\$30,918	\$32,154
5	HR. \$14.05	\$14.61	\$15.20	\$15.80	\$16.44	\$17.09	\$17.78
	MO. \$2,435	\$2,533	\$2,634	\$2,739	\$2,849	\$2,963	\$3,081
	YR. \$29,224	\$30,393	\$31,609	\$32,873	\$34,188	\$35,555	\$36,978
6	HR. \$15.45	\$16.07	\$16.72	\$17.38	\$18.08	\$18.80	\$19.56
	MO. \$2,679	\$2,786	\$2,897	\$3,013	\$3,134	\$3,259	\$3,390
	YR. \$32,146	\$33,432	\$34,769	\$36,160	\$37,607	\$39,111	\$40,675
EXECUTIVES							
7	HR. \$19.55	\$20.33	\$21.15	\$21.99	\$22.87	\$23.79	\$24.74
	MO. \$3,389	\$3,524	\$3,665	\$3,812	\$3,964	\$4,123	\$4,288
	YR. \$40,665	\$42,292	\$43,983	\$45,743	\$47,572	\$49,475	\$51,454
8	HR. \$22.48	\$23.38	\$24.32	\$25.29	\$26.30	\$27.35	\$28.45
	MO. \$3,897	\$4,053	\$4,215	\$4,384	\$4,559	\$4,741	\$4,931
	YR. \$46,765	\$48,635	\$50,581	\$52,604	\$54,708	\$56,897	\$59,173
9	HR. \$24.73	\$25.72	\$26.75	\$27.82	\$28.93	\$30.09	\$31.29
	MO. \$4,287	\$4,458	\$4,637	\$4,822	\$5,015	\$5,216	\$5,424
	YR. \$51,441	\$53,499	\$55,639	\$57,865	\$60,179	\$62,586	\$65,090
10	HR. \$27.20	\$28.29	\$29.42	\$30.60	\$31.83	\$33.10	\$34.42
	MO. \$4,715	\$4,904	\$5,100	\$5,304	\$5,516	\$5,737	\$5,967
	YR. \$56,586	\$58,849	\$61,203	\$63,651	\$66,197	\$68,845	\$71,599



CITY OF WASILLA  
RECORD OF COST OF LIVING ALLOWANCE

FY-86 -0-

Reorganized 03/01/86

FY-87 3.1% Covers calendar year 1985,  
information gathered from the  
U.S. Department of Labor,  
Bureau of Labor Statistics  
March Report.

FY-88 -0-

FY-89 -0-

FY-90 -0-

FY-91 2.4% Covers 07/01/86 - 06/30/89

FY-92 5.4% requested Covers 07/01/89 - 06/30/90



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PHONE: (907) 373-9050  
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Requested By: Administration  
Prepared By: Municipal  
Services

### RESOLUTION NO. WR91-17

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WASILLA, ALASKA  
ADOPTING AN EMPLOYEE PAY PLAN FOR FY-92.

WHEREAS, the present employee pay plan table was adopted  
June 11, 1990 for FY-91; and

WHEREAS, the FY-92 budget provides for a 5.4% cost of  
living adjustment to the pay plan table; and

WHEREAS, pursuant to WMC 3.15.070 the Council shall  
establish a pay plan table by resolution;

NOW, THEREFORE BE IT RESOLVED, that Range 1 Step A of the  
City of Wasilla pay plan table be adjusted upward by 5.4% and  
that the resulting FY-92 pay plan table, attached hereto and  
made a part hereof, be adopted and approved.

I certify that a resolution in substantially the above  
form was passed by a majority of those voting at a duly called  
and conducted meeting of the governing body of the City of  
Wasilla this 13th day of May, 1991.

APPROVED:

JOHN C. STEIN, Mayor

ATTEST:

ERLING P. NELSON, CMC  
City Clerk

(SEAL)

CITY OF WASILLA  
 PAY PLAN (REFLECTS 5.4% COLA, MID 1989-MID 1990)  
 EFFECTIVE DATE 07-01-91

CLASSIFIED EMPLOYEES

RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G															
1	HR. \$9,250	MO. \$1,603	YR. \$19,240	HR. \$9,620	MO. \$1,667	YR. \$20,010	HR. \$10,000	MO. \$1,734	YR. \$20,810	HR. \$10,400	MO. \$1,804	YR. \$21,642	HR. \$10,820	MO. \$1,876	YR. \$22,508	HR. \$11,250	MO. \$1,951	YR. \$23,408	HR. \$11,700	MO. \$2,029	YR. \$24,345	
2	HR. \$10,180	MO. \$1,764	YR. \$21,164	HR. \$10,580	MO. \$1,834	YR. \$22,011	HR. \$11,010	MO. \$1,908	YR. \$22,891	HR. \$11,450	MO. \$1,984	YR. \$23,807	HR. \$11,900	MO. \$2,063	YR. \$24,759	HR. \$12,380	MO. \$2,146	YR. \$25,749	HR. \$12,870	MO. \$2,232	YR. \$26,779	
3	HR. \$11,170	MO. \$2,028	YR. \$24,339	HR. \$12,117	MO. \$2,109	YR. \$25,312	HR. \$12,660	MO. \$2,194	YR. \$26,325	HR. \$13,160	MO. \$2,281	YR. \$27,378	HR. \$13,690	MO. \$2,373	YR. \$28,473	HR. \$14,240	MO. \$2,468	YR. \$29,612	HR. \$14,810	MO. \$2,566	YR. \$30,796	
4	HR. \$12,870	MO. \$2,231	YR. \$26,772	HR. \$13,339	MO. \$2,320	YR. \$27,843	HR. \$13,920	MO. \$2,413	YR. \$28,957	HR. \$14,480	MO. \$2,510	YR. \$30,115	HR. \$15,060	MO. \$2,610	YR. \$31,320	HR. \$15,660	MO. \$2,714	YR. \$32,573	HR. \$16,290	MO. \$2,823	YR. \$33,876	
5	HR. \$14,800	MO. \$2,566	YR. \$30,788	HR. \$15,339	MO. \$2,668	YR. \$32,020	HR. \$16,010	MO. \$2,775	YR. \$33,301	HR. \$16,650	MO. \$2,886	YR. \$34,633	HR. \$17,320	MO. \$3,001	YR. \$36,018	HR. \$18,010	MO. \$3,122	YR. \$37,459	HR. \$18,730	MO. \$3,246	YR. \$38,957	
6	HR. \$16,280	MO. \$2,822	YR. \$33,867	HR. \$16,930	MO. \$2,935	YR. \$35,222	HR. \$17,610	MO. \$3,053	YR. \$36,631	HR. \$18,320	MO. \$3,175	YR. \$38,096	HR. \$19,050	MO. \$3,302	YR. \$39,620	HR. \$19,810	MO. \$3,434	YR. \$41,205	HR. \$20,600	MO. \$3,571	YR. \$42,853	
EXECUTIVES																						
7	HR. \$20,600	MO. \$3,570	YR. \$42,842	HR. \$21,420	MO. \$3,713	YR. \$44,556	HR. \$22,280	MO. \$3,861	YR. \$46,338	HR. \$23,170	MO. \$4,016	YR. \$48,191	HR. \$24,100	MO. \$4,177	YR. \$50,119	HR. \$25,060	MO. \$4,344	YR. \$52,124	HR. \$26,060	MO. \$4,517	YR. \$54,209	
8	HR. \$23,690	MO. \$4,106	YR. \$49,268	HR. \$24,630	MO. \$4,270	YR. \$51,239	HR. \$25,620	MO. \$4,441	YR. \$53,289	HR. \$26,640	MO. \$4,618	YR. \$55,420	HR. \$27,710	MO. \$4,803	YR. \$57,637	HR. \$28,820	MO. \$4,995	YR. \$59,942	HR. \$29,970	MO. \$5,195	YR. \$62,340	
9	HR. \$26,060	MO. \$4,516	YR. \$54,195	HR. \$27,100	MO. \$4,697	YR. \$56,363	HR. \$28,180	MO. \$4,885	YR. \$58,617	HR. \$29,310	MO. \$5,080	YR. \$60,962	HR. \$30,480	MO. \$5,283	YR. \$63,401	HR. \$31,700	MO. \$5,495	YR. \$65,937	HR. \$32,970	MO. \$5,715	YR. \$68,574	
10	HR. \$28,660	MO. \$5,116	YR. \$61,892	HR. \$29,810	MO. \$5,312	YR. \$64,214	HR. \$31,000	MO. \$5,515	YR. \$66,679	HR. \$32,240	MO. \$5,730	YR. \$69,199	HR. \$33,520	MO. \$5,945	YR. \$71,324	HR. \$34,840	MO. \$6,170	YR. \$74,004	HR. \$36,200	MO. \$6,405	YR. \$76,859	