



CITY OF WASILLA

290 E. HERNING AVE.

WASILLA, ALASKA 99654-7091

PHONE: (907) 373-9050

FAX: (907) 373-0788

COUNCIL MEMORANDUM

NO. 92-41

FROM: Administration

DATE: April 6, 1992

SUBJECT: Pay Plan Table FY-93

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 1991 data the C.P.I. for Anchorage rose 5.0% from 1990 to 1991. Wasilla's pay plan should be adjusted by that amount to maintain the level of "real" compensation to employees.

Consequently, the Administration respectfully asks the Council to approve Resolution No. WR92-16 adopting the FY-93 Pay Plan Table.

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. WR92-16; adopting a pay plan table for FY-93.
3. FY-93 pay plan table.
4. Position schedule.
5. Memorandum with C.P.I. back up RE: 5.0% COLA.
6. Resolution No. WR91-17; FY-92 employee pay plan.
7. FY-92 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

CITY OF WASILLA
 PAY PLAN (REFLECTS 5.0% COLA, MID 1990 THRU MID 1991)
 EFFECTIVE DATE 07-01-92

CLASSIFIED EMPLOYEES

RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
1	HR. MO. \$9,711	\$10,100	\$10,500	\$10,920	\$11,360	\$11,810	\$12,290
	YR. MO. \$1,683	\$1,750	\$1,820	\$1,893	\$1,969	\$2,048	\$2,130
	YR. MO. \$20,197	\$21,005	\$21,845	\$22,719	\$23,627	\$24,572	\$25,555
2	HR. MO. \$10,688	\$11,110	\$11,550	\$12,010	\$12,500	\$13,000	\$13,510
	YR. MO. \$1,851	\$1,925	\$2,002	\$2,083	\$2,166	\$2,252	\$2,343
	YR. MO. \$22,216	\$23,105	\$24,029	\$24,991	\$25,990	\$27,030	\$28,111
3	HR. MO. \$12,280	\$12,770	\$13,290	\$13,820	\$14,370	\$14,940	\$15,540
	YR. MO. \$2,129	\$2,214	\$2,303	\$2,395	\$2,491	\$2,590	\$2,694
	YR. MO. \$25,549	\$26,571	\$27,634	\$28,739	\$29,889	\$31,084	\$32,328
4	HR. MO. \$13,510	\$14,050	\$14,610	\$15,200	\$15,810	\$16,440	\$17,100
	YR. MO. \$2,342	\$2,436	\$2,533	\$2,634	\$2,740	\$2,849	\$2,963
	YR. MO. \$28,104	\$29,228	\$30,397	\$31,613	\$32,878	\$34,193	\$35,560
5	HR. MO. \$15,540	\$16,160	\$16,810	\$17,480	\$18,180	\$18,900	\$19,660
	YR. MO. \$2,693	\$2,801	\$2,913	\$3,030	\$3,151	\$3,277	\$3,408
	YR. MO. \$32,319	\$33,612	\$34,957	\$36,355	\$37,809	\$39,322	\$40,894
6	HR. MO. \$17,090	\$17,780	\$18,490	\$19,230	\$20,000	\$20,800	\$21,630
	YR. MO. \$2,963	\$3,081	\$3,204	\$3,333	\$3,466	\$3,604	\$3,749
	YR. MO. \$35,551	\$36,973	\$38,452	\$39,990	\$41,590	\$43,254	\$44,984
EXECUTIVES							
7	HR. MO. \$21,620	\$22,490	\$23,390	\$24,320	\$25,290	\$26,310	\$27,360
	YR. MO. \$3,748	\$3,898	\$4,054	\$4,216	\$4,384	\$4,560	\$4,742
	YR. MO. \$44,972	\$46,771	\$48,642	\$50,588	\$52,611	\$54,716	\$56,905
8	HR. MO. \$24,860	\$25,860	\$26,890	\$27,970	\$29,090	\$30,250	\$31,460
	YR. MO. \$4,310	\$4,482	\$4,662	\$4,848	\$5,042	\$5,244	\$5,453
	YR. MO. \$51,718	\$53,787	\$55,939	\$58,176	\$60,503	\$62,923	\$65,440
9	HR. MO. \$27,350	\$28,450	\$29,580	\$30,770	\$32,000	\$33,280	\$34,610
	YR. MO. \$4,741	\$4,930	\$5,128	\$5,333	\$5,546	\$5,768	\$5,999
	YR. MO. \$56,890	\$59,166	\$61,532	\$63,994	\$66,553	\$69,216	\$71,984
10	HR. MO. \$30,090	\$31,290	\$32,540	\$33,860	\$35,200	\$36,600	\$38,070
	YR. MO. \$5,215	\$5,424	\$5,640	\$5,866	\$6,101	\$6,345	\$6,599

04/09/92

GENERAL FUND
PROPERTY
ROAD
MAINT.
MAINT.

OF WASTILLA
POSITION COST SCHEDULE

3
RIT/COLA
POSITION NO.

RANGE/
STEP STATUS

SALARY

BENEFITS

TOTAL

ADM

MS

FIN

ROAD

MAINT.

MAINT.

INCL ALL N/A TERM \$7,200.00 \$1,012.00 \$8,212.00 \$8,212.00

ADMINISTRATION #101 N/A TERM \$57,750.00 \$19,012.76 \$76,762.76 \$76,762.76
P ADM 102/4017F PERM. \$28,364.11 \$7,240.34 \$35,604.45 \$35,604.45
ERICAL II #103 3E PERM. \$32,059.16 \$12,091.09 \$44,150.25 \$44,150.25
ERICAL N/A 3A TEMP \$982.00 \$113.96 \$1,095.96 \$1,095.96

UBTOTAL \$126,355.27 \$39,470.15 \$165,825.42 \$165,825.42

UNICIPAL SERVICES 201/3018E PERM. \$31,362.25 \$8,423.74 \$39,785.99 \$39,785.99
IRECTOR #302 6B PERM. \$40,413.31 \$15,214.55 \$55,627.86 \$55,627.86
SN'T DIR. #303 2C PERM. \$26,073.13 \$13,082.40 \$39,155.53 \$39,155.53
ERICAL I N/A N/A TEMP. \$776.80 \$90.11 \$866.91 \$866.91
ERICAL N/A N/A TEMP. \$2,056.00 \$238.50 \$2,294.50 \$2,294.50
LECTION SAL. CONT. \$100,681.49 \$37,049.30 \$137,730.79 \$137,730.79

SUBTOTAL \$100,681.49 \$37,049.30 \$137,730.79 \$137,730.79

FINANCE 201/3018E PERM. \$31,362.25 \$7,929.62 \$39,291.87 \$39,291.87
IRECTOR #202 3E PERM. \$30,986.55 \$8,529.84 \$39,516.39 \$39,516.39
ERICAL II #203 3F PERM. \$32,215.66 \$8,743.73 \$40,959.39 \$40,959.39
ERICAL II #204 3C PERM. \$28,657.71 \$13,569.74 \$42,227.45 \$42,227.45
ERICAL N/A N/A TEMP. \$932.16 \$187.83 \$1,119.99 \$1,119.99

SUBTOTAL \$124,154.33 \$38,960.76 \$163,115.09 \$163,115.09

MUSEUM #601 7A PERM. \$46,619.98 \$17,266.87 \$63,886.85 \$63,886.85
IRECTOR #602 3B PERM. \$27,536.41 \$10,222.13 \$37,758.54 \$37,758.54
ASN'T DIR. #603 1A PERM. \$20,938.02 \$6,865.12 \$27,803.14 \$27,803.14
MUSEUM AIDE #604 1A PERM. \$20,938.02 \$7,168.72 \$28,106.74 \$28,106.74
MUSEUM AIDE #606 1A PERM. \$6,554.25 \$1,157.48 \$7,711.73 \$7,711.73
JTPA SUP. #607 1A TEMP. \$4,520.00 \$524.42 \$5,044.42 \$5,044.42
KNIK MGR #608 1A TEMP. \$4,019.94 \$709.92 \$4,729.86 \$4,729.86
KNIK AIDE #609 4D TEMP. \$0.00 \$0.00 \$0.00 \$0.00
ELD OPERATOR #610 2D TEMP. \$0.00 \$0.00 \$0.00 \$0.00
FIELD LABOR #611 2D TEMP. \$0.00 \$0.00 \$0.00 \$0.00
FIELD LABOR #612 2D TEMP. \$0.00 \$0.00 \$0.00 \$0.00

SUBTOTAL \$131,126.62 \$43,914.66 \$175,041.28 \$175,041.28

POSITION COST SUMMARY
FY93 BUDGET

04/09/92
TOTAL COSTS AT TOTAL COSTS
CURRENT RATES WITH MERIT PER FOR MERIT
CW 03.10.040
BUDGETED
TOTAL COSTS
INCLUDING
COST
OF COLA

CITY TAX SUPPORTED

COUNCIL	\$8,212.00	\$8,212.00	\$0.00	\$8,212.00	\$0.00
ADMINISTRATION	\$147,034.00	\$150,998.00	\$3,964.00	\$157,613.00	\$6,615.00
MUNICIPAL SVCS	\$128,016.00	\$132,228.00	\$4,212.00	\$137,731.00	\$5,503.00
FINANCE	\$151,024.00	\$156,298.00	\$5,274.00	\$163,116.00	\$6,818.00
MUSEUM	\$167,642.00	\$167,642.00	\$0.00	\$175,042.00	\$7,400.00
LIBRARY	\$81,703.00	\$83,970.00	\$2,267.00	\$87,249.00	\$3,279.00
PROPERTY MAINT.	\$38,373.00	\$40,134.00	\$1,761.00	\$41,950.00	\$1,816.00
COMMUNITY SVCS	\$9,588.00	\$10,556.00	\$968.00	\$11,015.00	\$459.00
ROAD MAINTENANCE	\$77,142.00	\$81,936.00	\$4,794.00	\$85,455.00	\$3,519.00
AIRPORT	\$10,971.00	\$11,311.00	\$340.00	\$11,805.00	\$494.00
SUBTOTAL	\$819,705.00	\$843,285.00	\$23,580.00	\$879,188.00	\$35,903.00

RATE SUPPORTED

SEWER	\$95,543.00	\$104,488.00	\$8,945.00	\$108,990.00	\$4,502.00
WATER	\$87,755.00	\$96,610.00	\$8,855.00	\$100,912.00	\$4,302.00
SUB TOTAL	\$183,298.00	\$201,098.00	\$17,800.00	\$209,902.00	\$8,804.00

MISC SUPPORT (MSB)

LIBRARY	\$220,900.00	\$227,030.00	\$6,130.00	\$235,899.00	\$8,869.00
LAND USE PLANNING	\$73,116.00	\$73,116.00	\$0.00	\$75,965.00	\$2,849.00
PARKS	\$39,744.00	\$40,688.00	\$944.00	\$42,615.00	\$1,927.00
SUB TOTAL	\$333,760.00	\$340,834.00	\$7,074.00	\$354,479.00	\$13,645.00

TOTAL	\$1,336,763.00	\$1,385,217.00	\$48,454.00	\$1,443,569.00	\$58,352.00
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NOTE: INCLUDES ALL CURRENT & PROPOSED POSITIONS



CITY OF WASILLA

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

MEMORANDUM

DATE: JANUARY 29, 1992

TO: ERLING NELSON
FINANCE DIRECTOR

FROM: RENE RABY
ACCOUNTS PAYABLE

SUBJ: CONSUMER PRICE INDEX INCREASE FROM THE SECOND HALF OF
1990 THRU THE FIRST HALF OF 1991.

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

Take the total for the 1st half of 91	-	123.3
Subtract the total of the 1st half of 90-		-116.9

		6.4

Divide by the old 6.4 divided by 116.9 equals .05.

There has been a 5.0% increase in the last year. Attached is a copy of the latest Consumer Price Index from the Department of Labor.

CONSUMER PRICE INDEX
For All Urban Consumers (CPI-U)
Anchorage and U.S.
All Items Index, 1982-84=100

Annual Data	Index		Percent Change From Previous Year	
	Anchorage	U.S.	Anchorage	U.S.
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	2.9%	4.8%
1990	118.6	130.7	6.2%	5.4%

Semiannual Data	Index		Percent Change From Same Half Previous Year	
	Anchorage	U.S.	Anchorage	U.S.
1st half 1986	108.3	109.1	3.4%	2.3%
2nd half 1986	107.4	110.1	0.5%	1.5%
1st half 1987	108.3	112.4	0.0%	3.0%
2nd half 1987	108.1	114.9	0.7%	4.4%
1st half 1988	108.4	116.8	0.1%	3.9%
2nd half 1988	108.9	119.7	0.7%	4.2%
1st half 1989	110.9	122.7	2.3%	5.1%
2nd half 1989	112.5	125.3	3.3%	4.7%
1st half 1990	116.9	128.7	5.4%	4.9%
2nd half 1990	120.4	132.6	7.0%	5.8%
1st half 1991	123.3	135.2	5.5%	5.1%

Source: U.S. Department of Labor, Bureau of Labor Statistics
Updated 8-14-91

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CITY OF WASILLA

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

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. \$9.25	\$9.62	\$10.00	\$10.40	\$10.82	\$11.25	\$11.70
	MO. \$1,603	\$1,667	\$1,734	\$1,804	\$1,876	\$1,951	\$2,029
	YR. \$19,240	\$20,010	\$20,810	\$21,642	\$22,508	\$23,408	\$24,345
2	HR. \$10.18	\$10.58	\$11.01	\$11.45	\$11.90	\$12.38	\$12.87
	MO. \$1,764	\$1,834	\$1,908	\$1,984	\$2,063	\$2,146	\$2,232
	YR. \$21,164	\$22,011	\$22,891	\$23,807	\$24,759	\$25,749	\$26,779
3	HR. \$11.70	\$12.17	\$12.66	\$13.16	\$13.69	\$14.24	\$14.81
	MO. \$2,028	\$2,109	\$2,194	\$2,281	\$2,373	\$2,468	\$2,566
	YR. \$24,339	\$25,312	\$26,325	\$27,378	\$28,473	\$29,612	\$30,796
4	HR. \$12.87	\$13.39	\$13.92	\$14.48	\$15.06	\$15.66	\$16.29
	MO. \$2,231	\$2,320	\$2,413	\$2,510	\$2,610	\$2,714	\$2,823
	YR. \$26,772	\$27,843	\$28,957	\$30,115	\$31,320	\$32,573	\$33,876
5	HR. \$14.80	\$15.39	\$16.01	\$16.65	\$17.32	\$18.01	\$18.73
	MO. \$2,566	\$2,668	\$2,775	\$2,886	\$3,001	\$3,122	\$3,246
	YR. \$30,788	\$32,020	\$33,301	\$34,633	\$36,018	\$37,459	\$38,957
6	HR. \$16.28	\$16.93	\$17.61	\$18.32	\$19.05	\$19.81	\$20.60
	MO. \$2,822	\$2,935	\$3,053	\$3,175	\$3,302	\$3,434	\$3,571
	YR. \$33,867	\$35,222	\$36,631	\$38,096	\$39,620	\$41,205	\$42,853
EXECUTIVES							
7	HR. \$20.60	\$21.42	\$22.28	\$23.17	\$24.10	\$25.06	\$26.06
	MO. \$3,570	\$3,713	\$3,861	\$4,016	\$4,177	\$4,344	\$4,517
	YR. \$42,842	\$44,556	\$46,338	\$48,191	\$50,119	\$52,124	\$54,209
8	HR. \$23.69	\$24.63	\$25.62	\$26.64	\$27.71	\$28.82	\$29.97
	MO. \$4,106	\$4,270	\$4,441	\$4,618	\$4,803	\$4,995	\$5,195
	YR. \$49,268	\$51,239	\$53,289	\$55,420	\$57,637	\$59,942	\$62,340
9	HR. \$26.06	\$27.10	\$28.18	\$29.31	\$30.48	\$31.70	\$32.97
	MO. \$4,516	\$4,697	\$4,885	\$5,080	\$5,283	\$5,495	\$5,715
	YR. \$54,195	\$56,363	\$58,617	\$60,962	\$63,401	\$65,937	\$68,574
10	\$28.66	\$29.81	\$31.00	\$32.22	\$33.53	\$34.87	\$36.27

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% Covers 07/01/89 - 06/30/90

FY-93 5.0% Requested Covers 07/01/90 - 06/30/91