



CITY OF WASILLA

290 E. HERNING AVE.
WASILLA, ALASKA 99654-7091

COUNCIL MEMORANDUM NO. 95-31

Area Code (907)

Administration
Ph: 373-9055
Fx: 373-9085

Clerks Office
Ph: 373-9065
Fx: 373-9085

Finance
Ph: 373-9070
Fx: 373-9085

Library
Ph: 376-5913
Fx: 376-2347

Museum
Ph: 373-9071
Fx: 373-9072

Planning
Ph: 373-9074
Fx: 373-9085

Ph: 373-9077
Fx: 373-9051

Public Works
Ph: 373-9095
Fx: 373-9085

Ph: _____
Fx: _____

From: Mayor Stein
Date: March 22, 1995
Subject: Compensation Classification Study
Administration Recommendation

I have consulted with employee representatives and department heads on the recommendations of the Coopers & Lybrand Salary Study. The concerns of the council expressed at the March 13 meeting, the correlation of the study rates with the 1995 AML Salary Survey and the impact on the city budget were all considered in the proposal which follows. I appreciate the work the council has done to become conversant with this very complicated issue.

1) Administration recommends that the salary structure proposed by Coopers & Lybrand be accepted without adjustment. It is clearly understood that the "midpoint" represents normal market compensation.

2) Administration recommends that approximately \$30,542 of the \$53,000 budgeted for FY 95 cost of living adjustments be used to make salary adjustments for the remainder of FY 95 beginning March 1 as follows:

9 positions	less than 1 year service	to minimum	cost	\$12,149
17 positions	1 to 2 year service	to minimum + 2%	cost	\$10,149
0 positions	2 to 3 year service	to minimum + 3%	cost	_____
12 positions	over 3 years service	to minimum + 4%	cost	<u>\$7,784</u>

Total cost of initial adjustments \$30,542

On an annual basis this represents a cost of \$91,626 or a salary cost increase of 6%.

3) Administration recommends that council budget a second adjustment effective July 1, 1995 for FY 96 to bring experienced competent employees halfway to the market midpoint. The annual cost is estimated at \$103,000 representing an additional 6% increase. Further adjustments would be made using the merit increase matrix proposed by Coopers & Lybrand.

John C. Stein, Mayor

POSITION	CURRENT SALARY	Adj Factor 0%		SALARY STRUCTURE 1/2 WAY		SALARY STRUCTURE MIDPOINT		REQUIRED TO GET TO 1/2 WAY		REQUIRED TO GET TO MIDPOINT	
		SALARY STRUCTURE MINIMUM	SALARY STRUCTURE 1/2 WAY	SALARY STRUCTURE MIDPOINT	SALARY STRUCTURE MIDPOINT	REQUIRED TO GET TO MINIMUM	REQUIRED TO GET TO 1/2 WAY	REQUIRED TO GET TO MINIMUM	REQUIRED TO GET TO MIDPOINT		
ADM.											
DEP.ADM	\$26,305.50	\$28,020	\$31,520	\$35,025	\$35,025	\$1,715	\$3,500	\$0	\$3,950		
SECRETARY SR.	\$32,328.00	\$31,660	\$35,620	\$39,570	\$39,570	\$0	\$3,292	\$0	\$3,950		
SUBTOTAL	\$58,633.50										
PLANNING											
PLANNER	\$46,771.00	\$40,430	\$45,490	\$50,540	\$50,540	\$0	\$0	\$0	\$0		
PLANNING CLERK	\$25,549.00	\$31,660	\$35,620	\$39,570	\$39,570	\$6,111	\$0	\$0	\$0		
SUBTOTAL	\$72,320.00										
CLERKS OFFICE											
CITY CLERK	\$44,972.00	\$40,430	\$45,490	\$50,540	\$50,540	\$0	\$0	\$0	\$0		
DEPUTY CLERK	\$25,549.00	\$31,660	\$35,620	\$39,570	\$39,570	\$6,111	\$0	\$0	\$0		
SUBTOTAL	\$70,521.00										
FINANCE											
DIRECTOR	\$60,503.00	\$56,040	\$63,050	\$70,050	\$70,050	\$0	\$2,547	\$0	\$7,000		
ACCTING CLERK	\$32,328.00	\$31,660	\$35,620	\$39,570	\$39,570	\$0	\$3,292	\$0	\$3,950		
ACCTING CLERK	\$29,889.00	\$31,660	\$35,620	\$39,570	\$39,570	\$0	\$3,292	\$0	\$3,950		
ACCTING CLERK	\$32,328.00	\$31,660	\$35,620	\$39,570	\$39,570	\$1,771	\$3,960	\$0	\$3,950		
SEN. ACT.	\$44,984.00	\$40,430	\$45,490	\$50,540	\$50,540	\$0	\$506	\$0	\$5,050		
ACCTING CLERK	\$25,549.00	\$31,660	\$35,620	\$39,570	\$39,570	\$6,111	\$0	\$0	\$0		
SUBTOTAL	\$225,581.00										
MUSEUM											
DIRECTOR	\$46,771.00	\$43,870	\$49,360	\$54,840	\$54,840	\$0	\$2,589	\$0	\$5,480		
REGISTAR	\$29,889.00	\$29,180	\$32,830	\$36,470	\$36,470	\$0	\$2,941	\$0	\$3,640		
MUS AIDE	\$22,719.00	\$21,060	\$23,690	\$26,320	\$26,320	\$0	\$971	\$0	\$2,630		
MUS AIDE	\$21,845.00	\$21,060	\$23,690	\$26,320	\$26,320	\$0	\$1,845	\$0	\$2,630		
SUBTOTAL	\$121,224.00										
LIBRARY											
DIRECTOR	\$48,642.00	\$43,870	\$49,360	\$54,840	\$54,840	\$0	\$718	\$0	\$5,480		
CH. LIB.	\$31,613.00	\$34,340	\$38,640	\$42,930	\$42,930	\$2,727	\$0	\$0	\$0		
ASSOC LIB	\$35,560.00	\$37,260	\$41,920	\$46,580	\$46,580	\$1,700	\$4,660	\$0	\$4,660		
ASST LIB	\$24,991.00	\$29,180	\$32,830	\$36,470	\$36,470	\$4,189	\$3,650	\$0	\$3,640		
LIB. AIDE	\$21,845.00	\$21,060	\$23,690	\$26,320	\$26,320	\$0	\$1,845	\$0	\$2,630		
LIB. AIDE	\$23,627.00	\$21,060	\$23,690	\$26,320	\$26,320	\$0	\$63	\$0	\$2,630		
LIB. AIDE	\$20,197.00	\$21,060	\$23,690	\$26,320	\$26,320	\$863	\$0	\$0	\$0		
LIB. AIDE	\$21,005.00	\$21,060	\$23,690	\$26,320	\$26,320	\$55	\$2,630	\$55	\$2,630		
LIB. AIDE	\$21,005.00	\$21,060	\$23,690	\$26,320	\$26,320	\$55	\$2,630	\$55	\$2,630		
SUBTOTAL	\$248,485.00										

ADMIL COSTS TO ADD.

0%

POSITION	CURRENT SALARY	SALARY STRUCTURE		SALARY STRUCTURE		REQUIRED TO GET TO MINIMUM	REQUIRED TO GET TO 1/2 WAY	REQUIRED TO GET TO MIDPOINT	REQUIRED TO GET TO MIDPOINT
		MINIMUM	1/2 WAY	MINIMUM	MIDPOINT				
POLICE									
CHIEF	\$60,503.00	\$56,040	\$63,050	\$70,050	\$0	\$0	\$2,547	\$7,000	
SECRETARY II	\$27,634.00	\$26,990	\$30,250	\$33,610	\$0	\$0	\$2,616	\$0	
SEARGENT	\$38,452.00	\$43,870	\$49,360	\$54,840	\$5,418	\$5,490	\$5,490	\$0	
INVESTIGA	\$36,973.00	\$43,870	\$49,360	\$54,840	\$6,897	\$6,897	\$5,490	\$0	
PATROLMAN	\$34,957.00	\$34,340	\$38,640	\$42,930	\$0	\$0	\$3,683	\$0	
PATROLMAN	\$34,957.00	\$34,340	\$38,640	\$42,930	\$0	\$0	\$3,683	\$0	
PATROLMAN	\$34,957.00	\$34,340	\$38,640	\$42,930	\$0	\$0	\$3,683	\$0	
PATROLMAN	\$34,957.00	\$34,340	\$38,640	\$42,930	\$0	\$0	\$3,683	\$0	
PATROLMAN	\$34,957.00	\$34,340	\$38,640	\$42,930	\$0	\$0	\$3,683	\$0	
PATROLMAN	\$34,957.00	\$34,340	\$38,640	\$42,930	\$0	\$0	\$3,683	\$0	
SUBTOTAL	\$408,261.00								
PUBLIC WORKS									
DIRECTOR	\$26,305.00	\$28,020	\$31,520	\$35,025	\$1,715	\$3,500	\$3,500	\$0	
AST DIR.	\$44,119.00	\$43,870	\$49,360	\$54,840	\$0	\$5,241	\$5,241	\$5,480	
SUPPER.	\$38,452.00	\$40,430	\$45,490	\$50,540	\$1,978	\$5,060	\$5,060	\$5,050	
FLD OPER.	\$34,193.00	\$34,340	\$38,640	\$42,930	\$147	\$4,300	\$4,300	\$4,290	
FLD OPER.	\$32,245.00	\$34,340	\$38,640	\$42,930	\$2,095	\$4,300	\$4,300	\$0	
CLER. II	\$28,111.00	\$29,180	\$32,830	\$36,470	\$1,069	\$3,650	\$3,650	\$3,640	
FLD OPER.	\$32,245.00	\$34,340	\$38,640	\$42,930	\$2,095	\$4,300	\$4,300	\$0	
FLD OPER.	\$28,104.00	\$29,180	\$32,830	\$36,470	\$1,076	\$3,650	\$3,650	\$0	
FLD OPER.	\$25,549.00	\$29,180	\$32,830	\$36,470	\$3,631	\$0	\$0	\$0	
FLD OPER.	\$25,549.00	\$29,180	\$32,830	\$36,470	\$3,631	\$0	\$0	\$0	
FLD OPER.	\$25,549.00	\$29,180	\$32,830	\$36,470	\$3,631	\$0	\$0	\$0	
FLD OPER.	\$25,549.00	\$29,180	\$32,830	\$36,470	\$3,631	\$0	\$0	\$0	
FLD OPER.	\$25,549.00	\$29,180	\$32,830	\$36,470	\$3,631	\$0	\$0	\$0	
SUBTOTAL	\$365,970.00								
TOTAL	\$1,570,995.50				\$68,421.50	\$120,856.00	\$40,285	\$86,730.00	\$28,910
				AMOUNT FOR BALANCE OF FY95	\$22,807				