



CITY OF WASILLA

290 E. HERNING AVE.
WASILLA, ALASKA 99654-7091
PHONE: (907) 373-9050
FAX: (907) 373-0788

INFORMATION MEMORANDUM NO. 93-15

From: Mayor Stein
Date: April 5, 1993
Subject: Classification, Wage and Salary Survey

One of the larger issues at the recent Council/employee meeting was wage and salary levels. Employees understand that the City benefit package is about average but are concerned that certain jobs are underpaid in comparison with other Alaska communities.

An approach to resolve employee concerns is an independent wage/salary/benefit/classification study. Such a study would be done by an independent contractor approved both by the Council and employees. Ground rules could be established before beginning the study to deal with expected adjustments such as:

- (1) Overpaid positions to be red-lined until inflation/merit raises catch up.**
- (2) Underpaid positions to be raised to meet accepted level on an annual increment not to exceed, say 5%, over the usual inflation/merit raises.**
- (3) Acceptance of a system to recognize merit and inflation in annual wage adjustments. In other words, accept the present pay plan schedule or replace it with another mutually acceptable system and agree to follow it.**

The cost of an independent wage/salary/benefit/classification study is in the proposed budget for FY94 and would apply to the entire contingent of City employees.

John C. Stein, Mayor

cc: Employees