

Requested by: Deputy Administrator

Adopted: June 25, 2007

Vote: Cox, Ewing, Holler, Koskela, Menard and Metiva in favor

**WASILLA CITY COUNCIL
RESOLUTION SERIAL NO. 07-24**

A RESOLUTION OF THE WASILLA CITY COUNCIL ADOPTING THE FY-08 SALARY STRUCTURE AND PAY RANGES IN ACCORDANCE WITH WMC 3.55.040 AND REPEALING RESOLUTION SERIAL NO. 06-37.

WHEREAS, in 1999, the City Council adopted as policy the use of on-going professional human resources management consulting services to determine the annual movement in the cost of labor in Alaska to adjust the City's salary structure in future years; and

WHEREAS, the City's human resources management consultants, the MBL Group, recently conducted a market comparison of the City's positions to Alaska market data and has recommended a 2.5 percent salary range movement for FY 08; and

WHEREAS, the purpose of the market comparison was to determine where the City's positions stood relative to current market pay. .

NOW THEREFORE BE IT RESOLVED by the Wasilla City Council that the Resolution Serial No. 06-37 is hereby repealed; and

BE IT FURTHER RESOLVED that the Wasilla City Council adopts the FY-08 Salary Structure and Pay ranges, attached as exhibit A, effective July 1, 2007 through June 30, 2008.

ADOPTED by the Wasilla City Council June 25, 2007.



DIANNE M. KELLER, Mayor

ATTEST:



KRISTIE SMITHERS, MMC
City Clerk

[SEAL]

Pay Grade #	Job Title	FLSA	Min	25th Percentile	Midpoint	75th Percentile	Max	Range Spread	MP Steps
1	<i>vacant</i>	N-Ex N-Ex	\$16,250	\$17,266	\$18,281	\$19,297	\$20,313	25%	24%
2	Library Intern MUSC Cashier (temp) MUSC Concession Attendant I (temp)	N-Ex N-Ex N-Ex	\$19,652	\$21,126	\$22,600	\$24,074	\$25,548	30%	25%
3	Water Dist/Wastewater Coll Laborer Parks & Prop Tech I: Grounds Maint. (PT)	N-Ex N-Ex	\$24,565	\$26,407	\$28,250	\$30,092	\$31,934	30%	13%
4	Finance Clerk I - Cashier Library Aide MUSC Concession Attendant II (temp) Museum Aide Public Works Clerical Asst.	N-Ex N-Ex N-Ex N-Ex N-Ex	\$27,074	\$29,443	\$31,812	\$34,181	\$36,550	35%	10%
5	MUSC Building Support Worker (temp) Secretary II	N-Ex N-Ex	\$29,190	\$32,109	\$35,028	\$37,947	\$40,866	40%	8%
6	Administrative Assistant-Police Finance Clerk II Parks & Properties Tech I: Beautification Public Works Accounting Clerk II	N-Ex N-Ex N-Ex N-Ex	\$30,763	\$34,224	\$37,684	\$41,145	\$44,606	45%	10%
7	Emergency Dispatcher in Training Finance Clerk III Interlibrary Loan Coordinator Museum Registrar Planning Clerk Public Works Clerk Recreation Coordinator	N-Ex N-Ex N-Ex N-Ex N-Ex N-Ex N-Ex	\$33,220	\$37,373	\$41,525	\$45,678	\$49,831	50%	10%
8	Emergency Dispatcher Exec Asst to the Mayor Parks & Properties Tech I: Facilities Maint Probation Officer Roads/Airports Tech I Water Dist/Wastewater Coll Tech I Water/Wastewater Treatment Tech I	N-Ex N-Ex N-Ex N-Ex N-Ex N-Ex N-Ex	\$35,983	\$40,931	\$45,878	\$50,826	\$55,774	55%	10%

Pay Grade #	Job Title	FLSA	Min	25th Percentile	Midpoint	75th Percentile	Max	Range Spread	MP Steps
9	Adult & Electronic Service Librarian	N-Ex	\$38,768	\$44,583	\$50,398	\$56,213	\$62,028	60%	15%
	Children's Librarian	N-Ex							
	Deputy City Clerk	N-Ex							
	HR Generalist	N-Ex							
	MUSC Building Supervisor	N-Ex							
	MUSC Maintenance Specialist	N-Ex							
	Parks & Prop Tech II	N-Ex							
	Police Officer I	N-Ex							
	Public Safety Dispatch Supervisor	N-Ex							
	Roads/Airports Tech II	N-Ex							
	Water Dist/Wastewater Coll Tech II	N-Ex							
Water/Wastewater Treatment Tech II	N-Ex								
10	Code Compliance Officer	N-Ex	\$43,922	\$51,060	\$58,197	\$65,335	\$72,472	65%	15%
	Library Director	Ex							
	Police Officer II	N-Ex							
11	City Engineer	Ex	\$49,532	\$58,200	\$66,868	\$75,537	\$84,205	70%	11%
	City Planner	Ex							
	Deputy Dir of Finance	Ex							
	Economic Planner	Ex							
	Maintenance Supervisor	N-Ex							
	Purchasing/Contracting Officer	Ex							
	Records & Communication Mgr	N-Ex							
Water/Wastewater Supv	N-Ex								
12	Cultural & Recreation Services Manager	Ex	\$54,827	\$64,421	\$74,016	\$83,611	\$93,205	70%	9%
	Deputy Director of Public Works	Ex							
	Police Investigator	N-Ex							
	Police Sergeant	N-Ex							
13	City Clerk	Ex	\$60,336	\$70,895	\$80,810	\$92,012	\$102,571	70%	10%
	Police Lieutenant	N-Ex							
14	Deputy Chief of Police	Ex	\$65,845	\$77,368	\$88,891	\$100,414	\$111,937	70%	10%
15	Chief of Police	Ex	\$72,430	\$85,105	\$97,780	\$110,455	\$123,131	70%	-
	Director of Finance	Ex							
	Director of Public Works	Ex							
	Deputy Administrator	Ex							

The merit increase for each employee is based on their Summary Performance Rating and Position in Salary Grade

Performance Distribution: FY07 percent of employees receiving each of the defined summary performance ratings.

	46.7%	1.9%	46.6%	4.8%	100.0%
	Meets 3.0-3.99	Exceptional 4.8+	Exceeds 4.0-4.79	Needs Improvement 2.0-2.99	Does Not Meet 1.0-1.99
1st Quartile (minimum to Q2)	5.50% to 6.75%	8.00% to 9.00%	6.75% to 8.25%	1.50% to 3.00%	0.00%
2nd Quartile (Q2 to midpoint)	4.50% to 5.75%	7.00% to 8.00%	5.75% to 7.25%	1.00% to 1.50%	0.00%
3rd Quartile (midpoint to Q3)	3.50% to 2.75%	6.00% to 7.00%	4.75% to 6.25%	0.00%	0.00%
4th Quartile (Q3 to maximum)	2.50% to 1.75%	5.00% to 6.00%	3.75% to 5.25%	0.00%	0.00%

Actual FY07 Quartile Distribution

Cost as Percent of Current Annualized Payroll: 5.0%