

CLERK'S OFFICE

APPROVED

Date: 1-11-00

Submitted by: Chairman of the Assembly  
At the Request of the Mayor  
Prepared by: Employee Relations  
For Reading: JANUARY 11, 2000

ANCHORAGE, ALASKA  
AR NO. 2000-7

A RESOLUTION AUTHORIZING A GENERAL WAGE ADJUSTMENT TO THE NON-REPRESENTED  
PAY SCHEDULE

WHEREAS, the Municipality of Anchorage, Alaska recognizes that its non-represented employees  
comprise a special group performing sensitive and critical services for the public; and

WHEREAS, the Municipality of Anchorage, Alaska recognizes that wages for employees performing  
these services should be equitable with respect to its represented employees; and

WHEREAS, there has been no adjustment to the non-represented pay schedule since March 1, 1998;  
and

WHEREAS, the Municipality of Anchorage, Alaska has determined that a general wage adjustment  
is required to fairly compensate its non-represented employees;

NOW, THEREFORE, BE IT RESOLVED by the Assembly of the Municipality of Anchorage, Alaska  
that:

The Mayor is hereby authorized to adjust the rates of pay in the Non-Represented Pay Schedule  
by the amount of the percentage increase in the U. S. Department of Labor, Bureau of Labor  
Statistics, Consumer Price Index for Urban Wage Earners for Anchorage, Alaska for the  
period from January 1, 1999 to December 31, 1999 with a minimum increase of 1% and a  
maximum of 3.5% effective as of the first full pay period after January 1, 2000.

PASSED AND APPROVED by the Anchorage Assembly this 11th day of January, 2000.

  
Chairman

ATTEST:

  
Municipal Clerk



# MUNICIPALITY OF ANCHORAGE

## ASSEMBLY MEMORANDUM

No. AM 16-2000

Meeting Date: JANUARY 11, 2000

From: Mayor

Subject: Adjustment to Non-Represented Pay Schedule

Non-represented employees are a special group performing sensitive and critical services for the Municipality and the public. In recognition of this, these individuals should clearly be compensated appropriately to reflect supervisory relationships with employees in bargaining units or equitably with respect to bargaining unit employees performing similar services. Typically, we have sought to make such adjustments with a view to maintaining levels consistent with increases to the AMEA bargaining unit. There are many common classifications between these two groups and maintaining equitable internal relationships is an important component of pay administration.

At present, wage adjustments are scheduled for two bargaining units in 2000: ML&P/IBEW will receive a 1.3% adjustment on January 1 and the AMEA will receive a cost of living adjustment capped at 3.5% effective January 1. APDEA and JCC have agreed to a wage freeze for 2000. We are still in negotiations with IAFF, and a series of wage adjustments, both retroactive and prospective, are included in the IAFF proposal.

The non-represented pay schedule was last adjusted on March 1, 1998 when it was increased by 1.5%, the cost of living increase in the previous year.

Therefore, based on the importance of this group to Municipal operations, and in order to maintain equitable salaries for the non-represented workforce, we recommend approval of a cost of living adjustment to the non-represented pay schedule effective January 1, 2000 consistent with the pay increase which will be afforded to AMEA employees.

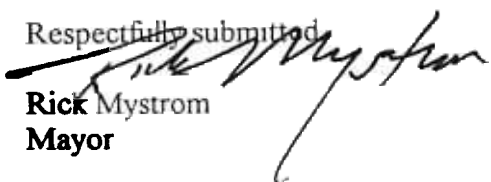
Concur:

  
George Vakalis  
Municipal Manager

Recommended by:

  
Thomas C. Tierney  
Employee Relations Director

Respectfully submitted,

  
Rick Mystrom  
Mayor

AR 2000-7