

Permanent Non-exempt Employee Pay Plan, City and Borough of Wrangell, Hourly Compensation

Resolution No. 03-20-1517

| old step | 6      | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    |       |       |       |
|----------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Grade    | Step → |       |       |       |       |       |       |       |       |       |       |       |       |
| ↓        | 1      | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    |
| 8        | 14.96  | 15.26 | 15.55 | 15.84 | 16.14 | 16.44 | 16.76 | 17.09 | 17.41 | 17.74 | 18.08 | 18.43 | 18.78 |
| 9        | 15.62  | 15.91 | 16.21 | 16.52 | 16.85 | 17.17 | 17.49 | 17.82 | 18.16 | 18.52 | 18.88 | 19.24 | 19.61 |
| 10       | 16.32  | 16.65 | 16.98 | 17.32 | 17.67 | 18.02 | 18.38 | 18.75 | 19.12 | 19.50 | 19.89 | 20.29 | 20.70 |
| 11       | 17.03  | 17.37 | 17.73 | 18.08 | 18.44 | 18.81 | 19.19 | 19.57 | 19.96 | 20.36 | 20.77 | 21.19 | 21.61 |
| 12       | 17.73  | 18.07 | 18.42 | 18.78 | 19.14 | 19.50 | 19.87 | 20.27 | 20.66 | 21.05 | 21.46 | 21.87 | 22.29 |
| 13       | 18.55  | 18.90 | 19.26 | 19.63 | 20.00 | 20.40 | 20.79 | 21.19 | 21.59 | 22.02 | 22.45 | 22.88 | 23.32 |
| 14       | 19.38  | 19.75 | 20.14 | 20.53 | 20.92 | 21.32 | 21.74 | 22.16 | 22.58 | 23.01 | 23.46 | 23.91 | 24.37 |
| 15       | 20.28  | 20.69 | 21.10 | 21.52 | 21.95 | 22.39 | 22.84 | 23.30 | 23.76 | 24.24 | 24.72 | 25.22 | 25.72 |
| 16       | 21.18  | 21.58 | 22.01 | 22.43 | 22.86 | 23.30 | 23.77 | 24.22 | 24.68 | 25.16 | 25.65 | 26.15 | 26.66 |
| 17       | 22.17  | 22.59 | 23.02 | 23.47 | 23.93 | 24.39 | 24.86 | 25.36 | 25.85 | 26.35 | 26.86 | 27.38 | 27.91 |
| 18       | 23.19  | 23.65 | 24.10 | 24.56 | 25.03 | 25.53 | 26.02 | 26.52 | 27.05 | 27.57 | 28.11 | 28.66 | 29.22 |
| 21       | 26.43  | 26.96 | 27.48 | 28.01 | 28.56 | 29.12 | 29.68 | 30.26 | 30.85 | 31.44 | 32.05 | 32.68 | 33.32 |
| 23       | 28.55  | 29.11 | 29.67 | 30.25 | 30.84 | 31.43 | 32.06 | 32.68 | 33.31 | 33.97 | 34.63 | 35.31 | 36.00 |
| 25       | 30.94  | 31.54 | 32.17 | 32.79 | 33.42 | 34.09 | 34.75 | 35.44 | 36.13 | 36.84 | 37.56 | 38.30 | 39.05 |
| 26       | 32.22  | 32.84 | 33.48 | 34.14 | 34.80 | 35.49 | 36.18 | 36.89 | 37.61 | 38.34 | 39.09 | 39.86 | 40.64 |

|    |  |    |   |    |                             |
|----|--|----|---|----|-----------------------------|
| 8  | Custodian  | 14 | Dispatch/Corrections Officer  | 21 | Police Officer Probationary |
| 9  | Library Assistant I  | 15 | Public Works Administrative Assistant   | 23 | Police Officer              |
| 12 | DMV Assistant<br>Recreation Coordinator<br>Library Assistant II                          | 17 | Police Officer Recruit  | 25 | Police Sergeant             |
| 13 | Nolan Center Attendant - Museum Collection<br>Accounting Clerk<br>Utility Accounts Clerk | 18 | Administrative Assistant - Police<br>Corrections Sergeant<br>Accounting Generalist/Deputy Clerk<br>Firemedic/Trainer<br>Nolan Center Facility Manager | 26 | Police Lieutenant           |

Permanent, Salaried (Exempt) Employee Pay Plan, City and Borough of Wrangell, Monthly Compensation

| old step | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13       | 14       | 15       |          |          |           |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| Grade    | Step →   |          |          |          |          |          |          |          |          |          |          |          |           |
| ↓        | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13        |
| 19       | 4,209.00 | 4,290.00 | 4,375.00 | 4,458.00 | 4,543.00 | 4,630.00 | 4,722.00 | 4,812.00 | 4,904.00 | 5,001.00 | 5,098.00 | 5,197.00 | 5,297.00  |
| 24       | 5,150.00 | 5,252.00 | 5,353.00 | 5,457.00 | 5,566.00 | 5,673.00 | 5,782.00 | 5,897.00 | 6,011.00 | 6,131.00 | 6,250.00 | 6,373.00 | 6,498.00  |
| 25       | 5,363.00 | 5,467.00 | 5,576.00 | 5,684.00 | 5,793.00 | 5,909.00 | 6,023.00 | 6,143.00 | 6,263.00 | 6,386.00 | 6,510.00 | 6,639.00 | 6,769.00  |
| 27       | 5,821.00 | 5,935.00 | 6,049.00 | 6,171.00 | 6,290.00 | 6,413.00 | 6,540.00 | 6,666.00 | 6,800.00 | 6,932.00 | 7,067.00 | 7,205.00 | 7,348.00  |
| 28       | 6,070.00 | 6,191.00 | 6,311.00 | 6,436.00 | 6,561.00 | 6,689.00 | 6,821.00 | 6,952.00 | 7,091.00 | 7,228.00 | 7,370.00 | 7,516.00 | 7,663.00  |
| 30       | 6,607.00 | 6,739.00 | 6,869.00 | 7,006.00 | 7,141.00 | 7,282.00 | 7,426.00 | 7,571.00 | 7,720.00 | 7,873.00 | 8,027.00 | 8,185.00 | 8,346.00  |
| 31       | 6,871.00 | 7,009.00 | 7,144.00 | 7,286.00 | 7,427.00 | 7,573.00 | 7,723.00 | 7,874.00 | 8,029.00 | 8,188.00 | 8,348.00 | 8,512.00 | 8,680.00  |
| 32       | 7,146.00 | 7,289.00 | 7,430.00 | 7,587.00 | 7,724.00 | 7,876.00 | 8,032.00 | 8,189.00 | 8,350.00 | 8,515.00 | 8,682.00 | 8,853.00 | 9,027.00  |
| 33       | 7,432.00 | 7,580.00 | 7,727.00 | 7,881.00 | 8,033.00 | 8,191.00 | 8,353.00 | 8,516.00 | 8,684.00 | 8,856.00 | 9,029.00 | 9,207.00 | 9,388.00  |
| 34       | 7,729.00 | 7,884.00 | 8,036.00 | 8,196.00 | 8,354.00 | 8,519.00 | 8,687.00 | 8,857.00 | 9,031.00 | 9,210.00 | 9,390.00 | 9,575.00 | 9,764.00  |
| 35       | 8,038.00 | 8,199.00 | 8,357.00 | 8,524.00 | 8,688.00 | 8,860.00 | 9,035.00 | 9,211.00 | 9,393.00 | 9,579.00 | 9,766.00 | 9,958.00 | 10,154.00 |

|    |  |    |                                  |    |   |
|----|--|----|----------------------------------|----|---|
| 19 | Civic Center Manager   | 25 | Harbormaster                     | 30 | Finance Director<br>Electrical Superintendent |
| 24 | Library Director<br>Parks & Recreation Director<br>Fire Chief<br>Nolan Center Director | 28 | Economic Development<br>Director | 35 | Police Chief                                  |
|    |  |    |                                  |    | Director of Public Works & Capital Projects   |

Temporary/Part-time/Seasonal Employees

Hourly Compensation

Note: Each step represents the amount above the prevailing State of Alaska Minimum Wage 10.19

| Grade | Step →   |      |      |      |      |      |      |      |      |      |      |      |      |
|-------|----------|------|------|------|------|------|------|------|------|------|------|------|------|
| ↓     | 1        | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   |
| 1     | State MW | 0.30 | 0.60 | 0.90 | 1.20 | 1.50 | 1.80 | 2.10 | 2.40 | 2.70 | 3.00 | 3.30 | 3.60 |
| 3     | 0.70     | 1.00 | 1.30 | 1.60 | 1.90 | 2.20 | 2.50 | 2.80 | 3.10 | 3.40 | 3.70 | 4.00 | 4.30 |
| 4     | 1.70     | 2.00 | 2.30 | 2.60 | 2.90 | 3.20 | 3.50 | 3.80 | 4.10 | 4.40 | 4.70 | 5.00 | 5.30 |
| 5     | 2.70     | 3.00 | 3.30 | 3.60 | 3.90 | 4.20 | 4.50 | 4.80 | 5.10 | 5.40 | 5.70 | 6.00 | 6.30 |
| 6     | 3.20     | 3.50 | 3.80 | 4.10 | 4.40 | 4.70 | 5.00 | 5.30 | 5.60 | 5.90 | 6.20 | 6.50 | 6.80 |
| 7     | 3.70     | 4.00 | 4.30 | 4.60 | 4.90 | 5.20 | 5.50 | 5.80 | 6.10 | 6.40 | 6.70 | 7.00 | 7.30 |
| 8     | 4.20     | 4.50 | 4.80 | 5.10 | 5.40 | 5.70 | 6.00 | 6.30 | 6.60 | 6.90 | 7.20 | 7.50 | 7.80 |
| 9     | 4.70     | 5.00 | 5.30 | 5.60 | 5.90 | 6.20 | 6.50 | 6.80 | 7.10 | 7.40 | 7.70 | 8.00 | 8.30 |
| 11    | 6.20     | 6.50 | 6.80 | 7.10 | 7.40 | 7.70 | 8.00 | 8.30 | 8.60 | 8.90 | 9.20 | 9.50 | 9.80 |

Actual Temp Rates, Calendar Year 2017

|    | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1  | 10.19 | 10.49 | 10.79 | 11.09 | 11.39 | 11.69 | 11.99 | 12.29 | 12.59 | 12.89 | 13.19 | 13.49 | 13.79 |
| 3  | 10.89 | 11.19 | 11.49 | 11.79 | 12.09 | 12.39 | 12.69 | 12.99 | 13.29 | 13.59 | 13.89 | 14.19 | 14.49 |
| 4  | 11.89 | 12.19 | 12.49 | 12.79 | 13.09 | 13.39 | 13.69 | 13.99 | 14.29 | 14.59 | 14.89 | 15.19 | 15.49 |
| 5  | 12.89 | 13.19 | 13.49 | 13.79 | 14.09 | 14.39 | 14.69 | 14.99 | 15.29 | 15.59 | 15.89 | 16.19 | 16.49 |
| 6  | 13.39 | 13.69 | 13.99 | 14.29 | 14.59 | 14.89 | 15.19 | 15.49 | 15.79 | 16.09 | 16.39 | 16.69 | 16.99 |
| 7  | 13.89 | 14.19 | 14.49 | 14.79 | 15.09 | 15.39 | 15.69 | 15.99 | 16.29 | 16.59 | 16.89 | 17.19 | 17.49 |
| 8  | 14.39 | 14.69 | 14.99 | 15.29 | 15.59 | 15.89 | 16.19 | 16.49 | 16.79 | 17.09 | 17.39 | 17.69 | 17.99 |
| 9  | 14.89 | 15.19 | 15.49 | 15.79 | 16.09 | 16.39 | 16.69 | 16.99 | 17.29 | 17.59 | 17.89 | 18.19 | 18.49 |
| 11 | 16.39 | 16.69 | 16.99 | 17.29 | 17.59 | 17.89 | 18.19 | 18.49 | 18.79 | 19.09 | 19.39 | 19.69 | 19.99 |

|   |  |   |                     |    |                       |
|---|--|---|---------------------|----|-----------------------|
| 1 | Lifeguard<br>Recreation Assistant<br>Theater Sales Associate | 5 | Park Maintenance I  | 8  | Museum Clerk          |
| 3 | Head Lifeguard   | 6 | Park Maintenance II | 9  | Maintenance Custodian |
| 4 | Sales Assistant<br>Laborer                                   | 7 | Clerical Assistant  | 11 | Theater Manager       |