

|                      |                |
|----------------------|----------------|
| Proposed by:         | Administration |
| Reviewed by Finance: | 07/16/2015     |
| Postponed to:        | 07/16/2015     |
| Vote: 6 Aye          | 0 Nay 0 Absent |

**MUNICIPALITY OF SKAGWAY, ALASKA  
RESOLUTION NO. 15-30R**

**A RESOLUTION OF THE MUNICIPALITY OF SKAGWAY, ALASKA AMENDING THE EMPLOYEE PAY SCALE BY IMPLEMENTING A COST OF LIVING ALLOWANCE (COLA) OF 1.6% BASED ON THE ANCHORAGE CONSUMER PRICE INDEX FOR 2014.**

**WHEREAS**, pursuant to the Classification and Wage Study process conducted by the Municipality in 2007, the Municipality continues to monitor increases to the cost of living and strives to adjust the employee pay scale accordingly, in order to prevent the need for another Classification and Wage Study process; and

**WHEREAS**, the 2014 Consumer Price Index for Anchorage Alaska established a cost of living increase of 1.6% from 2013; and

**WHEREAS**, the total increase in COLA since the last resolution was adopted in 2013 is 4.8%; and

**WHEREAS**, the cost of a 1.6% increase will be approximately \$73,134 annually; and


**NOW THEREFORE, BE IT RESOLVED**, by the Municipal Assembly of the Municipality of Skagway that Attachment "A" establishes a pay scale reflecting a 1.6% COLA for municipal employees.

**BE IT FURTHER RESOLVED**, that this resolution will take effect on July 1, 2015.

**PASSED AND APPROVED** by a duly constituted quorum of the Borough Assembly of the Municipality of Skagway this 16<sup>th</sup> day of July, 2015.

  
Mark Schaefer, Mayor

ATTEST:

  
Emily A. Deach  
Municipal Clerk

(SEAL)



| 4/6/2015<br>1.6% | Municipality of Skagway<br>GRADE AND STEP CHART – Cost of Living 2014 Update<br>Hourly Wages |        |        |        |        |        |        |        |        |         |         |         |         |         |         | TOP OF RANGE |
|------------------|--|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|--------------|
| GRADE            | Step 1   | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |              |
| 7                | 10.05  | 10.29  | 10.51  | 10.75  | 10.98  | 11.24  | 11.49  | 11.76  | 12.01  | 12.28   | 12.58   | 12.84   | 13.13   | 13.42   | 13.74   |              |
| 8                | 11.92  | 12.18  | 12.46  | 12.74  | 13.03  | 13.32  | 13.63  | 13.94  | 14.25  | 14.55   | 14.89   | 15.21   | 15.56   | 15.92   | 16.27   |              |
| 9                | 13.78  | 14.09  | 14.41  | 14.73  | 15.06  | 15.40  | 15.75  | 16.11  | 16.46  | 16.84   | 17.20   | 17.60   | 18.01   | 18.40   | 18.81   |              |
| 10               | 15.64  | 16.00  | 16.36  | 16.72  | 17.10  | 17.48  | 17.87  | 18.29  | 18.70  | 19.10   | 19.53   | 19.98   | 20.42   | 20.88   | 21.36   |              |
| 11               | 17.50  | 17.89  | 18.31  | 18.72  | 19.14  | 19.55  | 20.00  | 20.45  | 20.90  | 21.39   | 21.86   | 22.35   | 22.85   | 23.38   | 23.90   |              |
| 12               | 19.37  | 19.79  | 20.24  | 20.70  | 21.18  | 21.65  | 22.13  | 22.64  | 23.14  | 23.67   | 24.18   | 24.73   | 25.30   | 25.86   | 26.44   |              |
| 13               | 21.23  | 21.70  | 22.19  | 22.69  | 23.20  | 23.73  | 24.24  | 24.81  | 25.36  | 25.93   | 26.52   | 27.11   | 27.73   | 28.35   | 28.99   |              |
| 14               | 23.09  | 23.60  | 24.13  | 24.68  | 25.23  | 25.81  | 26.39  | 26.98  | 27.58  | 28.21   | 28.85   | 29.49   | 30.16   | 30.82   | 31.53   |              |
| 15               | 24.95  | 25.51  | 26.08  | 26.68  | 27.27  | 27.88  | 28.50  | 29.15  | 29.81  | 30.48   | 31.16   | 31.86   | 32.58   | 33.32   | 34.06   |              |
| 16               | 26.78  | 27.41  | 28.03  | 28.66  | 29.32  | 29.96  | 30.64  | 31.33  | 32.05  | 32.75   | 33.49   | 34.25   | 35.02   | 35.81   | 36.61   |              |
| 17               | 28.67  | 29.33  | 30.00  | 30.66  | 31.35  | 32.06  | 32.76  | 33.50  | 34.26  | 35.03   | 35.82   | 36.63   | 37.45   | 38.29   | 39.15   |              |
| 18               | 30.53  | 31.22  | 31.92  | 32.64  | 33.39  | 34.13  | 34.89  | 35.69  | 36.49  | 37.29   | 38.15   | 39.00   | 39.87   | 40.78   | 41.70   |              |
| 19               | 32.40  | 33.13  | 33.87  | 34.63  | 35.42  | 36.20  | 37.02  | 37.85  | 38.71  | 39.59   | 40.47   | 41.39   | 42.31   | 43.27   | 44.24   |              |
| 20               | 34.26  | 35.03  | 35.82  | 36.62  | 37.45  | 38.28  | 39.15  | 40.04  | 40.94  | 41.86   | 42.81   | 43.76   | 44.75   | 45.76   | 46.78   |              |
| 21               | 36.13  | 36.94  | 37.78  | 38.62  | 39.50  | 40.39  | 41.29  | 42.22  | 43.16  | 44.15   | 45.15   | 46.16   | 47.20   | 48.26   | 49.34   |              |
| 22               | 37.98  | 38.85  | 39.73  | 40.61  | 41.53  | 42.46  | 43.42  | 44.40  | 45.40  | 46.42   | 47.47   | 48.53   | 49.62   | 50.72   | 51.88   |              |

|      |         | from last COLA | from last YEAR |
|------|---------|----------------|----------------|
| 2014 | 215.805 | 4.8%           | 1.6%           |
| 2013 | 212.381 | -              | 3.1%           |
| 2012 | 205.916 | 2.2%           | 2.2%           |
| 2011 | 201.427 | 3.2%           | 3.2%           |
| 2010 | 195.144 | -              | 1.8%           |
| 2009 | 191.744 |                |                |

Consumer Price Index (CPI)

Consumer Price Index for Anchorage Municipality & U.S.  
 Not Seasonally Adjusted  
 All Items - All.1 Urban Consumers  
 (CPI-U) 1960-Present

| Year | 1st Half (Jan-Jun) |   |         |   | 2nd Half (Jul-Dec) |   |         |   | Annual    |                                   |         |                                   |
|------|--------------------|---|---------|---|--------------------|---|---------|---|-----------|-----------------------------------|---------|-----------------------------------|
|      | Anchorage          |   | U.S.    |   | Anchorage          |   | U.S.    |   | Anchorage |                                   | U.S.    |                                   |
|      | Average            | Percent Change From Same Half Previous Year | Average | Percent Change From Same Half Previous Year | Average            | Percent Change From Same Half Previous Year | Average | Percent Change From Same Half Previous Year | Average   | Percent Change From Previous Year | Average | Percent Change From Previous Year |
| 2014 | 214.777            | 1.9   | 236.384 | 1.7   | 216.833            | 1.4   | 237.088 | 1.5   | 215.805   | 1.6                               | 236.736 | 1.6                               |
| 2013 | 210.853            | 2.7   | 232.366 | 1.5   | 213.910            | 3.5   | 233.548 | 1.4   | 212.381   | 3.1                               | 232.957 | 1.5                               |
| 2012 | 205.215            | 2.5   | 228.850 | 2.3   | 206.617            | 2.0   | 230.338 | 1.8   | 205.916   | 2.2                               | 229.594 | 2.1                               |
| 2011 | 200.278            | 2.8   | 223.598 | 2.8   | 202.576            | 3.6   | 226.280 | 3.5   | 201.427   | 3.2                               | 224.939 | 3.2                               |
| 2010 | 194.834            | 2.5   | 217.535 | 2.1   | 195.455            | 1.0   | 218.576 | 1.2   | 195.144   | 1.8                               | 218.056 | 1.6                               |
| 2009 | 190.032            | 1.3   | 213.139 | -0.6  | 193.456            | 1.1   | 215.935 | -0.1  | 191.744   | 1.2                               | 214.537 | -0.4                              |
| 2008 | 187.659            | 4.6   | 214.429 | 4.2   | 191.335            | 4.5   | 216.177 | 3.4   | 189.497   | 4.6                               | 215.303 | 3.8                               |
| 2007 | 179.394            | 1.5   | 205.709 | 2.5   | 183.08             | 2.9   | 208.976 | 3.1   | 181.237   | 2.2                               | 207.342 | 2.8                               |
| 2006 | 176.7              | 4.2   | 200.6   | 3.8   | 177.9              | 2.2   | 202.6   | 2.6   | 177.3     | 3.2                               | 201.6   | 3.2                               |
| 2005 | 169.6              | 2.4   | 193.2   | 3.0   | 174.1              | 3.8   | 197.4   | 3.8   | 171.8     | 3.1                               | 195.3   | 3.4                               |
| 2004 | 165.6              | 2.8   | 187.6   | 2.3   | 167.8              | 2.4   | 190.2   | 3.0   | 166.7     | 2.6                               | 188.9   | 2.7                               |
| 2003 | 161.1              | 2.3   | 183.3   | 2.5   | 163.9              | 3.1   | 184.6   | 2.0   | 162.5     | 2.7                               | 184.0   | 2.3                               |
| 2002 | 157.5              | 2.0   | 178.9   | 1.3   | 159.0              | 1.9   | 180.9   | 1.9   | 158.2     | 1.9                               | 179.9   | 1.6                               |
| 2001 | 154.4              | 2.9   | 176.6   | 3.4   | 156.0              | 2.7   | 177.5   | 2.2   | 155.2     | 2.8                               | 177.1   | 2.8                               |
| 2000 | 150.0              | 0.9   | 170.8   | 3.3   | 151.9              | 2.4   | 173.6   | 3.5   | 150.9     | 1.7                               | 172.2   | 3.4                               |
| 1999 | 148.6              | 1.3   | 165.4   | 1.9   | 148.3              | 0.9   | 167.8   | 2.5   | 148.4     | 1.0                               | 166.6   | 2.2                               |
| 1998 | 146.7              | 1.8   | 162.3   | 1.5   | 147.0              | 1.1   | 163.7   | 1.6   | 146.9     | 1.5                               | 163.0   | 1.6                               |
| 1997 | 144.1              | 1.6   | 159.9   | 2.6   | 145.4              | 1.2   | 161.2   | 2.1   | 144.8     | 1.5                               | 160.5   | 2.3                               |
| 1996 | 141.8              | 2.6   | 155.8   | 2.8   | 143.7              | 3.0   | 157.9   | 3.1   | 142.7     | 2.7                               | 156.9   | 3.0                               |
| 1995 | 138.2              | 2.9   | 151.5   | 3.0   | 139.5              | 2.7   | 153.2   | 2.6   | 138.9     | 2.9                               | 152.4   | 2.8                               |
| 1994 | 134.3              | 2.1   | 147.2   | 2.4   | 135.8              | 2.3   | 149.3   | 2.8   | 135.0     | 2.1                               | 148.2   | 2.6                               |
| 1993 | 131.5              | 3.3   | 143.7   | 3.2   | 132.8              | 2.9   | 145.3   | 2.8   | 132.2     | 3.1                               | 144.5   | 3.0                               |
| 1992 | 127.3              | 3.2   | 139.2   | 3   | 129.1              | 3.5   | 141.4   | 3.1   | 128.2     | 3.4                               | 140.3   | 3.0                               |
| 1991 | 123.3              | 5.5   | 135.2   | 5.1   | 124.7              | 3.6   | 137.2   | 3.5   | 124.0     | 4.6                               | 136.2   | 4.2                               |
| 1990 | 116.9              | 5.4   | 128.7   | 4.9   | 120.4              | 7.0   | 132.6   | 5.8   | 118.6     | 6.2                               | 130.7   | 5.4                               |
| 1989 | 110.9              | 2.3   | 122.7   | 5.1   | 112.5              | 3.3   | 125.3   | 4.7   | 111.7     | 2.9                               | 124.0   | 4.8                               |
| 1988 | 108.4              | 0.1   | 116.8   | 3.9   | 108.9              | 0.7   | 119.7   | 4.2   | 108.6     | 0.4                               | 118.3   | 4.1                               |
| 1987 | 108.3              | 0.0   | 112.4   | 3.0   | 108.1              | 0.7   | 114.9   | 4.4   | 108.2     | 0.4                               | 113.6   | 3.6                               |
| 1986 | 108.3              | 3.4   | 109.1   | 2.3   | 107.4              | 0.5   | 110.1   | 1.5   | 107.8     | 1.9                               | 109.6   | 1.9                               |
| 1985 | 104.7              | 1.9   | 106.6   | 3.6   | 106.9              | 2.9   | 108.5   | 3.4   | 105.8     | 2.4                               | 107.6   | 3.6                               |
| 1984 | 102.7              |   | 102.9   |   | 103.9              |   | 104.9   |   | 103.3     | 4.1                               | 103.9   | 4.3                               |
| 1983 |                    |   |         |   |                    |   |         |   | 99.2      | 1.8                               | 99.6    | 3.2                               |
| 1982 |                    |   |         |   |                    |   |         |   | 97.4      | 5.4                               | 96.5    | 6.2                               |
| 1981 |                    |   |         |   |                    |   |         |   | 92.4      | 8.1                               | 90.9    | 10.3                              |
| 1980 |                    |   |         |   |                    |   |         |   | 85.5      | 10.2                              | 82.4    | 13.5                              |
| 1979 |                    |   |         |   |                    |   |         |   | 77.6      | 10.5                              | 72.6    | 11.3                              |
| 1978 |                    |   |         |   |                    |   |         |   | 70.2      | 7.0                               | 65.2    | 7.6                               |
| 1977 |                    |   |         |   |                    |   |         |   | 65.6      | 6.7                               | 60.6    | 6.5                               |
| 1976 |                    |   |         |   |                    |   |         |   | 61.5      | 7.7                               | 56.9    | 5.8                               |
| 1975 |                    |   |         |   |                    |   |         |   | 57.1      | 13.7                              | 53.8    | 9.1                               |
| 1974 |                    |   |         |   |                    |   |         |   | 50.2      | 10.8                              | 49.3    | 11.0                              |

**MUNICIPALITY OF SKAGWAY, ALASKA**  
**RESOLUTION NO. 13-17R**

**A RESOLUTION OF THE MUNICIPALITY OF SKAGWAY, ALASKA AMENDING THE EMPLOYEE PAY SCALE BY IMPLEMENTING A COST OF LIVING ALLOWANCE (COLA) OF 2.2% BASED ON THE ANCHORAGE CONSUMER PRICE INDEX FOR 2012.**

**WHEREAS**, during the Classification and Wage Study process conducted by the Municipality in 2007 the Assembly determined to monitor the cost of living increase and adjust the employee pay scale accordingly; and

**WHEREAS**, the 2012 Consumer Price Index for Anchorage Alaska established a Cost of Living increase of 2.2%; and

**WHEREAS**, the 2.2% increase was included in the FY2014 Budget; and


**NOW THEREFORE, BE IT RESOLVED**, by the Municipal Assembly of the Municipality of Skagway that Attachment "A" establishes a pay scale reflecting a 2.2% COLA for municipal employees.

**PASSED AND APPROVED** by a duly constituted quorum of the Borough Assembly of the Municipality of Skagway this 20th day of June, 2013.



Stan Selmer, Mayor

ATTEST:



Emily A. Deach  
Municipal Clerk

(SEAL)



**MUNICIPALITY OF SKAGWAY, ALASKA  
 RESOLUTION NO. 13-17R  
 ATTACHMENT "A"  
 PAGE 2 OF 2**

| 6/20/13 | Municipality of Skagway<br>GRADE AND STEP CHART – 2.2% Cost of Living 2013 Update<br>Hourly Wages |        |        |        |        |        |        |        |        |         |         |         |         |         | TOP OF RANGE |
|---------|---|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|--------------|
| GRADE   | Step 1  | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15      |
| 7       | 9.89  | 10.13  | 10.34  | 10.58  | 10.81  | 11.06  | 11.31  | 11.57  | 11.82  | 12.09   | 12.38   | 12.64   | 12.92   | 13.21   | 13.52        |
| 8       | 11.73   | 11.99  | 12.26  | 12.54  | 12.82  | 13.11  | 13.41  | 13.72  | 14.02  | 14.32   | 14.65   | 14.97   | 15.31   | 15.67   | 16.01        |
| 9       | 13.56   | 13.87  | 14.18  | 14.50  | 14.82  | 15.16  | 15.50  | 15.85  | 16.20  | 16.57   | 16.93   | 17.32   | 17.72   | 18.11   | 18.51        |
| 10      | 15.39   | 15.75  | 16.10  | 16.45  | 16.83  | 17.20  | 17.59  | 18.00  | 18.40  | 18.80   | 19.22   | 19.66   | 20.10   | 20.55   | 21.02        |
| 11      | 17.22   | 17.61  | 18.02  | 18.42  | 18.84  | 19.24  | 19.68  | 20.13  | 20.57  | 21.05   | 21.51   | 22.00   | 22.49   | 23.01   | 23.52        |
| 12      | 19.06   | 19.48  | 19.92  | 20.37  | 20.84  | 21.31  | 21.78  | 22.28  | 22.77  | 23.29   | 23.80   | 24.34   | 24.90   | 25.45   | 26.02        |
| 13      | 20.89   | 21.36  | 21.84  | 22.33  | 22.83  | 23.35  | 23.86  | 24.42  | 24.96  | 25.52   | 26.10   | 26.68   | 27.29   | 27.90   | 28.53        |
| 14      | 22.72   | 23.23  | 23.75  | 24.29  | 24.83  | 25.40  | 25.97  | 26.55  | 27.14  | 27.76   | 28.39   | 29.02   | 29.68   | 30.33   | 31.03        |
| 15      | 24.55   | 25.11  | 25.67  | 26.26  | 26.84  | 27.44  | 28.05  | 28.69  | 29.34  | 30.00   | 30.67   | 31.35   | 32.06   | 32.79   | 33.52        |
| 16      | 26.39   | 26.98  | 27.59  | 28.21  | 28.85  | 29.48  | 30.15  | 30.83  | 31.54  | 32.23   | 32.96   | 33.71   | 34.46   | 35.24   | 36.03        |
| 17      | 28.22   | 28.86  | 29.52  | 30.17  | 30.85  | 31.55  | 32.24  | 32.97  | 33.72  | 34.47   | 35.25   | 36.05   | 36.86   | 37.68   | 38.53        |
| 18      | 30.05   | 30.72  | 31.41  | 32.12  | 32.86  | 33.59  | 34.34  | 35.12  | 35.91  | 36.70   | 37.54   | 38.38   | 39.24   | 40.13   | 41.04        |
| 19      | 31.89   | 32.60  | 33.33  | 34.08  | 34.86  | 35.63  | 36.43  | 37.25  | 38.10  | 38.96   | 39.83   | 40.73   | 41.64   | 42.58   | 43.54        |
| 20      | 33.72   | 34.47  | 35.25  | 36.04  | 36.86  | 37.67  | 38.53  | 39.40  | 40.29  | 41.20   | 42.13   | 43.07   | 44.04   | 45.03   | 46.04        |
| 21      | 35.56   | 36.35  | 37.18  | 38.01  | 38.87  | 39.75  | 40.63  | 41.55  | 42.48  | 43.45   | 44.43   | 45.43   | 46.45   | 47.49   | 48.56        |
| 22      | 37.38   | 38.23  | 39.10  | 39.97  | 40.87  | 41.79  | 42.73  | 43.70  | 44.68  | 45.68   | 46.72   | 47.76   | 48.83   | 49.92   | 51.06        |



## Emily Deach

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**Subject:** COLA adjustment

**From:** Heather Rodig

**Sent:** Thursday, May 07, 2015 8:03 AM

**To:** 'Daniel Henry'; Steve Burnham; Tim Cochran

**Cc:** Scott Hahn

**Subject:** COLA adjustment

Good morning.

Here is the comparison on payroll costs with and without a COLA of 1.6%:

|           | <b>Payroll Costs</b> |
|-----------|----------------------|
| no COLA   | 6,934,388            |
| 1.6% COLA | 7,007,522            |
| increase  | 73,134               |

Thanks!

|   |  |
|---|--|
|  | <p><b>Heather Rodig</b><br/>Municipality of Skagway<br/>Borough Treasurer</p> <p>PO Box 415<br/>Skagway, AK 99840</p> <p>(907) 983-2297 Main<br/>(907) 983-2151 Fax<br/><a href="http://www.skagway.org">www.skagway.org</a></p> |
|---|--|