

Proposed by:	Administration
Finance Review:	08/17/2022
Attorney Review:	08/10/2022
Vote: <input type="checkbox"/> Aye	<input type="checkbox"/> Nay <input type="checkbox"/> Absent

MUNICIPALITY OF SKAGWAY, ALASKA
RESOLUTION NO. 22-24R

A RESOLUTION OF THE MUNICIPALITY OF SKAGWAY, ALASKA AMENDING THE EMPLOYEE PAY SCALE BY INCREASING WAGES DUE TO THE COST OF LIVING IN RURAL ALASKA.

WHEREAS, the Municipality is currently unable to fill many of its employment positions and recognizes that in general, municipal wages are not competitive in the job market; and

WHEREAS, the Municipality of Skagway's administrative staff were requested to gather information regarding how a livable wage in Skagway compares to the Municipality's current pay scale; and

WHEREAS, to analyze municipal wage rates, the administrative staff utilized the MIT living wage calculator and found it underrepresented the true cost of living in Skagway; however, the tool provided a mechanism to determine that overall, municipal wages are generally not sufficient to support many families in Skagway; and

WHEREAS, the Municipality of Skagway intends to pay their employees' wages that accommodate inflation and the extreme high cost of living in rural Alaska; and

WHEREAS, the Municipality would like to increase wages overall to help retain year-round employment and entice new employment; and

WHEREAS, in order to bring wages to a level consistent with the increased cost of living and inflated prices, the Assembly intends to institute an increase of pay of \$5.00 (Five dollars and no/100) per hour to each grade within the municipal pay scale (Attachment A);

NOW THEREFORE, BE IT RESOLVED, by the Assembly of the Municipality of Skagway that Attachment "A," which provides for a \$5.00 per hour increase in municipal wages for each grade, is hereby implemented.

PASSED AND APPROVED by a duly constituted quorum of the Borough Assembly of the Municipality of Skagway this __ day of _____, 2022.

Andrew Cremata, Mayor

ATTEST:

Steven Burnham, Jr., Borough Clerk

(SEAL)

ATTACHMENT A

8/18/2022 2.25%		Municipality of Skagway GRADE AND STEP CHART – \$5 increase FY22 proposal *																							TOP OF RANGE
Hourly Wages																									
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	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
7	16.42	16.79	17.17	17.55	17.95	18.35	18.76	19.19	19.62	20.06	20.51	20.97	21.44	21.93	22.42	22.92	23.44	23.97	24.51	25.06	25.62	26.20	26.79	27.39	28.01
8	18.54	18.96	19.39	19.82	20.27	20.73	21.19	21.67	22.16	22.66	23.17	23.69	24.22	24.76	25.32	25.89	26.47	27.07	27.68	28.30	28.94	29.59	30.25	30.94	31.63
9	20.66	21.12	21.60	22.08	22.58	23.09	23.61	24.14	24.68	25.24	25.80	26.39	26.98	27.59	28.21	28.84	29.49	30.15	30.83	31.53	32.24	32.96	33.70	34.46	35.24
10	22.77	23.28	23.81	24.34	24.89	25.45	26.02	26.61	27.21	27.82	28.44	29.08	29.74	30.41	31.09	31.79	32.51	33.24	33.99	34.75	35.53	36.33	37.15	37.99	38.84
11	24.88	25.44	26.02	26.60	27.20	27.81	28.44	29.08	29.73	30.40	31.08	31.78	32.50	33.23	33.98	34.74	35.52	36.32	37.14	37.98	38.83	39.70	40.60	41.51	42.44
12	27.01	27.62	28.24	28.87	29.52	30.19	30.87	31.56	32.27	33.00	33.74	34.50	35.27	36.07	36.88	37.71	38.56	39.42	40.31	41.22	42.15	43.09	44.06	45.06	46.07
13	29.12	29.78	30.45	31.13	31.83	32.55	33.28	34.03	34.79	35.58	36.38	37.20	38.03	38.89	39.76	40.66	41.57	42.51	43.47	44.44	45.44	46.47	47.51	48.58	49.67
14	31.23	31.94	32.66	33.39	34.14	34.91	35.70	36.50	37.32	38.16	39.02	39.90	40.79	41.71	42.65	43.61	44.59	45.59	46.62	47.67	48.74	49.84	50.96	52.11	53.28
15	33.35	34.10	34.86	35.65	36.45	37.27	38.11	38.97	39.84	40.74	41.66	42.59	43.55	44.53	45.53	46.56	47.61	48.68	49.77	50.89	52.04	53.21	54.41	55.63	56.88
16	35.44	36.23	37.05	37.88	38.74	39.61	40.50	41.41	42.34	43.29	44.27	45.26	46.28	47.32	48.39	49.48	50.59	51.73	52.89	54.08	55.30	56.54	57.82	59.12	60.45
17	37.59	38.43	39.30	40.18	41.08	42.01	42.95	43.92	44.91	45.92	46.95	48.01	49.09	50.19	51.32	52.48	53.66	54.86	56.10	57.36	58.65	59.97	61.32	62.70	64.11
18	39.70	40.59	41.50	42.44	43.39	44.37	45.37	46.39	47.43	48.50	49.59	50.71	51.85	53.01	54.21	55.43	56.67	57.95	59.25	60.59	61.95	63.34	64.77	66.23	67.72
19	41.82	42.76	43.73	44.71	45.72	46.74	47.80	48.87	49.97	51.10	52.25	53.42	54.62	55.85	57.11	58.39	59.71	61.05	62.42	63.83	65.27	66.73	68.24	69.77	71.34
20	43.94	44.92	45.94	46.97	48.03	49.11	50.21	51.34	52.50	53.68	54.89	56.12	57.38	58.67	59.99	61.34	62.72	64.14	65.58	67.05	68.56	70.11	71.68	73.30	74.94
21	46.06	47.10	48.16	49.24	50.35	51.48	52.64	53.82	55.04	56.27	57.54	58.83	60.16	61.51	62.90	64.31	65.76	67.24	68.75	70.30	71.88	73.50	75.15	76.84	78.57
22	48.16	49.25	50.35	51.49	52.65	53.83	55.04	56.28	57.55	58.84	60.16	61.52	62.90	64.32	65.76	67.24	68.76	70.30	71.89	73.50	75.16	76.85	78.58	80.35	82.15

* \$5 is added to step 1 rates. Steps 2-25 are based on a 2.25% increase from the previous step.

CURRENT

4/7/2022 4.84%		Municipality of Skagway GRADE AND STEP CHART – Cost of Living FY22 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	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
7	11.42	11.70	11.94	12.22	12.48	12.77	13.06	13.36	13.65	13.96	14.30	14.60	14.92	15.25	15.61	15.96	16.32	16.69	17.06	17.45	17.84	18.24	18.65	19.07	19.50
8	13.54	13.84	14.16	14.48	14.80	15.14	15.48	15.84	16.19	16.54	16.92	17.29	17.68	18.09	18.49	18.90	19.33	19.76	20.21	20.66	21.13	21.60	22.09	22.59	23.09
9	15.66	16.02	16.37	16.74	17.11	17.51	17.90	18.30	18.71	19.13	19.55	20.00	20.46	20.91	21.37	21.85	22.35	22.85	23.36	23.89	24.43	24.98	25.54	26.11	26.70
10	17.77	18.19	18.59	18.99	19.43	19.86	20.31	20.78	21.25	21.71	22.19	22.70	23.21	23.73	24.27	24.82	25.38	25.95	26.53	27.13	27.74	28.36	29.00	29.65	30.32
11	19.88	20.33	20.81	21.27	21.75	22.22	22.72	23.24	23.75	24.31	24.84	25.40	25.97	26.57	27.16	27.77	28.39	29.03	29.69	30.35	31.04	31.74	32.45	33.18	33.93
12	22.01	22.49	23.00	23.52	24.06	24.61	25.15	25.73	26.29	26.89	27.48	28.11	28.75	29.39	30.05	30.72	31.41	32.12	32.84	33.58	34.34	35.11	35.90	36.71	37.53
13	24.12	24.66	25.22	25.78	26.36	26.96	27.55	28.20	28.82	29.47	30.14	30.81	31.51	32.22	32.94	33.68	34.44	35.22	36.01	36.82	37.65	38.50	39.36	40.25	41.15
14	26.23	26.82	27.42	28.05	28.67	29.33	29.99	30.66	31.34	32.05	32.78	33.51	34.27	35.02	35.83	36.64	37.46	38.30	39.17	40.05	40.95	41.87	42.81	43.77	44.76
15	28.35	28.99	29.64	30.32	30.99	31.68	32.39	33.13	33.88	34.64	35.41	36.20	37.02	37.86	38.71	39.58	40.47	41.38	42.31	43.26	44.23	45.23	46.25	47.29	48.35
16	30.44	31.15	31.86	32.57	33.31	34.04	34.81	35.60	36.42	37.22	38.06	38.92	39.79	40.69	41.60	42.54	43.50	44.48	45.48	46.50	47.55	48.62	49.71	50.83	51.97
17	32.59	33.32	34.09	34.84	35.62	36.43	37.23	38.07	38.94	39.80	40.70	41.63	42.56	43.51	44.49	45.49	46.52	47.56	48.63	49.73	50.84	51.99	53.16	54.35	55.58
18	34.70	35.47	36.27	37.09	37.94	38.79	39.65	40.55	41.47	42.38	43.35	44.32	45.31	46.34	47.39	48.46	49.55	50.66	51.80	52.97	54.16	55.38	56.62	57.90	59.20
19	36.82	37.64	38.49	39.35	40.25	41.14	42.07	43.01	43.99	44.99	45.99	47.03	48.08	49.17	50.28	51.41	52.56	53.75	54.96	56.19	57.46	58.75	60.07	61.42	62.80
20	38.94	39.80	40.70	41.62	42.56	43.50	44.49	45.50	46.52	47.57	48.65	49.73	50.85	52.00	53.16	54.36	55.58	56.83	58.11	59.42	60.76	62.12	63.52	64.95	66.41
21	41.06	41.97	42.93	43.89	44.88	45.90	46.92	47.98	49.05	50.17	51.30	52.46	53.64	54.84	56.07	57.33	58.62	59.94	61.29	62.67	64.08	65.52	67.00	68.50	70.05
22	43.16	44.14	45.15	46.15	47.19	48.25	49.34	50.46	51.59	52.75	53.95	55.15	56.38	57.64	58.96	60.29	61.64	63.03	64.45	65.90	67.38	68.90	70.45	72.03	73.65