

By: Administration
Introduced: 08/10/09
Public Hearing: 08/10/09
Amended: 08/10/09
Substituted: 08/24/09
Amended: 08/24/09
Adopted: 08/24/09

**CITY OF WASILLA
ORDINANCE SERIAL NO. 09-56(AM)(SUB)**

**AN ORDINANCE OF THE WASILLA CITY COUNCIL AMENDING WMC 2.16.070,
SALARY OF MAYOR.**

Section 1. Classification. This ordinance is of a general and permanent nature and shall become part of the city code.

Section 2. Amendment of section. WMC 2.16.070, Salary of Mayor, is amended to read as follows:

A. **The council shall determine the salary for the mayor by resolution at least 90 calendar days prior to the regular election for the office of mayor using the salary grade and step matrix. When determining the appropriate step for the mayor's salary, council may base the wage on prevailing wages in similar sized Alaskan Municipalities. A mayor who is elected to a second term of office will not be subject to a new placement on the salary grade and step matrix and shall progress to the next step effective on November 1 of each year. If a special election for the office of mayor is held to fill an unexpired term of office, the salary shall be at the first step of the salary grade and step matrix.** [UPON THE SUCCESSION TO OFFICE OF EACH MAYOR WHO DID NOT HOLD THE OFFICE IMMEDIATELY PRECEDING ELECTION OR APPOINTMENT, THE ANNUAL SALARY FOR THE POSITION OF MAYOR SHALL BE SEVENTY-FIVE THOUSAND DOLLARS (\$75,000), AND FOR SO LONG AS THE SAME MAYOR REMAINS CONTINUOUSLY **Bold and underline added.** [CAPS AND BRACKETS, DELETED.]

IN OFFICE, THE ANNUAL SALARY FOR THE POSITION OF MAYOR SHALL INCREASE BY ONE AND ONE-HALF PERCENT ON EACH ANNIVERSARY OF THAT SUCCESSION TO OFFICE. THE SALARY SHALL NOT INCLUDE MERIT INCREASES.]

B. The salary of the mayor may be reduced voluntarily at the mayor's discretion. A decision of the mayor to reduce the salary is not binding upon or applicable to future administrations. The salary of the mayor may not be reduced by council action during a mayor's term.

C. The mayor shall receive employee benefits as provided to all permanent employees of the city.

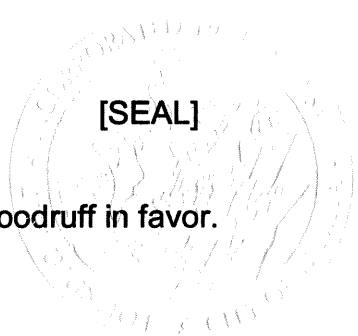
Section 3. Effective date. This ordinance shall take effect upon adoption by the Wasilla City Council.

ADOPTED by the Wasilla City Council on August 24, 2009.


VERNE E. RUPRIGHT, Mayor

ATTEST:


KRISTIE SMITHERS, MMC, City Clerk



VOTE: Cox, Hall, Harris, Holler, Larson and Woodruff in favor.

Bold and underline added. [CAPS AND BRACKETS, DELETED.]



**CITY OF WASILLA
LEGISLATION STAFF REPORT**

RE: WMC 2.16.070 Salary of the Mayor

Ordinance Serial No. 09-56

Agenda of: July 27, 2009 *Raf*
Originator: Council Members Ron Cox and Leone Harris

Date: July 15, 2009

Route to:	Department	Signature/Date
x	HR Generalist	<i>Gwen Brew 7-15-09</i>
x	Deputy Administrator	<i>Mayor of Wasilla</i>
x	Finance Director	<i>[Signature] 7/15/09</i>
x	City Clerk	<i>[Signature]</i>

REVIEWED BY MAYOR VERNE E. RUPRIGHT: *[Signature]*

FISCAL IMPACT: yes\$ or no Funds Available yes no

Account name/number:

Attachments: March 26, 2009 Memo to Council Members
March 2009 Survey Results

SUMMARY STATEMENT:

In March 2009, Council received a memo from staff which described both internal and external pay inequities in relation to the pay for the position of mayor.

Survey results showed that Wasilla's Mayor must perform duties that encompass the duties in two jobs; those that are done by a fulltime Mayor and those that are performed by a fulltime City Manager.

The Mayor directly supervises all City department heads, performs the day-to-day business of providing and maintaining city services, prepares the annual budget and performs all the official Mayoral duties including, but not limited to, evening weekend and holiday functions.

The current WMC 2.16.070(A) limits the Council's ability to review the Mayor's salary and compensate the position's growing duties and responsibilities.

RECOMMENDATION: To adopt the proposed ordinance amending WMC 2.16.070 Salary of Mayor.

DATE: March 26, 2009
TO: Wasilla City Council Members
THRU: Marvin Yoder, Deputy Administrator
FROM: Gwen Brew, HR Generalist
SUBJECT: Ordinance 2.16.070 - Salary of Mayor

As the new HR Generalist, I have been reviewing the City's compensation structure and employee salaries. My audit has revealed a substantial inequity as regards the Mayor's salary; both internal and external.

A total of nine (9) cities, similar in population and composition to Wasilla, were surveyed. All cities surveyed have part-time Mayors and fulltime City Managers to administer the business of the City. Wasilla has a fulltime Mayor but no City Manager. In addition to his official Mayoral duties, the Wasilla Mayor is responsible for those duties that would normally fall to the City Manager; the day-to-day business of operating the city; providing and maintaining the essential services of the city, preparing the annual budget, and for the fiscal and economic planning for the future – both short and long-term.

As you can clearly see from the attached salary data, Wasilla ranks third in population, but our Mayor ranks last in compensation. Both internally when compared to those he supervises and externally when compared to similar positions in comparable cities.

Recommendation: In order to correct the internal pay compression and adjust the pay to reflect external comparability, I recommend raising the Mayor's salary to \$105,000 effective the start of the new fiscal year, July 1, 2009. In addition, the Wasilla Municipal Code 2.16.070(A) should be revised to state that the annual salary for the mayor shall be set by the council and shall be based on the duties and responsibilities of the office and the prevailing wages of like municipalities.

Surveyed City Population Ranking				
City	Population	Mayor Salary	City Manager Salary	Annual Salary
Sitka	8,833	\$6,000.00	\$100,000.00	\$106,000.00
Kenai	7,533	\$10,800.00	\$110,660.00	\$121,460.00
Wasilla *	7,028	\$75,000.00	None	\$75,000.00
Palmer	6,163	\$24,003.00	\$104,000.00	\$128,003.00
Kodiak	5,689	Not Paid	\$112,611.00	\$112,611.00
Homer	5,435	\$1,800.00	\$102,835.00	\$104,635.00
Valdez	4,454	Not Paid	\$102,500.00	\$102,500.00
Soldotna	3,869	\$3,600.00	\$118,000.00	\$121,600.00
Seward	2,661	\$3,600.00	\$90,000.00	\$93,600.00
Average	5,741			\$107,267.67

Surveyed City Salary Ranking				
City	Population	Mayor Salary	City Manager Salary	Annual Salary
Soldotna	3,869	\$3,600.00	\$118,000.00	\$121,600.00
Kenai	7,533	\$10,800.00	\$110,660.00	\$121,460.00
Kodiak	5,689	Not Paid	\$112,611.00	\$112,611.00
Sitka	8,833	\$6,000.00	\$100,000.00	\$106,000.00
Homer	5,435	\$1,800.00	\$102,835.00	\$104,635.00
Palmer	6,163	\$24,003.00	\$104,000.00	\$128,003.00
Valdez	4,454	Not Paid	\$102,500.00	\$102,500.00
Seward	2,661	\$3,600.00	\$90,000.00	\$93,600.00
Wasilla *	7,028	\$75,000.00	None	\$75,000.00
Average	5,741			\$107,267.67

Employee Positions	Annual Salary
Director of Finance	\$94,964.00
City Clerk	\$85,285.00
Rec & Cultural Services Mgr	\$84,375.00
Controller	\$84,000.00
Deputy Administrator	\$83,200.00
Deputy Public Works Director	\$83,055.00
Chief of Police	\$83,037.00
Public Works Director	\$81,763.00
Deputy Chief of Police	\$77,376.00
Mayor	\$75,000.00

* Wasilla has the only fulltime Mayor of those cities surveyed.

Surveyed City Population Ranking				
City	Population	Mayor Salary	City Manager Salary	Annual Salary
Sitka	8,833	\$6,000.00	\$100,000.00	\$106,000.00
Kenai	7,533	\$10,800.00	\$110,660.00	\$121,460.00
Wasilla *	7,028	\$75,000.00	None	\$75,000.00
Palmer	6,163	\$24,003.00	\$104,000.00	\$128,003.00
Kodiak	5,689	Not Paid	\$112,611.00	\$112,611.00
Homer	5,435	\$1,800.00	\$102,835.00	\$104,635.00
Valdez	4,454	Not Paid	\$102,500.00	\$102,500.00
Soldotna	3,869	\$3,600.00	\$118,000.00	\$121,600.00
Seward	2,661	\$3,600.00	\$90,000.00	\$93,600.00
Average	5,741			\$107,267.67

Surveyed City Salary Ranking				
City	Population	Mayor Salary	City Manager Salary	Annual Salary
Soldotna	3,869	\$3,600.00	\$118,000.00	\$121,600.00
Kenai	7,533	\$10,800.00	\$110,660.00	\$121,460.00
Kodiak	5,689	Not Paid	\$112,611.00	\$112,611.00
Sitka	8,833	\$6,000.00	\$100,000.00	\$106,000.00
Homer	5,435	\$1,800.00	\$102,835.00	\$104,635.00
Palmer	6,163	\$24,003.00	\$104,000.00	\$128,003.00
Valdez	4,454	Not Paid	\$102,500.00	\$102,500.00
Seward	2,661	\$3,600.00	\$90,000.00	\$93,600.00
Wasilla *	7,028	\$75,000.00	None	\$75,000.00
Average	5,741			\$107,267.67

Employee Positions	3/1/09 Salary	8/1/09 Salary
Director of Finance	\$94,964.00	\$92,548.00
City Clerk	\$85,285.00	\$89,549.00
Rec & Cultural Services Mgr	\$84,375.00	\$87,979.00
Controller	\$84,000.00	\$82,032.00
Deputy Administrator	\$83,200.00	\$87,979.00
Deputy Public Works Director	\$83,055.00	\$86,292.00
Chief of Police	\$83,037.00	\$90,235.00
Public Works Director	\$81,763.00	\$87,979.00
Deputy Chief of Police	\$77,376.00	\$79,981.00
Mayor	\$75,000.00	\$75,000.00

* Wasilla has the only fulltime Mayor of those cities surveyed.