

**CITY OF WASILLA
RESOLUTION SERIAL NO. 09-26(AM)**

**A RESOLUTION OF THE WASILLA CITY COUNCIL ESTABLISHING THE SALARY
OF THE MAYOR AS PROVIDED BY WMC 2.16.070.**

WHEREAS, WMC 2.16.070 states that the Council will set the salary of the Mayor using the salary grade and step matrix;

WHEREAS, it is the intent of the Council to review the Mayor's salary and ensure the Mayor's pay adequately reflects the duties and responsibilities associated with the Office of Mayor; and

WHEREAS, a survey of other municipalities has been completed by the human resources division, and they have determined that a Range 26, step A, is an appropriate range for the salary of the Mayor.

NOW, THEREFORE, BE IT RESOLVED, by the Wasilla City Council that the salary of the Mayor be placed on Range 26, Step A, which provides for an annual salary of \$85,779 for fiscal year 2010.

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


VERNE E. RUPRIGHT, Mayor

ATTEST:



KRISTIE SMITHERS, MMC, City Clerk

[SEAL]

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



**CITY OF WASILLA
LEGISLATION STAFF REPORT**

RE: Resolution Serial No. 09-26 – A Resolution of the Wasilla City Council establishing the Salary of the Mayor as Provided by Wasilla Municipal Code 2.16.070.

Agenda of: August 24, 2009
Originator: Administration

Date: August 14, 2009

Route to:	Department	Signature/Date
x	HR Generalist	<i>Gwen Brew</i>
x	Deputy Administrator	<i>Ma [unclear]</i>
x	Finance Director	<i>[unclear] 8-17-09</i>
x	City Clerk	<i>[unclear]</i>

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

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

Account name/number:

- Attachments: Memo from M. Yoder dated August 14, 2009 (1 p)
Administration Cost Comparison (1 p)
Salaried Grade & Step Scale (1 p)
City of Wasilla Organization Chart (1 p)

SUMMARY STATEMENT:

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.

Resolution Serial No. 09-26 increases the Mayor's salary to fairly compensate the high-level, diverse, and growing duties and responsibilities of the position of Mayor.

RECOMMENDATION: To adopt Resolution Serial No. 09-26.

To City Council Members
From Marvin Yoder
Date: August 14, 2009
Subject Mayors Salary

We have added a Grade 26 to the schedule to separate the "CEO" from the department heads.

We have also included a Resolution to set the Salary for the current mayor this time. As discussed at the council meeting on Aug. 10th, the new system will eliminate these types of resolutions in the future.

The HR department is recommending a substantial increase for the following reasons:

- HR conducted a survey of other City CEO's and concluded that this salary is comparable to other municipalities similarly situated. Please note: with a strong Mayor form of government the Wasilla Mayor is both the CEO and the City ambassador.
- It is important to realize the all City Managers negotiate their salary and benefits with the City Council at the time of hiring. The HR survey is meant to substitute for that process.
- One of the issues raised was to compare the combined mayor and administrator salary with other communities. However, some city mangers have assistant managers or other administrative assistance. So, to make a true comparison it would necessary to compare 3 salaries to Wasilla 2 salaries.
- A substantial raise is further justified to make up for past practice. Years ago the mayor's salary was comparable to the department heads. However, the mayor's salary has been stagnant while the department heads increased each year. This is simply putting the salary where it would have been had there been regular COLA increases.
- It is customary in the City to pay above the entry level based on previous experience.

Administration Cost Comparison

City	Population	Form of Government	City Council (Total Annual Cost) *	Mayor	City Manager Municipal Administrator	Assistant City Manager; Director Administration; Deputy Administrator	Deputy Director Administration; Special Assistant; Administrative Services Coordinator	Annual Cost
Sitka	8,833	Council/Manager	\$21,600	\$6,000	\$115,000	None	\$49,546	\$170,546
Kenai	7,533	Council/Manager	\$28,800	\$12,000	\$125,000	None	None	\$137,000
Wasilla **	7,028	Council/Mayor	\$36,000	\$75,000	None	\$87,979	None	\$162,979
Palmer	6,163	Council/Manager	\$14,400	\$24,003	\$105,000	\$90,958	\$60,000	\$279,961
Kodiak	5,689	Council/Manager	\$14,400	\$3,000	\$112,611	None	None	\$115,611
Homer	5,435	Council/Manager	\$7,200	\$1,800	\$104,892	None	\$54,475	\$161,167
Valdez	4,454	Council/Manager	Not Paid	Not Paid	\$102,500	\$91,625	None	\$194,125
Soldotna	3,869	Council/Manager	\$18,000	\$3,600	\$128,500	None	None	\$132,100
Seward	2,661	Council/Manager	\$14,400	\$3,600	\$110,115	\$71,000	None	\$184,715

* All Councils surveyed have 6 members

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

Employee Positions	3/1/09 Salary	8/1/09 Salary
Director of Finance	\$94,964.00	\$92,548.00
Chief of Police	\$83,037.00	\$90,235.00
City Clerk	\$85,285.00	\$89,549.00
Deputy Administrator	\$83,200.00	\$87,979.00
Public Works Director	\$81,763.00	\$87,979.00
Deputy Public Works Director	\$83,055.00	\$86,292.00
Rec & Cultural Services Mgr	\$84,375.00	\$85,779.00
Controller	\$84,000.00	\$82,032.00
Deputy Chief of Police	\$77,376.00	\$79,981.00
Mayor	\$75,000.00	\$75,000.00

Non-Union Salaried Pay Rates
Effective 7/1/09
(Includes 3.3% COL)

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
20	Library Director	\$53,262	\$54,628	\$56,029	\$57,465	\$58,939	\$60,450	\$62,000	\$63,395	\$64,821	\$66,280	\$67,771	\$69,296	\$70,855
21	City Engineer	\$58,588	\$60,091	\$61,632	\$63,212	\$64,833	\$66,495	\$68,200	\$69,735	\$71,304	\$72,908	\$74,548	\$76,226	\$77,941
	City Planner													
	Economic Planner													
	Purchasing/Contracting Officer													
	Records & Communication Mgr													
22	(No Current Positions)	\$64,447	\$66,100	\$67,795	\$69,533	\$71,316	\$73,145	\$75,020	\$76,708	\$78,434	\$80,199	\$82,003	\$83,848	\$85,735
23	Police Lieutenant	\$70,892	\$72,710	\$74,574	\$76,486	\$78,447	\$80,459	\$82,522	\$84,379	\$86,277	\$88,219	\$90,203	\$92,233	\$94,308
24	Deputy Chief of Police	\$77,981	\$79,981	\$82,032	\$84,135	\$86,292	\$88,505	\$90,774	\$92,817	\$94,905	\$97,040	\$99,224	\$101,456	\$103,739
	Controller													
	Deputy Director of Public Works													
25	Chief of Police	\$85,779	\$87,979	\$90,235	\$92,548	\$94,921	\$97,355	\$99,852	\$102,098	\$104,395	\$106,744	\$109,146	\$111,602	\$114,113
	Director of Finance													
	Director of Public Works													
	Deputy Administrator													
	Cultural & Recreation Services Mgr													
	City Attorney													
26	Mayor	\$94,357	\$96,777	\$99,258	\$101,803	\$104,414	\$107,091	\$109,837	\$112,308	\$114,835	\$117,419	\$120,061	\$122,762	\$125,524
	10% between each Grade from 20-25.													
	Steps equal 2.5% increments A to Mid													
	Steps equal 2.25% increments Mid to M													

City of Wasilla Organization Chart

