


CITY AND BOROUGH OF SITKA

A COAST GUARD CITY

MEMORANDUM

To: Mayor Eisenbeisz and Assembly Members

From: John Leach, Municipal Administrator 

Date: July 20, 2023

Subject: Salary Adjustment for Assembly Members and Mayor

Background

Per Section 2.07 of the Home Rule Charter of the City and Borough of Sitka (CBS), “[t]he assembly by ordinance shall determine the salary of the mayor and other assembly members. An increase in salary shall not take effect until the assembly meeting following the regular election after the ordinance has been adopted. With the approval and authorization of the assembly, assembly members shall also receive their actual and necessary expenses incurred in the performance of their duties of office.”

Analysis

The Assembly’s salary has not been adjusted since Ordinance 02-1701, which was passed, approved, and adopted on November 4, 2002.

The purpose of this ordinance is intended to compensate more justly those serving on the Assembly by increasing their salaries from the level last set in 2002 to a level more representative of similar positions in southeast Alaska and commensurate with inflation and non-represented staff increases.

Since 2002, calculated inflation was 62.09%. If the CBS had raised Assembly salaries by inflation since they were last set in 2002, the mayor would be paid \$810.44 per month today and members would be paid \$486.26 per month today.

Since 2002, aggregate staff increases were approximately 58.6% for non-represented CBS employees. If the Assembly had been treated the same as non-represented staff, the monthly salary would be \$793 per month for the mayor and \$475.80 for an assembly member today.

This ordinance proposes an increase to the mayor’s salary from \$500 per month to \$800 per month and an increase to assembly member salaries from \$300 per month to \$500 per month.

Fiscal Note

Should this ordinance pass, the salary increases would become effective on October 10, 2023. The proposed salary increases would constitute an increase of \$18,000 to the General Fund for a total amount of \$46,500 for annual Mayor and Assembly salaries. Should the increases pass, a supplemental appropriation will come forward.

Recommendation

Consider the information presented in this ordinance and memo to determine if the salaries being proposed are appropriate to provide adequate compensation for services rendered while enhancing recruitment incentives for new members.