



Office of the Municipal Clerk

P.O. Box 196650 • Anchorage, Alaska 99519-6650 • (907) 343-4311 • wwmasmc@anchorageak.gov • www.muni.org/clerk

DATE: July 22, 2026
TO: Salaries and Emoluments Commission
THROUGH: Jamie Heinz, MMC, Municipal Clerk
FROM: Jasmine Acres, Deputy Municipal Clerk
SUBJECT: **Alaska Mayor Salaries Comparative Analysis**

This memo provides a comparative analysis of different mayoral salaries from the largest cities in Alaska. Per Anchorage Home Rule Charter §5.08, the Salaries and Emoluments Commission shall review the compensation of elected officials at least every two years. The purpose of this analysis is to assess the mayor's current salary.

Under a strong manager form of government, the manager serves as the chief administrator of the governing body. Per Alaska Statute §29.20.500 (AS 29.20.500), the manager's duties include but are not limited to: hiring and supervising employees, enforcing municipal laws, carrying out governing body directives, preparing and administering the budget and capital improvement program, providing financial and operational reports, managing municipal property (except school district property), serving as personnel officer unless that duty is delegated, and performing any other duties required by law or assigned by the governing body.

Under a strong mayor form of government, the mayor serves as the chief administrator and exercises the same powers as the manager pursuant to AS 29.20.500 separate from the governing body. Per AS 29.20.200, the executive power is vested in the mayor who serves as a ceremonial head of government whose duties include signing official documents authorized by the governing body and other powers as assigned by the law or home rule charter. This provision applies to both home rules and general law municipalities.

The following cities' mayoral salaries are as follows:

- The Municipality of Anchorage has a strong mayor form of government. The mayor's current salary is an annual salary of \$145,392.
- The City and Borough of Juneau has a strong city manager form of government. The mayor's currently compensated at \$3,500 per month.

- The City of Fairbanks has a strong mayor form of government. The mayor's current salary is an annual wage of \$87,800.
- The City of Wasilla has a strong mayor form of government. The mayor's current salary is \$140,926 with a COLA applicable from July 1, 2026 to June 30, 2027 at a rate of 1.98%.

MUNICIPALITY OF ANCHORAGE
COMMISSION ON SALARIES AND EMOLUMENTS OF ELECTED OFFICIALS

RESOLUTION 2026 - 3
CLARIFYING COMPENSATION FOR THE ANCHORAGE MAYOR AND PROVIDING AN
EFFECTIVE DATE.

WHEREAS, the Commission believes the resolution format establishing compensation, including salaries, benefits, and allowances, if any, of elected officials, should be clear, comprehensive, and standardized across elected offices;

WHEREAS, the Commission directed staff to work with the Human Resources Department and others as needed, to establish a baseline of all salaries, benefits, and allowances, if any, previously granted by the Commission to elected officials;

WHEREAS, this resolution does not change the salaries, benefits, or allowances; it establishes a new format removing references to past resolutions and explicitly lists the salaries, benefits, and allowances, if any, granted by the Commission to elected officials;

WHEREAS, future changes to resolutions should use legislative drafting format to denote changes; now therefore

BE IT RESOLVED, by the Municipality of Anchorage Commission on Salaries and Emoluments, that the compensation for the Anchorage Mayor elected or re-elected at the May 14, 2024, special election includes:

Section 1. Salary:

- A. The mayor shall receive a salary in the amount of \$145,392.00.
- B. The mayor does not acquire or accumulate annual leave or non-cashable leave.

Section 2. Health Benefits: The mayor may participate in the same health plan and receive an equal contribution towards their health benefits as received by executive and non-represented employees.

Section 3. Life and AD&D Insurance:

- A. The mayor and/or dependents may participate in voluntary life and AD&D insurance.
 - a. Excludes employer-paid life insurance.

Section 4. Disability Coverage:

- A. The mayor may not participate in employer-paid long-term disability or short-term disability.

Section 5. Retirement Benefits:

- A. The mayor may participate in the Public Employees Retirement System (PERS) in accordance with the law.
- B. The mayor may participate in voluntary retirement savings programs.
 - a. No municipal contribution to voluntary retirement.

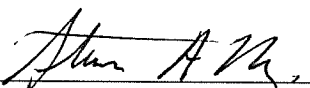
Section 6. Fringe Benefits:

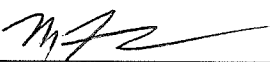
- A. The mayor shall be eligible to participate in and receive the same parking benefits as executive and non-represented City Hall Employees. The mayor shall be responsible for paying the same parking amount as executive and non-represented City Hall Employees.
- B. The mayor is eligible to have a take-home vehicle made available from the Maintenance and Operations Department, Fleet Management Division, in accordance with the Policy and Procedure 76-03 and any federal, state, or local taxes.

Section 7. Exclusions: No salaries, benefits, or allowances shall be made available to the mayor unless explicitly granted by this resolution. All past resolutions are null and void.

Section 8. Effective Date: This resolution shall be in effect immediately upon passage and approval and shall remain in effect until changed in accordance with Section 5.08 of the Anchorage Municipal Charter.

PASSED AND APPROVED by the Anchorage Salaries and Emoluments Commission on this
21 day of April, 2026.

Steve Rieger, Chair: 

Attest: , Recording Clerk

Presented by: AFC
Presented: 05/24/2021
Drafted by: R. Palmer III

ORDINANCE OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2021-20(b)(am)

An Ordinance Amending the Compensation for Assemblymembers, the Mayor, and Certain Boards.

WHEREAS, CBJ Charter 3.10 provides that the Assembly by ordinance shall provide for compensation of the Mayor and other Assemblymembers, and provides further that an increase in compensation shall not take effect no earlier than the assembly meeting following the regular election after the ordinance has been adopted; and

WHEREAS, the compensation currently provided for the Mayor and Assemblymembers has not been adjusted since 1994; and

WHEREAS, Resolution 1974 (1998) established an honorarium of \$150.00 per month for Planning Commissioners; and

WHEREAS, the compensation or honorarium currently provided is inadequate and deters some community members from running for elected office and certain CBJ boards like the Planning Commission and Hospital Board of Directors.

THEREFORE, BE IT ENACTED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Classification. This ordinance is of a general and permanent nature and shall become a part of the City and Borough of Juneau Municipal Code except Section 5 is a non-code provision.

Section 2. Amendment of Section. CBJ 11.15.050 Compensation; amount, is amended to read:

11.15.050 Compensation; amount.

- (a) The mayor shall be compensated at the rate of \$3,500.00 per month.
- (b) All other assemblymembers shall be compensated at the rate of \$750.00 per month.
- (c) Per diem payments, reimbursements for expenses, and election of health insurance are not compensation under this section.

Section 3. Amendment of Chapter. Chapter 11.15 Organization, is amended by adding a new section to read:

11.15.060 Compensation periodic review.

- (a) *Periodic review.* The Assembly, or a compensation commission appointed by the Assembly, should review the compensation for elected and Assembly-appointed board members every five years.
- (b) *Standards for review.* The periodic compensation review should be based upon inflation or cost of living indexes, like the Anchorage CPI or percent changes of unrepresented municipal employee salaries.
- (c) *Compensation commission prohibitions.* A member of a compensation commission appointed by the Assembly may neither be employed by the municipality during the term for which they are appointed nor hold elective municipal office during their term or within one year thereafter.

Section 4. Amendment of Article. Article I of Chapter 49.10 Administration and Compliance, is amended by adding a new section to read:

49.10.180 Compensation.

A planning commissioner shall be compensated at the rate of \$225.00 per month.

Section 5. Repeal of Resolution. Resolution 1974, A Resolution Establishing the Honorarium to be Granted to Members of the Planning Commission, is repealed.

Section 6. Amendment of Chapter. Chapter 40.05 City and Borough Hospital—Board of Directors, is amended by adding a new section to read:

40.05.080 Compensation.

A member of the hospital board of directors shall be compensated at the rate of \$225.00 per month.

Section 7. Amendment of Section. On January 1, 2025, CBJ 11.15.050 Compensation; amount, is automatically amended to read:

11.15.050 Compensation; amount.

- (a) The mayor shall be compensated at the rate of \$3,500.00 per month.
- (b) All other assemblymembers shall be compensated at the rate of \$1,000.00 per month.
- (c) Per diem payments, reimbursements for expenses, and election of health insurance are not compensation under this section.

Section 8. Effective Date. This ordinance shall be effective on January 1, 2022.

Adopted this 14th day of June, 2021.



Beth A. Weldon, Mayor

Attest:



Elizabeth J. McEwen, Municipal Clerk

From: [Dani Snider](#)
To: [Acres, Jasmine M.](#)
Subject: RE: Mayor Salary Research
Date: Monday, June 29, 2026 12:33:09 PM
Attachments: [image003.png](#)

[EXTERNAL EMAIL]

Jasmine,

The Fairbanks City Mayor (strong mayor) earns an annual wage of \$87,800.

Dani

D. Danyielle Snider, MMC

City Clerk | 800 Cushman Street, Fairbanks, AK 99701

dsnider@fairbanks.gov | 907.459.6774



From: Acres, Jasmine M. <Jasmine.Acres@anchorageak.gov>
Sent: Monday, June 29, 2026 11:50 AM
Subject: Mayor Salary Research

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello, fellow Clerks,

Our Salaries & Emoluments Commission is reviewing the Mayor's salaries and determining what is appropriate pay. Would you be able to let me know your Mayor's salary/pay, so I can provide them with some various options to review from other Cities/Boroughs in Alaska? We recognize the population difference, but this is what our Commission has requested. Any help would be appreciated.



Thank you,
Jasmine Acres, CMC
Deputy Municipal Clerk

Municipality of Anchorage
Municipal Clerk's Office
907-343-4688

Messages to and from this email address may be available to the public under Alaska Public Records Law.

By: Mayor Glenda D. Ledford
Amended: June 22, 2026
Adopted: June 22, 2206
Yes: Cottle, Crafton, Graham, Johnson, Rubeo, Schmidt
No: None
Absent: None

**City of Wasilla
Resolution Serial No. 26-38**

A Resolution Of The Wasilla City Council Adopting The Fiscal Year 2027 Salary Structure And Pay Ranges For Non-Represented; International Union Of Operating Engineers, Local 302; And The Wasilla Police Department Employees Association, Employees Of The City Of Wasilla.

WHEREAS, pursuant to Wasilla Municipal Code (WMC) 3.55.040, Pay ranges, a salary structure must be adopted annually by the City Council by resolution; and

WHEREAS, wage rates for the International Union of Operating Engineers, Local 302 ("Local 302") were authorized by the City Council through the adoption of Resolution 26-29, ratifying the collective bargaining agreement between the City and Local 302, and attached Appendix A: the Job Classifications and Wage Rates; and

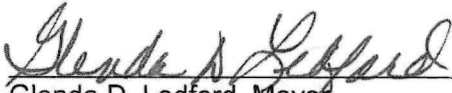
WHEREAS, wage rates for the Wasilla Police Department Employees Association ("WPDEA") were authorized by the City Council through the adoption of Resolution Serial No. 25-29, ratifying the collective bargaining agreement between the City and WPDEA, and the attached Appendix A: Job Classifications and Wage Rates; and

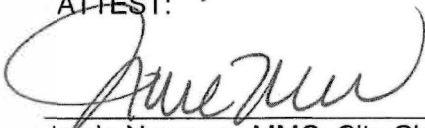
WHEREAS, WMC 3.55.060, Advancement within a pay range, provides for pay advancement for non-represented employees, as attached in the non-represented hourly and salaried pay rates (Appendix A: Job Classifications and Wage Rates);

NOW, THEREFORE, BE IT RESOLVED, that the Wasilla City Council, by this resolution, confirms the Fiscal Year 2027 salary structure and pay ranges for Non-Represented, as amended to reflect the action taken on Amendment No. 45, adopted June 22, 2026; International Union Of Operating Engineers, Local 302; And The Wasilla Police Department Employees Association, Employees Of The City Of Wasilla.

Effective Date. This resolution takes effect upon adoption.

ADOPTED by the Wasilla City Council on June 22, 2026.


Glenda D. Ledford, Mayor

ATTEST: •

Jamie Newman, MMC, City Clerk



[SEAL]

Applicable for July 1, 2026 - June 30, 2027 (1 step)
COLA Increase 1.98% + 4% Rate Increase

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
		One Year Increment Steps @ 2.5%							One Year Increment Steps @ 2.25%					
2	Library Helper Museum Helper Sports Center Helper	\$ 16.34	\$ 16.74	\$ 17.18	\$ 17.62	\$ 18.08	\$ 18.55	\$ 19.02	\$ 19.46	\$ 19.88	\$ 20.33	\$ 20.79	\$ 21.25	\$ 21.73
3	Parks & Recreation Laborer Sports Center Facility Crewmember ALPAR Supervisor Roads Laborer Assistant Ice Skating Instructor	\$ 19.63	\$ 20.12	\$ 20.62	\$ 21.16	\$ 21.69	\$ 22.25	\$ 22.82	\$ 23.33	\$ 23.85	\$ 24.39	\$ 24.96	\$ 25.51	\$ 26.09
4	Museum Aide Administrative Assistant Library Aide I	\$ 23.49	\$ 24.11	\$ 24.74	\$ 25.37	\$ 26.03	\$ 26.69	\$ 27.36	\$ 27.99	\$ 28.63	\$ 29.28	\$ 29.94	\$ 30.62	\$ 31.32
5	Park Ranger Ice Skating Program Facilitator Library Aide II Finance Clerk I Aquatic Equipment Operator	\$ 28.21	\$ 28.93	\$ 29.67	\$ 30.44	\$ 31.23	\$ 32.03	\$ 32.84	\$ 33.59	\$ 34.34	\$ 35.12	\$ 35.90	\$ 36.72	\$ 37.55
6	Finance Clerk II IT Specialist I	\$ 31.03	\$ 31.82	\$ 32.65	\$ 33.48	\$ 34.34	\$ 35.24	\$ 36.13	\$ 36.94	\$ 37.76	\$ 38.63	\$ 39.49	\$ 40.38	\$ 41.28
7	Finance Clerk III City Administrative Aide Planning Clerk Administrative Aide to City Clerk Library Aide III	\$ 34.16	\$ 35.02	\$ 35.93	\$ 36.84	\$ 37.78	\$ 38.75	\$ 39.75	\$ 40.64	\$ 41.54	\$ 42.50	\$ 43.45	\$ 44.43	\$ 45.41
8	Human Resources Specialist Payroll Specialist	\$ 37.56	\$ 38.51	\$ 39.52	\$ 40.54	\$ 41.55	\$ 42.63	\$ 43.72	\$ 44.70	\$ 45.71	\$ 46.75	\$ 47.80	\$ 48.88	\$ 49.97
9	Staff Accountant User Services Librarian Youth Services Librarian Deputy City Clerk	\$ 41.29	\$ 42.35	\$ 43.46	\$ 44.58	\$ 45.72	\$ 46.91	\$ 48.10	\$ 49.17	\$ 50.29	\$ 51.41	\$ 52.58	\$ 53.75	\$ 54.98

10	IT Specialist III Grant Manager	\$	45.43	\$	46.61	\$	47.81	\$	49.05	\$	50.30	\$	51.57	\$	52.91	\$	54.09	\$	55.32	\$	56.55	\$	57.82	\$	59.14	\$	60.44
11	Maintenance Supervisor Polygraph Examiner	\$	49.98	\$	51.27	\$	52.59	\$	53.94	\$	56.33	\$	58.76	\$	58.19	\$	59.51	\$	60.84	\$	62.21	\$	63.60	\$	65.06	\$	66.51

20% between each Grade from 2 - 5
10% between each Grade from 6 - 11.
Steps equal 2.5% increments A to Mid
Steps equal 2.25% increments Mid to M

Applicable for July 1, 2026 - June 30, 2027 (1 step)
COLA Increase 1.98% + 4% Rate Increase

Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
		One Year Increment Steps @ 2.5%							One Year Increment Steps @ 2.25%					
20	Sports Center Manager Executive Assistant to the Mayor	\$ 90,936	\$ 93,268	\$ 95,660	\$ 98,112	\$ 100,628	\$ 103,208	\$ 105,855	\$ 108,237	\$ 110,672	\$ 113,162	\$ 115,708	\$ 118,312	\$ 120,974
21	Purchasing/Contracting Officer Tax Auditor/Accountant Assistant Communications Manager	\$ 100,030	\$ 102,595	\$ 105,226	\$ 107,924	\$ 110,691	\$ 113,529	\$ 116,440	\$ 119,060	\$ 121,739	\$ 124,478	\$ 127,279	\$ 130,143	\$ 133,071
22	No Positions	\$ 110,033	\$ 112,855	\$ 115,748	\$ 118,716	\$ 121,760	\$ 124,882	\$ 128,084	\$ 130,966	\$ 133,913	\$ 136,926	\$ 140,007	\$ 143,157	\$ 146,378
23	Project Manager	\$ 121,036	\$ 124,140	\$ 127,323	\$ 130,568	\$ 133,936	\$ 137,370	\$ 140,893	\$ 144,003	\$ 147,304	\$ 150,619	\$ 154,007	\$ 157,473	\$ 161,016
24	Police Lieutenant Controller Deputy Director of Public Works	\$ 133,140	\$ 136,554	\$ 140,055	\$ 143,646	\$ 147,330	\$ 151,107	\$ 154,982	\$ 158,469	\$ 162,035	\$ 165,680	\$ 169,408	\$ 173,220	\$ 177,117
25	No Positions	\$ 146,454	\$ 150,209	\$ 154,061	\$ 158,011	\$ 162,063	\$ 166,218	\$ 170,480	\$ 174,316	\$ 178,238	\$ 182,248	\$ 186,349	\$ 190,542	\$ 194,820
20	No Positions	\$ 146,454	\$ 150,209	\$ 154,061	\$ 158,011	\$ 162,063	\$ 166,218	\$ 170,480	\$ 174,316	\$ 178,238	\$ 182,248	\$ 186,349	\$ 190,542	\$ 194,828

10% between each Grade from 20-25/26.
Steps equal 2.5% increments A to Mid
Steps equal 2.25% increments Mid to M

Applicable for July 1, 2026 - June 30, 2027 (1 step)
COLA Applicable for July 1, 2026 - June 30, 2027 at a rate of 1.98%

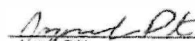
Grade	Job Title	A	B	C	D	E	F	G Midpoint	H	I	J	K	L	M
		1.98%		One Year Increment Steps @ 2.5%					One Year Increment Steps @ 2.25%					
20A	Museum Curator	\$ 87,504	\$ 89,748	\$ 92,049	\$ 94,409	\$ 96,830	\$ 99,313	\$ 101,860	\$ 104,151	\$ 106,495	\$ 108,891	\$ 111,341	\$ 113,846	\$ 116,408
21A	Library Director City Planner	\$ 96,255	\$ 98,723	\$ 101,254	\$ 103,850	\$ 106,513	\$ 109,244	\$ 112,045	\$ 114,566	\$ 117,144	\$ 119,780	\$ 122,475	\$ 125,231	\$ 128,048
22A	Information Technology Manager Human Resources Manager	\$ 105,880	\$ 108,595	\$ 111,380	\$ 114,235	\$ 117,165	\$ 120,169	\$ 123,250	\$ 126,023	\$ 128,859	\$ 131,758	\$ 134,723	\$ 137,754	\$ 140,853
23A	No Positions	\$ 116,468	\$ 119,455	\$ 122,517	\$ 125,659	\$ 128,881	\$ 132,186	\$ 135,575	\$ 138,625	\$ 141,745	\$ 144,934	\$ 148,195	\$ 151,529	\$ 154,939
24A	Records & Communications Manager	\$ 128,115	\$ 131,400	\$ 134,769	\$ 138,225	\$ 141,769	\$ 145,404	\$ 149,132	\$ 152,488	\$ 155,919	\$ 159,427	\$ 163,014	\$ 166,682	\$ 170,432
25A	Chief of Police Director of Finance Director of Public Works Deputy Administrator Recreational & Cultural Services Director City Clerk	\$ 140,926	\$ 144,540	\$ 148,246	\$ 152,047	\$ 155,946	\$ 159,945	\$ 164,046	\$ 167,737	\$ 171,511	\$ 175,370	\$ 179,316	\$ 183,350	\$ 187,475
26A	Mayor	\$ 140,926	\$ 144,540	\$ 148,246	\$ 152,047	\$ 155,946	\$ 159,945	\$ 164,046	\$ 167,737	\$ 171,511	\$ 175,370	\$ 179,316	\$ 183,350	\$ 187,475

10% between each Grade from 20-25/26
Steps equal 2.5% increments A to Mid
Steps equal 2.25% increments Mid to M

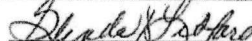
2026-2029 FINAL
City of Wapilla and IUOE Local 302

Local 302 Appendix A: Job Classifications and Wage Rates
Department Lead shall receive a five percent (5%) pay increase over their current rate of pay
Effective July 1, 2026 CPI = 1.98%, A One Dollar (\$1.00) per hour Wage Boost + 3.2% step increase
Section 10.3 Step Movements shall apply for the period July 1, 2026 through June 30, 2027
Section 16.7 Three-year average CPI shall apply to the period July 1, 2026 through June 30, 2027

	One-year Increment Steps @3.2%												
	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
No positions assigned	\$23.12	\$23.86	\$24.62	\$25.41	\$26.22	\$27.06	\$27.93	\$28.82	\$29.74	\$30.69	\$31.67	\$32.68	\$33.73
Operator in Training	\$26.38	\$27.22	\$28.09	\$28.99	\$29.92	\$30.88	\$31.87	\$32.89	\$33.94	\$35.03	\$36.15	\$37.31	\$38.50
Parks & Property Tech I	\$30.90	\$31.89	\$32.91	\$33.96	\$35.05	\$36.17	\$37.33	\$38.52	\$39.75	\$41.02	\$42.33	\$43.68	\$45.08
Facilities Maintenance Tech I													
Roads Tech I													
Water / Wastewater Tech I													
Wastewater Tech I													
Water Tech I													
Mechanic	\$35.33	\$36.46	\$37.63	\$38.83	\$40.07	\$41.35	\$42.67	\$44.04	\$45.45	\$46.90	\$48.40	\$49.95	\$51.55
Facilities Maintenance Tech II													
Parks & Property Tech II													
Roads Tech II													
Wastewater Tech II													
Water Tech II	\$37.04	\$38.29	\$39.45	\$40.71	\$42.01	\$43.35	\$44.74	\$46.17	\$47.65	\$49.17	\$50.74	\$52.38	\$54.04


Jacqui Pritt,
Finance Director

5-13-26
Date


Glenda D. Ledford,
Mayor

5-13-26
Date


Jamie Mack,
Local 302 Representative

5-12-2026
Date

01306119.DOCX

(Appendix B) WPDEA Wage Scale for FY2027

Section 20(A) is applicable for July 1, 2026 - June 30, 2027

Section 20(B) is applicable for July 1, 2026 - June 30, 2027 (1 step), including promotions

	Grade	One Year Increment Steps @ 2.5%							Midpoint	Bonus One Year Increment Steps @ 2.25%						
		A	B	C	D	E	F	G		H	I	J	K	L	M	N
Admin Asst	7	\$31.37	\$32.17	\$33.00	\$33.85	\$34.71	\$35.60	\$36.30	\$37.11	\$37.94	\$38.80	\$39.67	\$40.58	\$41.47	\$42.40	
Call Takers	7	\$31.37	\$32.17	\$33.00	\$33.85	\$34.71	\$35.60	\$36.30	\$37.11	\$37.94	\$38.80	\$39.67	\$40.58	\$41.47	\$42.40	
Probation	8	\$34.88	\$35.78	\$36.70	\$37.64	\$38.60	\$39.45	\$40.35	\$41.26	\$42.19	\$43.14	\$44.10	\$45.11	\$46.11	\$47.15	
Dispatch	8	\$34.88	\$35.78	\$36.70	\$37.64	\$38.60	\$39.45	\$40.35	\$41.26	\$42.19	\$43.14	\$44.10	\$45.11	\$46.11	\$47.15	
Code Compliance	8	\$34.88	\$35.78	\$36.70	\$37.64	\$38.60	\$39.45	\$40.35	\$41.26	\$42.19	\$43.14	\$44.10	\$45.11	\$46.11	\$47.15	
Officer 1	9	\$38.73	\$39.72	\$40.74	\$41.78	\$42.86	\$43.82	\$44.80	\$45.82	\$46.85	\$47.91	\$48.98	\$50.08	\$51.20	\$52.36	
Dispatch Supr	9	\$38.73	\$39.72	\$40.74	\$41.78	\$42.86	\$43.82	\$44.80	\$45.82	\$46.85	\$47.91	\$48.98	\$50.08	\$51.20	\$52.36	
Officer 2	10	\$43.04	\$44.13	\$45.27	\$46.43	\$47.82	\$48.70	\$49.79	\$50.90	\$52.05	\$53.23	\$54.42	\$55.65	\$56.90	\$58.18	
Tech Support I	10	\$43.04	\$44.13	\$45.27	\$46.43	\$47.82	\$48.70	\$49.79	\$50.90	\$52.05	\$53.23	\$54.42	\$55.65	\$56.90	\$58.18	
Investigator	11	\$47.80	\$49.02	\$50.29	\$51.57	\$52.89	\$54.08	\$55.30	\$56.54	\$57.82	\$59.11	\$60.45	\$61.81	\$63.20	\$64.62	
Tech Support II	11	\$47.80	\$49.02	\$50.29	\$51.57	\$52.89	\$54.08	\$55.30	\$56.54	\$57.82	\$59.11	\$60.45	\$61.81	\$63.20	\$64.62	
Sergeants	12	\$53.10	\$54.46	\$55.88	\$57.29	\$58.75	\$60.08	\$61.42	\$62.81	\$64.22	\$65.66	\$67.15	\$68.68	\$70.20	\$71.79	

WPDEA Wage Scale for FY2027:

Section 20(A) for July 1, 2026 - June 30, 2027 (4% payscale increase) no CPI increase

Section 20(B) is applicable for July 1, 2026 - June 30, 2027 (1 step), including promotions

Note to File

Subject: Resolution Serial No. 26-38: Adopting the Fiscal Year 2027 Salary Structure and Pay Ranges for Non-Represented; International Union of Operating Engineers, Local 302; and the Wasilla Police Department Employees Association, Employees of the City of Wasilla.

Agenda: June 22, 2026

The Administration is sponsoring Amendment No. 45 to Ordinance Serial No. 26-26, which would increase the Fiscal Year 2027 salary adjustment for non-represented employees from the three-year average CPI increase of 1.98 percent to a total increase of 5.98 percent, consisting of the 1.98 percent CPI increase plus an additional 4 percent increase. The proposed additional increase is intended to maintain alignment with represented employee pay scales.

Accordingly, Resolution Serial No. 26-38 includes two versions of the wage scales:

If Amendment No. 45 is adopted, the wage scales reflecting a total 5.98 percent increase for non-represented employees should be adopted.

If Amendment No. 45 is not adopted, the wage scales reflecting a 1.98 percent increase for non-represented employees should be adopted.

City Council Meeting Date:	June 22, 2026		
Author:	Jacque Pritt, Controller		
Sponsor:	☒ Mayor Glenda D. Ledford or ☐ Council Member <i>for the mayor</i>		
Clerk/Legal Review:	☐ Yes ☐ No ☒ Not applicable		
Agenda Item:	Resolution No. 26-38 Adopting The Fiscal Year 2027 Salary Structure And Pay Ranges For Non-Represented; International Union Of Operating Engineers, Local 302; And The Wasilla Police Department Employees Association, Employees Of The City Of Wasilla.		
Alignment Checklist:		Yes	N/A
Wasilla Municipal Code: WMC 3.55.040 & WMC 3.55.060		☒	☐
Comprehensive Plan:		☐	☒
Legislative Priority:		☐	☒
Funding Authorized in Approved Operating or Capital Budgets: FY2027 Budget		☒	☐
Other:		☐	☒

Background, Justification, and Intent:

Wasilla Municipal Code (WMC) 3.55.040 requires the City Council to adopt a salary structure annually by resolution. In addition, WMC 3.55.060 establishes provisions for employee advancement within adopted pay ranges. The proposed Fiscal Year 2027 salary structure incorporates an average Consumer Price Index (CPI) increase of 1.98% along with an additional 4% increase to maintain salary alignment between non-represented and represented employees for a total increase of 5.98%.

Pay ranges for employees represented by the International Union of Operating Engineers, Local 302 (Local 302), were established through the ratification of the collective bargaining agreement approved by Resolution 26-29. Likewise, pay ranges for employees represented by the Wasilla Police Department Employees Association (WPDEA) were authorized through the ratification of the collective bargaining agreement approved by Resolution 25-29. These negotiated pay ranges are reflected in the proposed salary structure.

Fiscal Impact Statement:

The fiscal impact associated with the proposed Fiscal Year 2027 salary structure is incorporated within the adopted Fiscal Year 2027 budget.

Recommended Council Action:

Approve Resolution No. 26-38

Attachments:

Non-Represented Hourly Wage Rates (2 pages)
Non-Represented Salary Wage Rates (1 page)
Operating Engineers Local 302 Wage Rates (1 page)
Wasilla Police Department Employees Association Wage Rates (1 page)

If Amendment No. 45 is adopted, adopt this version of the Resolution and Wage Scales

Subject: Resolution Serial No. 26-38: Adopting the Fiscal Year 2027 Salary Structure and Pay Ranges for Non-Represented; International Union of Operating Engineers, Local 302; and the Wasilla Police Department Employees Association, Employees of the City of Wasilla.

Non-Represented Hourly Pay Rates

[illegible]

Non-Represented Hourly Pay Rates

[illegible]

Non-Represented Salaried Pay Rates

[illegible]

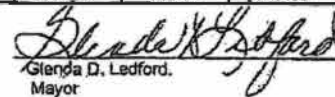
2026-2029 FINAL
City of Wasilla and IUOE Local 302

Local 302 Appendix A: Job Classifications and Wage Rates
Department Lead shall receive a five percent (5%) pay increase over their current rate of pay
Effective July 1, 2026 CPI = 1.88%, A One Dollar (\$1.00) per hour Wage Boost + 3.2% step increase
Section 16.3 Step Movements shall apply for the period July 1, 2026 through June 30, 2027
Section 16.7 Three-year average CPI shall apply to the period July 1, 2026 through June 30, 2027

One-year Increment Steps @3.2%													
	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
No positions assigned	\$23.12	\$23.86	\$24.62	\$25.41	\$26.22	\$27.06	\$27.93	\$28.82	\$29.74	\$30.69	\$31.67	\$32.68	\$33.73
Operator in Training	\$28.38	\$27.22	\$28.09	\$28.99	\$29.92	\$30.88	\$31.87	\$32.89	\$33.94	\$35.03	\$36.15	\$37.31	\$38.50
Parks & Property Tech I	\$30.90	\$31.89	\$32.91	\$33.96	\$35.05	\$36.17	\$37.33	\$38.52	\$39.75	\$41.02	\$42.33	\$43.68	\$45.08
Facilities Maintenance Tech I													
Roads Tech I													
Water / Wastewater Tech I													
Wastewater Tech I													
Water Tech I													
Mechanic	\$35.33	\$36.46	\$37.63	\$38.83	\$40.07	\$41.35	\$42.67	\$44.04	\$45.45	\$46.90	\$48.40	\$49.95	\$51.55
Facilities Maintenance Tech II													
Parks & Property Tech II													
Roads Tech II													
Wastewater Tech II													
Water Tech II	\$37.04	\$38.23	\$39.45	\$40.71	\$42.01	\$43.35	\$44.74	\$46.17	\$47.65	\$49.17	\$50.74	\$52.36	\$54.04


Jacque Pritt,
Finance Director

5/13/26
Date


Glenda D. Ledford,
Mayor

5-12-26
Date


Jamie Magic,
Local 302 Representative

5-12-2026
Date

(Appendix B) WPDEA Wage Scale for FY2027

Section 20(A) is applicable for July 1, 2026 - June 30, 2027

Section 20(B) is applicable for July 1, 2026 - June 30, 2027 (1 step), including promotions

	Grade	One Year Increment Steps @ 2.5%						Midpoint	Bonus One Year Increment Steps @ 2.25%						
		A	B	C	D	E	F		H	I	J	K	L	M	N
Admin Asst	7	\$31.37	\$32.17	\$33.00	\$33.85	\$34.71	\$35.50	\$36.30	\$37.11	\$37.94	\$38.80	\$39.67	\$40.56	\$41.47	\$42.40
Call Takers	7	\$31.37	\$32.17	\$33.00	\$33.85	\$34.71	\$35.50	\$36.30	\$37.11	\$37.94	\$38.80	\$39.67	\$40.56	\$41.47	\$42.40
Probation	8	\$34.88	\$35.78	\$36.70	\$37.64	\$38.60	\$39.45	\$40.35	\$41.26	\$42.19	\$43.14	\$44.10	\$45.11	\$46.11	\$47.15
Dispatch	8	\$34.88	\$35.78	\$36.70	\$37.64	\$38.60	\$39.45	\$40.35	\$41.26	\$42.19	\$43.14	\$44.10	\$45.11	\$46.11	\$47.15
Code Compliance	8	\$34.88	\$35.78	\$36.70	\$37.64	\$38.60	\$39.45	\$40.35	\$41.26	\$42.19	\$43.14	\$44.10	\$45.11	\$46.11	\$47.15
Officer 1	9	\$38.73	\$39.72	\$40.74	\$41.78	\$42.86	\$43.82	\$44.80	\$45.82	\$46.85	\$47.91	\$48.98	\$50.08	\$51.20	\$52.36
Dispatch Supr	9	\$38.73	\$39.72	\$40.74	\$41.78	\$42.86	\$43.82	\$44.80	\$45.82	\$46.85	\$47.91	\$48.98	\$50.08	\$51.20	\$52.36
Officer 2	10	\$43.04	\$44.13	\$45.27	\$46.43	\$47.62	\$48.70	\$49.79	\$50.90	\$52.05	\$53.23	\$54.42	\$55.65	\$56.90	\$58.18
Tech Support I	10	\$43.04	\$44.13	\$45.27	\$46.43	\$47.62	\$48.70	\$49.79	\$50.90	\$52.05	\$53.23	\$54.42	\$55.65	\$56.90	\$58.18
Investigator	11	\$47.80	\$49.02	\$50.29	\$51.57	\$52.89	\$54.08	\$55.30	\$56.54	\$57.82	\$59.11	\$60.45	\$61.81	\$63.20	\$64.62
Tech Support II	11	\$47.80	\$49.02	\$50.29	\$51.57	\$52.89	\$54.08	\$55.30	\$56.54	\$57.82	\$59.11	\$60.45	\$61.81	\$63.20	\$64.62
Sergeants	12	\$53.10	\$54.46	\$55.86	\$57.29	\$58.75	\$60.08	\$61.42	\$62.81	\$64.22	\$65.66	\$67.15	\$68.66	\$70.20	\$71.79

WPDEA Wage Scale for FY2027:

Section 20(A) for July 1, 2026 - June 30, 2027 (4% payscale increase) no CPI increase

Section 20(B) is applicable for July 1, 2026 - June 30, 2027 (1 step), including promotions

**If Amendment No. 45 is NOT adopted, adopt this version of the
Resolution and Wage Scales**

Subject: Resolution Serial No. 26-38: Adopting the Fiscal Year 2027 Salary Structure and Pay Ranges for Non-Represented; International Union of Operating Engineers, Local 302; and the Wasilla Police Department Employees Association, Employees of the City of Wasilla.

City Council Meeting Date:	June 22, 2026		
Author:	Jacque Pritt, Controller		
Sponsor:	☒ Mayor Glenda D. Ledford or ☐ Council Member <i>Signature for Mayor</i>		
Clerk/Legal Review:	☐ Yes ☐ No ☒ Not applicable		
Agenda Item:	Resolution No. 26-38 Adopting The Fiscal Year 2027 Salary Structure And Pay Ranges For Non-Represented; International Union Of Operating Engineers, Local 302; And The Wasilla Police Department Employees Association, Employees Of The City Of Wasilla.		
Alignment Checklist:	Yes	N/A	
Wasilla Municipal Code: WMC 3.55.040 & WMC 3.55.060	☒	☐	
Comprehensive Plan:	☐	☒	
Legislative Priority:	☐	☒	
Funding Authorized in Approved Operating or Capital Budgets: FY2027 Budget	☒	☐	
Other:	☐	☒	

Background, Justification, and Intent:

Wasilla Municipal Code (WMC) 3.55.040 requires the City Council to adopt a salary structure annually by resolution. In addition, WMC 3.55.060 establishes provisions for employee advancement within adopted pay ranges. The proposed Fiscal Year 2027 salary structure incorporates an average Consumer Price Index (CPI) increase of 1.98%.

Pay ranges for employees represented by the International Union of Operating Engineers, Local 302 (Local 302), were established through the ratification of the collective bargaining agreement approved by Resolution 26-29. Likewise, pay ranges for employees represented by the Wasilla Police Department Employees Association (WPDEA) were authorized through the ratification of the collective bargaining agreement approved by Resolution 25-29. These negotiated pay ranges are reflected in the proposed salary structure.

The proposed resolution adopts the Fiscal Year 2027 salary structure in compliance with Wasilla Municipal Code and incorporates previously approved collective bargaining agreement provisions.

Fiscal Impact Statement:

The fiscal impact associated with the proposed Fiscal Year 2027 salary structure is incorporated within the adopted Fiscal Year 2027 budget.

Recommended Council Action:

Approve Resolution No. 26-38

Attachments:

- Non-Represented Hourly Wage Rates (2 pages)
- Non-Represented Salary Wage Rates (1 page)
- Operating Engineers Local 302 Wage Rates (1 page)
- Wasilla Police Department Employees Association Wage Rates (1 page)

Non-Represented Hourly Pay Rates

[illegible]

Non-Represented Hourly Pay Rates

[illegible]

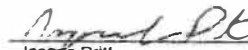
Non-Represented Salaried Pay Rates

[illegible]

2026-2029 FINAL
City of Wasilla and IUOE Local 302

Local 302 Appendix A: Job Classifications and Wage Rates
Department Lead shall receive a five percent (5%) pay increase over their current rate of pay
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Section 16.3 Step Movements shall apply for the period July 1, 2026 through June 30, 2027
Section 16.7 Three-year average CPI shall apply to the period July 1, 2026 through June 30, 2027

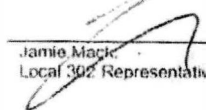
One-year Increment Steps @3.2%													
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
No positions assigned	\$23.12	\$23.86	\$24.62	\$25.41	\$26.22	\$27.06	\$27.93	\$28.82	\$29.74	\$30.69	\$31.67	\$32.68	\$33.73
Operator in Training	\$26.38	\$27.22	\$28.09	\$28.99	\$29.92	\$30.88	\$31.87	\$32.89	\$33.94	\$35.03	\$36.15	\$37.31	\$38.50
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Facilities Maintenance Tech I													
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Mechanic	\$35.33	\$36.46	\$37.63	\$38.83	\$40.07	\$41.35	\$42.67	\$44.04	\$45.45	\$46.90	\$48.40	\$49.95	\$51.55
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Water Tech II	\$37.04	\$38.23	\$39.45	\$40.71	\$42.01	\$43.35	\$44.74	\$46.17	\$47.65	\$49.17	\$50.74	\$52.36	\$54.04


Jacque Pritt
Finance Director

5/13/26
Date


Glenda D. Ledford
Mayor

5-12-26
Date


Jamie Mack
Local 302 Representative

5-12-2026
Date

(Appendix B) WPDEA Wage Scale for FY2027

Section 20(A) is applicable for July 1, 2026 - June 30, 2027

Section 20(B) is applicable for July 1, 2026 - June 30, 2027 (1 step), including promotions

	Grade	One Year Increment Steps @ 2.5%						Midpoint	Bonus One Year Increment Steps @ 2.25%						
		A	B	C	D	E	F		H	I	J	K	L	M	N
Admin Asst	7	\$31.37	\$32.17	\$33.00	\$33.85	\$34.71	\$35.50	\$36.30	\$37.11	\$37.94	\$38.80	\$39.67	\$40.56	\$41.47	\$42.40
Call Takers	7	\$31.37	\$32.17	\$33.00	\$33.85	\$34.71	\$35.50	\$36.30	\$37.11	\$37.94	\$38.80	\$39.67	\$40.56	\$41.47	\$42.40
Probation	8	\$34.88	\$35.78	\$36.70	\$37.64	\$38.60	\$39.45	\$40.35	\$41.26	\$42.19	\$43.14	\$44.10	\$45.11	\$46.11	\$47.15
Dispatch	8	\$34.88	\$35.78	\$36.70	\$37.64	\$38.60	\$39.45	\$40.35	\$41.26	\$42.19	\$43.14	\$44.10	\$45.11	\$46.11	\$47.15
Code Compliance	8	\$34.88	\$35.78	\$36.70	\$37.64	\$38.60	\$39.45	\$40.35	\$41.26	\$42.19	\$43.14	\$44.10	\$45.11	\$46.11	\$47.15
Officer 1	9	\$38.73	\$39.72	\$40.74	\$41.78	\$42.86	\$43.82	\$44.80	\$45.82	\$46.85	\$47.91	\$48.98	\$50.08	\$51.20	\$52.36
Dispatch Supr	9	\$38.73	\$39.72	\$40.74	\$41.78	\$42.86	\$43.82	\$44.80	\$45.82	\$46.85	\$47.91	\$48.98	\$50.08	\$51.20	\$52.36
Officer 2	10	\$43.04	\$44.13	\$45.27	\$46.43	\$47.62	\$48.70	\$49.79	\$50.90	\$52.05	\$53.23	\$54.42	\$55.65	\$56.90	\$58.18
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Investi gator	11	\$47.80	\$49.02	\$50.29	\$51.57	\$52.89	\$54.08	\$55.30	\$56.54	\$57.82	\$59.11	\$60.45	\$61.81	\$63.20	\$64.62
Tech Support II	11	\$47.80	\$49.02	\$50.29	\$51.57	\$52.89	\$54.08	\$55.30	\$56.54	\$57.82	\$59.11	\$60.45	\$61.81	\$63.20	\$64.62
Sergeants	12	\$53.10	\$54.46	\$55.86	\$57.29	\$58.75	\$60.08	\$61.42	\$62.81	\$64.22	\$65.66	\$67.15	\$68.66	\$70.20	\$71.79

WPDEA Wage Scale for FY2027:

Section 20(A) for July 1, 2026 - June 30, 2027 (4% payscale increase) no CPI increase

Section 20(B) is applicable for July 1, 2026 - June 30, 2027 (1 step), including promotions