

DRAFT

Action:

**MATANUSKA-SUSITNA BOROUGH
COMMISSION ON SALARIES AND EMOLUMENTS
RESOLUTION SERIAL NO. 26-001**

A RESOLUTION OF THE MATANUSKA-SUSITNA BOROUGH COMMISSION ON SALARIES AND EMOLUMENTS RECOMMENDING **DENIAL/ADOPTION** OF ASSEMBLY ORDINANCE SERIAL NO. 25-047, AN ORDINANCE AMENDING MSB 2.08.060 AND 2.12.060, COMPENSATION FOR THE MAYOR AND ASSEMBLY; AND RECOMMENDING **NO CHANGES/CHANGES** TO THE COMPENSATION FOR THE SCHOOL BOARD, THE PLANNING COMMISSION, AND THE PLATTING BOARD.

WHEREAS, the Commission on Salaries and Emoluments (Commission) last met in March of 2024 and with Commission Resolution No. 24-001, recommended no increases to the salaries or emoluments of the Mayor, the Assembly, the School Board, the Planning Commission, or the Platting Board; and

WHEREAS, Assemblymember Fonov brought forward Ordinance Serial No. 25-047 and accompanying IM No. 25-083, that was subsequently referred to the Commission for 365 days proposing increases as follows:

| Position | Current annual Salary | Proposed Annual salary | Total Salary increase |
|------------------|-----------------------|-----------------------------|------------------------------|
| Mayor | \$65,000 | \$75,700 | +\$10,700 |
| Deputy Mayor | \$15,100 | \$45,400 | +\$30,300 |
| Assembly Members | \$13,100 | \$45,400 x 6 = \$272,400 | +\$32,300 x 6 = \$193,800 |
| Totals | \$93,200 | \$393,500 | +\$234,800 |

DRAFT

WHEREAS, Ordinance Serial No. 25-047 proposes eliminating separate pay for the Deputy Mayor and paying that position the same proposed annual amount as all other Assembly Members; and

WHEREAS, with the proposed ordinance, the overall estimated cost for compensation, not including emoluments, of the Mayor and the Assembly would increase from \$93,200 annually, to \$393,500 annually; and

WHEREAS, the proposed increase calculated above does not include additional annual increases that are being proposed; and

WHEREAS, Assembly Ordinance Serial No. 25-047 only addresses increases to the Mayor and the Assembly and no others under the Commission's purview; and

WHEREAS, the School Board, the Planning Commission, and the Platting Board are currently compensated at the following rates and the commission is **not/is** recommending **any/the** following increases:

| Body | Current Compensation | Recommending Increase? |
|------------------------|----------------------|------------------------|
| School Board Members | \$275 | No/Yes |
| School Board President | \$300 | No/Yes |
| Planning Commission | \$100 | No/Yes |
| Platting Board | \$100 | No/Yes |

NOW, THEREFORE, BE IT RESOLVED, the Commission on Salaries and Emoluments and recommends **denial of/adoption of** Assembly Ordinance Serial No. 25-047.

DRAFT

ADOPTED by the Matanuska-Susitna Borough Commission on
Salaries and Emoluments this - day of Month, Year.

_____, Chairperson

ATTEST:

BRENDA J. HENRY, MMC
Assistant Borough Clerk

I. CALL TO ORDER

A meeting of the Matanuska-Susitna Borough Commission on Salaries and Emoluments was called to order at 11 a.m. by Chairperson Viera.

II. ROLL CALL

Commission members present and establishing a quorum were:

Jessica Viera, Chairperson

Marcie Obremski

Janet Johnson

Dusty Silva

Commission members absent and excused were:

Tamike Ledbetter

III. APPROVAL OF AGENDA

Chairperson Viera queried if there were any changes to the agenda.

VOTE: The agenda was approved as presented without objection.

III. APPROVAL OF MINUTES

A. October 14, 2021

B. October 20, 2021

C. October 22, 2021

Chairperson Viera queried if there were any changes to the minutes as presented.

VOTE: The minutes were approved as presented without objection.

IV. AUDIENCE PARTICIPATION

There was no one present who wished to testify.

V. ITEMS OF BUSINESS

A. Elect Chair

Dusty Silva nominated Jessica Viera for Chairperson.

VOTE: The nomination was accepted without objection.

B. Elect Vice Chair

Dusty Silva nominated Marcie Obremski for Vice Chairperson

VOTE: The nomination was accepted without objection.

C. Discussion regarding the salaries and emoluments of the Mayor, the Assembly, the School Board, and the Planning Commission, and the Platting Board.

D. Resolution Serial No. 24-001: A Resolution of the Commission on Salaries and Emoluments regarding compensation for the Mayor, the Assembly, the School Board, the Planning Commission, and the Platting Board.

Ms. Henry stated that the Commission had made recommendations in 2021 increasing the salaries of those under their purview. Stated that she did not think that the Commission would recommend any additional increases at this time, but that they had the authority to do so. Stated that the resolution is drafted so that it does not recommend any increases but can be amended however the Commission sees fit.

Chairperson Viera queried if there were any changes to the resolution.

No changes were noted.

MOTION: Marcie Obremski moved to adopt Resolution Serial No. 24-001.

VOTE: The motion passed unanimously.

VI. BOARD COMMENTS

Chairperson Viera asked each member to speak to their experience and why they are on the Commission.

Commissioner Johson stated that she is glad she accepted the Mayor's request to be on the Commission.

Commissioner Obremski spoke to her experience in Labor Relations.

Commissioner Silva stated that she is in the insurance industry and that the Mayor asked her to join the commission.

Chairperson Viera stated that she is the CEO of the Wasilla Chamber of Commerce and has been on the commission for a few years now.

VII. ADJOURNMENT

The meeting adjourned at 11:11 a.m.

JESSICA VIERA, Chairperson

ATTEST:

BRENDA J. HENRY, MMC
Assistant Borough Clerk

Minutes Approved:

| Municipality | Form of Government | Position | Monthly | Annual | Notes |
|---|--|----------------------------------|----------------|---------------|--|
| Fairbanks North Star Borough | Strong Mayor form of Government | Mayor | \$11,114.17 | \$133,370 | 2 nd class Borough Population 95,356 |
| | | Assembly Presiding Officer | \$1,300 | \$15,600 | |
| | | Assembly Members | \$1,100 | \$13,200 | |
| | | School Board President | \$1,000 | \$12,000 | |
| | | School Board Member | \$850 | \$10,200 | |

| Municipality | Form of Government | Position | Monthly | Annual | Notes |
|-----------------------------------|---|------------------------|----------------|---------------|---|
| City and Borough of Juneau | Ceremonial Mayor – Manager form of government | Mayor | \$3,500 | \$42,000 | Unified Home Rule Borough Population 31,973 |
| | | Assembly Members | \$1,000 | \$12,000 | |
| | | School Board President | \$337.50 | \$4,050 | |
| | | School Board Members | \$270 | \$3,240 | |

| Municipality | Form of Government | Position | Monthly | Annual | Notes |
|----------------------------------|---------------------------------|------------------------|----------------|---------------|--|
| Municipality of Anchorage | Strong Mayor Form of government | Mayor | \$12,116 | \$145,392 | Unified Home Rule Borough Population 291,247 |
| | | Assembly Chairperson | \$5,600.40 | \$67,204.80 | |
| | | Assembly Member | \$5,000.67 | \$60,008 | |
| | | School Board President | \$2,892.92 | \$34,715 | |
| | | School Board Members | \$2,454.42 | \$29,453 | |

| Municipality | Form of Government | Position | Monthly | Annual | Notes |
|--------------------------------|---------------------------------|----------------------|----------------|---------------|---|
| Kenai Peninsula Borough | Strong Mayor Form of government | Mayor | \$10,833.34 | \$130,000 | 2 nd class Borough Population 60,090 |
| | | Assembly President | \$500 | \$6,000 | |
| | | Assembly Member | \$400 | \$4,800 | |
| | | School Board Members | N/A | N/A | \$400 Per meeting |

CODE ORDINANCE

Sponsored by: Assemblymember Fonov

Introduced: 03/18/25

Referred to Commission on Salaries and Emoluments
for 365 Days: 03/18/25

Motion to Amend Something Previously Adopted
Failed: 04/15/25

Public Hearing:

Action:

**MATANUSKA-SUSITNA BOROUGH
ORDINANCE SERIAL NO. 25-047**

AN ORDINANCE OF THE MATANUSKA-SUSITNA BOROUGH ASSEMBLY AMENDING
MSB 2.08.060 AND MSB 2.12.060, COMPENSATION FOR THE MAYOR AND
ASSEMBLY.

WHEREAS, the intent, rationale, and calculations for the
compensation for the Mayor and Assembly are contained in the
accompanying Information Memorandum 25-083.

BE IT ENACTED:

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

Section 2. Amendment of section. MSB 2.08.060(A) and (B) are
hereby amended to read as follows:

(A) The mayor shall receive a salary of [\$65,000] \$75,700 per
year. The mayor's salary shall be adjusted annually on the pay
period that includes July 1, in accordance with the US Bureau of
Labor Statistics, Employee Cost Index (ECI) for Wages & Salaries
(Not Seasonally Adjusted) Employment Cost Index for Wages &
Salaries, for State & Local Government Workers by Occupational
Group & Industry, All Workers as of December of the prior year.

Reimbursement shall be provided for mileage and expenses which are reasonable and necessary in connection with assembly meetings and regular borough functions. The mayor shall be included in the borough employee health insurance plan, life insurance plan, and, unless a waiver executed by the mayor is in effect, in the borough retirement plan.

[(B) THE DEPUTY MAYOR SHALL RECEIVE A SALARY OF \$15,100 PER YEAR.]

Section 3. Amendment of section. MSB 2.12.060(A) is hereby amended to read as follows:

(A) Assembly members shall receive a salary of [\$13,300] \$45,400 per year. Assembly members' salary shall be adjusted annually on the pay period that includes July 1, in accordance with the US Bureau of Labor Statistics, Employee Cost Index (ECI) for Wages & Salaries (Not Seasonally Adjusted) Employment Cost Index for Wages & Salaries, for State & Local Government Workers by Occupational Group & Industry, All Workers as of December of the prior year.

Reimbursement shall be provided for mileage and expenses which are reasonable and necessary in connection with assembly meetings and regular assembly functions. Assembly members shall be included in the borough employee health insurance plan, life insurance plan, and, unless a waiver executed by the assembly

member is in effect, in the borough retirement plan.

Section 3. Effective date. This ordinance shall take effect upon adoption.

ADOPTED by the Matanuska-Susitna Borough Assembly this - day of -, 2025.

EDNA DeVRIES, Borough Mayor

ATTEST:

LONNIE R. McKECHNIE, CMC, Borough Clerk

(SEAL)

SUBJECT: AN ORDINANCE OF THE MATANUSKA-SUSITNA BOROUGH ASSEMBLY AMENDING MSB 2.08.060 AND MSB 2.12.060, COMPENSATION FOR THE MAYOR AND ASSEMBLY.

AGENDA OF: March 18, 2025

ASSEMBLY ACTION:

AGENDA ACTION REQUESTED: Introduce and set for public hearing.

| Route To | Signatures |
|------------------|--|
| Originator | <div>3 / 7 / 2 0 2 5</div> <div>X N S for Assym Fonov</div> <div>Signed by Nicholas Spiropoulos</div> |
| Finance Director | <div>Recoverable Signature</div> <div>X Cheyenne Heindel</div> <div>Signed by Cheyenne Heindel</div> |
| Borough Attorney | <div>3 / 7 / 2 0 2 5</div> <div>X Nicholas Spiropoulos</div> <div>Signed by Nicholas Spiropoulos</div> |
| Borough Manager | <div>3 / 7 / 2 0 2 5</div> <div>X Michael Brown</div> <div>Signed by Mike Brown</div> |
| Borough Clerk | <div>Recoverable Signature</div> <div>X Lonnie McKechnie</div> <div>Signed by Lonnie McKechnie</div> |

ATTACHMENT(S): Ordinance Serial No. 25-047 (3 pp)

SUMMARY STATEMENT: This ordinance is sponsored by Assemblymember Fonov to adjust Assembly compensation to current inflationary levels, take into account the increase in health insurance costs, provide for indexing of future compensation, and deletes a pay differential for the position of Deputy Mayor. The ordinance also adjusts the Mayor's compensation to current inflationary levels and provides for indexing of future compensation.

ASSEMBLY COMPENSATION

In 1979, the Borough Assembly enacted Ordinance 79-84 which set Assembly compensation at \$500 per month which is \$6,000 per year.

In 1991, Ordinance 91-016 added \$10 *per diem* to cover expenses. In 2007, Ordinance 07-092 increased the *per diem* to \$20 per day which is \$7,300 per year.

In 2009, Ordinance 09-057 combined the annual compensation and *per diem* into one sum of \$13,300.

As of 2025, the Assembly compensation remains at \$13,300.

It should also be noted that an Assemblymember's constituency has grown significantly since 1979. For example, the 1980 census for the Matanuska-Susitna Borough recorded a population of 17,816. As of January 2025, the official population of the Matanuska-Susitna Borough is 116,313. This results in many more constituents being represented by each assemblymember and the corresponding demand on time for calls, emails, texts, and meetings.

| Year | Borough Population | Population per Assemblymember |
|------|--------------------|-------------------------------|
| 1980 | 17,186 | 2,545 |
| 2025 | 116,131 | 16,590 |

In addition, in the past several years, health insurance participation costs have skyrocketed for the participants of the Matanuska-Susitna Borough health plan. Contribution rates for the family plan for healthcare (not including dental and vision) with comparable deductibles were as follows:

| FY | Cost per month | Cost per year |
|------|----------------|---------------|
| 2022 | \$292.45 | \$3,509.40 |
| 2023 | \$386.40 | \$4,636.80 |
| 2024 | \$591.80 | \$7,101.60 |
| 2025 | \$713.00 | \$8,556.00 |

Adding dental and vision costs to FY 2025 brings the monthly contribution to \$759 and an annual cost of \$9,108.

To address this situation which has accumulated over time, this ordinance will adjust the compensation in MSB 2.12.060 and index it for the future so that on an annual basis, the Assembly compensation increases with the same cost of living adjustment as that received by the Borough employees.

The new compensation rate has been determined by: 1) applying an inflation index adjustment to the 1979 compensation rate; 2) applying an inflation index adjustment to the 2007 *per diem* rate; and 3) adding \$700 per month to help offset future insurance contribution costs.

Applying an inflation adjustment to the 1979 value of \$6,000 per year results in a 2025 value of \$26,083.06 which when rounded slightly down would be \$26,000. Applying an inflation adjustment to the 2007 *per diem* of \$7,300 per year results in a 2025 value of \$11,111.67 which when rounded slightly down would be \$11,100. Adding \$700 per month for insurance is \$8,400 per year.

The total of these amounts is \$45,400.

Since the amounts for Assembly compensation are being updated to reflect 2025 levels, the differential for the deputy mayor is being deleted from code. All Assemblymembers will be compensated in the same amount.


MAYORAL COMPENSATION

In 2022, after 8 months of continuances and consideration, Ordinance 21-040 amended the Mayor's compensation to \$65,000. This ordinance here will not repeat, second guess, or re-analyze the considerations of the Mayor's compensation from just 4 years ago. However, these past 4 years have seen high levels of inflation such that the value of \$65,000 from 2021 is now \$75,706.95.

The ordinance here will adjust the Mayor's compensation to \$75,700 and include an index for the future so that on an annual basis, the Mayor's compensation increases with the same cost of living adjustment as that received by the Borough employees.

RECOMMENDATION OF ADMINISTRATION: Introduce and set for public hearing.

Agenda Date: March 18, 2025

| | |
|---|----------------------------------|
| FISCAL ACTION (TO BE COMPLETED BY FINANCE) | FISCAL IMPACT YES NO |
| AMOUNT REQUESTED * | FUNDING SOURCE Assembly's Budget |
| FROM ACCOUNT # 100.100.101 4XX.XXX | PROJECT |
| TO ACCOUNT: | PROJECT # |
| VERIFIED BY:  RECEIVABLE SIGNATURE X Merissa Carrell SIGNED BY: Merissa Carrell | |

(Thousands of Dollars)

| OPERATING | FY2025 | FY2026 | FY2027 | FY2028 | FY2029 | FY2030 |
|--------------------|--------|--------|--------|--------|--------|--------|
| Personnel Services | | | | | | |
| Travel | | | | | | |
| Contractual | | | | | | |
| Supplies | | | | | | |
| Equipment | | | | | | |
| Land/Structures | | | | | | |
| Grants, Claims | | | | | | |
| Miscellaneous | | | | | | |
| TOTAL OPERATING | | | | | | |



| | | | | | | |
|---------|--|---|---|---|---|---|
| CAPITAL | | * | * | * | * | * |
|---------|--|---|---|---|---|---|

| | | | | | | |
|---------|--|--|--|--|--|--|
| REVENUE | | | | | | |
|---------|--|--|--|--|--|--|

(Thousands of Dollars)

| | | | | | | |
|---------------------|--|---|---|---|---|---|
| General Fund | | * | * | * | * | * |
| State/Federal Funds | | | | | | |
| Other | | | | | | |
| TOTAL | | * | * | * | * | * |

| | | | | | | |
|-----------|--|--|--|--|--|--|
| Full-Time | | | | | | |
| Part-Time | | | | | | |
| Temporary | | | | | | |

| | |
|-----------------------------|---|
| APPROVED BY: |  Recoverable Signature  Cheyenne Heindel |
| Signed by: Cheyenne Heindel | |

Amended: 10/20/21

Amended: 10/22/21

Adopted: 10/22/21

**MATANUSKA-SUSITNA BOROUGH
COMMISSION ON SALARIES AND EMOLUMENTS
RESOLUTION SERIAL NO. 21-001**

A RESOLUTION OF THE MATANUSKA-SUSITNA BOROUGH COMMISSION ON SALARIES AND EMOLUMENTS RECOMMENDING COMPENSATION FOR THE PLATTING BOARD, THE PLANNING COMMISSION, THE SCHOOL BOARD, THE ASSEMBLY, THE DEPUTY MAYOR, AND THE MAYOR.

WHEREAS, the current level of compensation for the Platting Board is currently \$50 per meeting, the Commission recommends an increase to \$100 per meeting; and

WHEREAS, the current level of compensation for the Planning Commission is currently \$50 per meeting, the Commission recommends an increase to \$100 per meeting; and

WHEREAS, the current level of compensation for School Board Members is \$275 per month, the Commission recommends an increase to \$350 per month, with retention of current emoluments; and

WHEREAS, the current level of compensation for School Board President is \$300 per month, the Commission recommends an increase to \$400 per month, with retention of current emoluments; and

WHEREAS, the current level of compensation for Assembly Members is \$13,300 annually, the Commission recommends an increase to \$20,000 annually, with retention of current emoluments; and

WHEREAS, the current level of compensation for the Deputy Mayor is \$15,100 annually, the Commission recommends an increase to \$23,000 annually, with retention of current emoluments; and

WHEREAS, the current level of compensation for the Mayor's salary is \$29,975 annually; and

WHEREAS, a budget amendment proposed by Assemblymember Yundt, increased the Mayor's annual salary to \$73,157, effective July 1, 2021; and

WHEREAS, Assembly Ordinance Serial No. 21-040, proposes to increase the Mayor's annual salary to \$50,000.

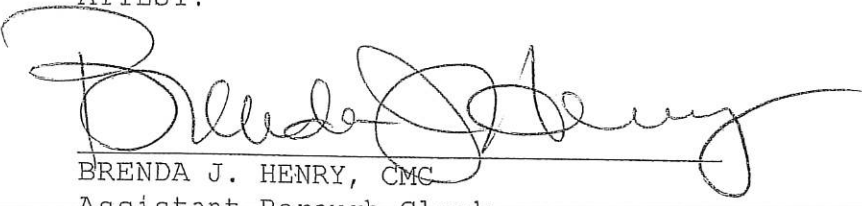
NOW, THEREFORE, BE IT RESOLVED, that the Commission recommends an increase to \$65,000 annually and retention of current emoluments for the Mayor.

ADOPTED by the Matanuska-Susitna Borough Commission on
Salaries and Emoluments this 22 day of October, 2021.

Patricia Fisher

PATRICIA FISHER
Salaries and Emoluments Chair

ATTEST:


BRENDA J. HENRY, CMC
Assistant Borough Clerk

YES: Obremski, Boyle, Viera, and Fisher

NO: Conover

MATANUSKA-SUSITNA BOROUGH
COMMISSION ON SALARIES AND EMOLUMENTS
RESOLUTION SERIAL NO. 24-001

A RESOLUTION OF THE MATANUSKA-SUSITNA BOROUGH COMMISSION ON SALARIES AND EMOLUMENTS RECOMMENDING NO CHANGES IN COMPENSATION, SALARIES, OR EMOLUMENTS FOR THE NEXT TWO YEARS.

WHEREAS, the Commission on Salaries and Emoluments is required by code to meet no less than every two years; and

WHEREAS, the last time the Commission met was in October of 2021; and

WHEREAS, in 2021, the Commission recommended increases as follows:

| Body | Value of compensation prior to recommendation | Recommended Increase | Was the recommendation taken? |
|----------------------|---|--|---|
| Platting Board | \$50 | \$100 | Yes |
| Planning Commission | \$50 | \$100 | Yes |
| School Board Members | \$275 | \$300 with retention of current emoluments | Unknown. The Assembly does not have purview over District salaries. Recommendation was provided to School District Administration |

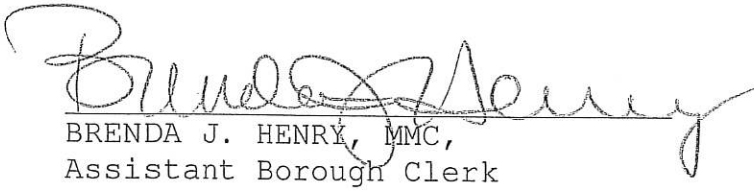
| | | | |
|------------------------|----------|---|---|
| School Board President | \$300 | \$400 with retention of current emoluments | Unknown. The Assembly does not have purview over District salaries. Recommendation was provided to School District Administration |
| Assembly Members | \$13,300 | \$20,000 with retention of current emoluments | No. Assembly made no changes to their salary |
| Deputy Mayor | \$15,100 | \$23,000 with retention of current emoluments | No. Assembly made no changes to Deputy Mayor salary. |
| Mayor | \$29,975 | \$65,000 with retention of current emoluments | Yes, was increased by Ordinance Serial No. 21-040 to \$65,000 |

NOW, THEREFORE, BE IT RESOLVED, the Commission on Salaries and Emoluments recommends no changes to compensation, salaries, or emoluments for the Planning Commission, the Platting Board, the School Board, the Assembly, the Deputy Mayor, or the Mayor for the next two years.

ADOPTED by the Matanuska-Susitna Borough Assembly this 18
day of March, 2024.


JESSICA VIERA, Chairperson

ATTEST:


BRENDA J. HENRY, MMC,
Assistant Borough Clerk

Passed Unanimously by: Viera, Obremski, Silva Johnson
Page 3 of 3 Commission on Salaries and Emoluments Resolution Serial No. 24-001

Brenda Henry

From: STACY ESCOBEDO <Stacy.Escobedo@matsuk12.us>
Sent: Tuesday, April 8, 2025 10:31 AM
To: Brenda Henry
Subject: RE: School Board

[EXTERNAL EMAIL - CAUTION: Do not open unexpected attachments or links.]

Hello,

The Board did not make any changes. The column, Value of Compensation Currently, are the current numbers.

Thanks! Stacy

Stacy Escobedo - *Administrative Assistant to the School Board*
Matanuska-Susitna Borough School District
PH: 907-746-9272
www.matsuk12.us

From: Brenda Henry <brenda.henry@matsugov.us>
Sent: Tuesday, April 8, 2025 10:09 AM
To: STACY ESCOBEDO <Stacy.Escobedo@matsuk12.us>
Subject: School Board

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.

Hi Stacy:

The Assembly is gearing up to request that the Commission on Salaries and Emoluments make a recommendation to them regarding Assembly legislation.

The Commission is also tasked with making recommendations for the School Board and School Board President.

This is what I last knew for 2024, was the following:

| Body | Value of Compensation Currently | Recommended Increase | Was the recommendation taken? |
|----------------------|---------------------------------|--|---|
| School Board Members | \$275 | \$300 with retention of current emoluments | Unknown the Assembly does not have purview over District salaries. Recommendation |

| | | | |
|------------------------|-------|--|--|
| | | | was provided to School District Administration |
| School Board President | \$300 | \$400 with retention of current emoluments | Unknown the Assembly does not have purview over District salaries. Recommendation was provided to School District Administration |

If you could fill in what their current dollar value of compensation is, that would be super helpful.

If no changes were made with the Commissions 2024 recommendation, please note that.

Thank you in advance for your assistance. 😊

Brenda J. Henry, MMC ~ Assistant Borough Clerk
Matanuska-Susitna Borough
350 East Dahlia Avenue Palmer, AK 99645
907-861-8684 Direct Line
907-861-7845 Fax Line
www.matsugov.us

“Only rarely can we repay those who helped us, but we can pass that help along to others.” ~ Lucille Ball

MUNICIPALITY OF ANCHORAGE

**COMMISSION ON SALARIES AND EMOLUMENTS OF ELECTED
OFFICIALS**

RESOLUTION 2024-1

**RESOLUTION ESTABLISHING COMPENSATION FOR THE ANCHORAGE
SCHOOL BOARD FOR THOSE MEMBERS ELECTED OR RE-ELECTED IN THE
APRIL 2025 REGULAR MUNICIPAL ELECTION AND SUBSEQUENT ELECTIONS
AND PROVIDING EFFECTIVE DATES**

WHEREAS, the Salaries and Emoluments Commission last updated the Anchorage School Board Members pay compensation in 2018, by Resolution 2018-2; and

WHEREAS, Anchorage School Board Members received pay increases in 2019, 2020, and 2021; and

WHEREAS, Anchorage School Board Members have not had a pay compensation update since 2018, over five years; and

WHEREAS, Anchorage School Board Members' salary starting in 2021 is \$24,544.00 annually, plus \$250 paid bi-weekly to be spent as medical allowance as detailed in Resolution 2018-2; and

WHEREAS, the Anchorage School Board President's salary starting in 2021 is \$28,932.00 annually, plus \$250 paid bi-weekly to be spent as medical allowance as detailed in Resolution 2018-2;

NOW THEREFORE, BE IT RESOLVED by the Anchorage Salaries and Emoluments Commission that the compensation for the Anchorage School Board will be as follows:

Section 1. The President of the School Board:

- A. If the President is not a newly elected official or a newly re-elected official to the same seat, the President's salary shall remain the same as currently set in Resolution 2018-2, As Amended.
- B. For a newly elected or re-elected President of the Anchorage School Board the salary shall be set for April 2025 as follows: \$34,715.00.
 - a. If the President of the Anchorage School Board is a newly elected official, the President's salary shall be effective the day after certification of the election.
 - b. If the President of the Anchorage School Board is a newly re-elected official to the same seat, the President's salary shall be effective on the first day of the month following certification of the election.

Section 2. Members of the Anchorage School Board:

- A. If other members of the Anchorage School Board, except the President, are not newly elected officials or not newly re-elected officials to the same seat, the members' salary shall remain the same as currently set in Resolution 20018-2, As Amended.
- B. For a newly elected or re-elected members of the Anchorage School Board the salary shall be set for April 2025 as follows: \$29,453.00.
 - a. If the members of the Anchorage School Board are newly elected officials, the members' salary shall be effective the day after certification of the election.
 - b. If the members of the Anchorage School Board are newly re-elected officials to the same seat, the members' salary shall be effective on the first day of the month following certification of the election.

Section 3. Participation in Benefits. Any member of the Anchorage School Board may at the member's own expense, participate in and receive other benefits to the extent authorized by law, such as life, hospital, medical and dental group insurance.


Section 4. Public Employees Retirement System. Members of the Anchorage School Board may participate in the Public Employees Retirement System in accordance with the law.

Section 5. Medical Allowance. As stated in Resolution 2008-2, As Amended, any member of the Anchorage School Board shall receive a medical allowance. The amount of the medical allowance shall be \$6,500.00 per year paid over 12 months and pro-rated for partial years. To the extent allowed by law, the Anchorage School Board members shall follow the same provisions as other municipal employees regarding medical allowance. Anchorage School Board members not using their entire medical allowance may roll excess funds, pre-tax, into a Medical Savings account, 401(k) or 457 (deferred comp) account, or as taxable salary. If medical coverage cost to the Anchorage School Board Member exceeds the medical allowance, the additional cost will be deducted pre-tax from the regular salary. The Medical Allowance is not included in the base salary referenced in Sections 1-4 above.

Section 6. Effective Date: The provisions of Sections 1, 2, 3, 4, and 5 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 2nd day of October, 2024.

Steve Rieger, Chair: 

Attest: , Recording Clerk

MUNICIPALITY OF ANCHORAGE
COMMISSION ON SALARIES AND EMOLUMENTS OF ELECTED OFFICIALS

RESOLUTION 2024-2, AS AMENDED
ESTABLISHING COMPENSATION FOR ANCHORAGE ASSEMBLY MEMBERS AND
PROVIDING AN EFFECTIVE DATE.

WHEREAS, Anchorage Assembly member compensation related to benefits was last updated in 2008, by Resolution 2008-2, As Amended; and

WHEREAS, the Commission believes Assembly Members should receive the same health benefits as the Mayor and other executive employees of the Municipality; now therefore

BE IT RESOLVED by the Municipality of Anchorage Salaries and Emoluments Commission, that the compensation for Anchorage Assembly Members elected or re-elected at the 2025 Municipal Regular election and subsequent elections, shall be as follows:

Section 1. Salary:

- A. The Assembly Chair's salary shall remain the same as currently set by Resolution 2018-2, As Amended.
- B. All other Members' salaries shall remain the same as currently set by Resolution 2018-2, As Amended.

Section 2. Health Benefits:

Assembly Members shall be eligible to participate in the same health plan and receive an equal contribution towards their health benefits as received by executive and non-represented employees. Members will no longer receive a medical allowance as stated in 2008-2, As Amended. Any contribution towards health benefits shall not be included in the base salary.

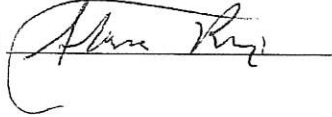
Section 3. Other Benefits. Any member of the Anchorage Assembly may at the member's own expense, participate in and receive other benefits to the extent authorized by law, including but not limited to voluntary life and voluntary retirement.

Section 4. Public Employees Retirement System. Members of the Anchorage Assembly may participate in the Public Employees Retirement System in accordance with the law.

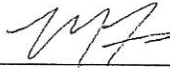
Section 5. Effective Date: This resolution shall be in effect immediately upon passage and approval and shall remain in effect until changed in accordance with Section 5.08 of the Anchorage Municipal Charter.

PASSED AND APPROVED by the Anchorage Salaries and Emoluments Commission on this
26th day of November, 2024.

Steve Rieger, Chair:

A handwritten signature in black ink, appearing to read "Steve Rieger", written over a horizontal line.

Attest:

A handwritten signature in black ink, appearing to be a stylized "MF", written over a horizontal line.

, Recording Clerk

Brenda Henry

From: Carmella Richardson <carm.richardson@k12northstar.org>
Sent: Tuesday, April 8, 2025 12:20 PM
To: Brenda Henry
Subject: Re: FW: Salaries and Emoluments

[EXTERNAL EMAIL - CAUTION: Do not open unexpected attachments or links.]

Good Afternoon Brenda,
That is still correct on the stipend amounts. More questions, let me know. Thank you.
Carm

REMINDER: Please do not use the "Reply to All" button if responding to this email.

Carm Richardson
Executive Assistant to the Board of Education
520 5th Ave,
Fairbanks, AK. 99701
907-452-2000 ext 11400
carm.richardson@k12northstar.org

PLEASE NOTE: Written communication with public officials generally are considered a public record and subject to disclosure (viewing and/or copying of the communication) pursuant to a public records request.

On Tue, Apr 8, 2025 at 11:59 AM Brenda Henry <brenda.henry@matsugov.us> wrote:

Hi Carm:

I worked with Sharon Tuttle in the past to get these questions answered. Her email bounced back and I found your email when I Googled the FNSB School Board.

In 2021, the FNSB School Board president received a stipend of \$1,000 per month and other members received \$850 per month.

I'm reaching out to verify if this is still accurate. Our Commission on Salaries and Emoluments is preparing to meet and they ask me for comparative salary information.

Can you verify if this is still the amount that the SB President and other members receive as compensation?

Thank you in advance for your assistance. 😊

Brenda J. Henry, MMC ~ Assistant Borough Clerk

Matanuska-Susitna Borough

350 East Dahlia Avenue Palmer, AK 99645

907-861-8684 Direct Line

907-861-7845 Fax Line

www.matsugov.us

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Fairbanks North Star Borough

DEPARTMENT OF THE ASSEMBLY
Boards and Commissions Clerks

clerks@fnsb.gov
Main: (907) 459-1401
Fax: (907) 459-1224

MEMORANDUM

TO: Fairbanks North Star Borough Assembly
FROM: Karl Kassel, Chair, Salaries & Emoluments Commission *KK*
DATE: March 12, 2024
SUBJECT: **SALARIES AND EMOLUMENTS COMMISSION REPORT (2024)**

The Salaries and Emoluments Commission met on February 26, 2024 and again on March 6, 2024. The Commission was provided salary and benefit information gathered by the Human Resources Department to include the Alaska Municipal League Salary and Benefit Survey (FY2024). Comparisons were made to the Municipality of Anchorage, Mat-Su Borough, Kenai Peninsula Borough and City of Borough of Juneau, as well as other locations.

On March 6, 2024, the Commission reviewed the material and voted on motions to recommend adjustments to the School Board stipend and the Mayor's annual salary. No adjustments were recommended for the Assembly or the Interior Gas Utility (IGU) Board. On March 11, 2024, the Commission reviewed and finalized the recommendation.

Both meetings (February 26, 2024 and March 6, 2024) were noticed to the public. A public hearing was held at noon on March 11, 2024. No citizens testified at either meeting.

THE FOLLOWING ARE THE RECOMMENDATIONS OF THE SALARIES & EMOLUMENTS COMMISSION

Mayor's Annual Salary Level

MOTION: The following motion was made by Lenny Reagin and seconded by Traci Gatewood:

The Salaries and Emoluments Commission recommends increasing the Mayor's salary to \$130,000 annually to include thereafter an annual Cost-of-Living-Adjustment (COLA) increase not less than 2% and not more than 4% based upon the Alaska Urban Consumer Price Index (CPI) for that year.

Justification: Since 2020 the Mayor's annual salary has had a COLA applied to it annually but capped at 1.5%. Due to the cap, the Mayor's salary is continuing to lose actual value compared to other Borough staff and is not keeping up with the cost of living. The Commission recommends the Mayor's salary to be adjusted annually based on the Alaskan Urban CPI, with a 2% floor and a 4% ceiling for increases.

Motion carried unanimously.

Assembly Monthly Salary Level

MOTION: The following motion was made by Lenny Reagin and seconded by Traci Gatewood:

The Salaries and Emoluments commission recommends maintaining the current stipend for Assemblymembers and the Presiding Officer.

Justification: The commission agreed the Assemblymembers are adequately compensated for their time commitment and greatly appreciates their work.

Motion carried unanimously.

School Board Monthly Salary Level

MOTION: The following motion was made by Lenny Reagin and seconded by Tim Brannan.

The Salaries and Emoluments Commission recommends increasing the stipend from \$850 to \$1,100 for School Board Members and from \$1,000 to \$1,300 for the School Board President with new members being eligible for health insurance if they choose to opt in and pay the premium and participate in the plan.

Justification: The commission appreciates the effort of the School Board and the time commitment required to serve in this capacity. An increase of the stipend is recommended to bring in alignment with the Assembly.

Motion carried unanimously.

Interior Gas Utility (IGU) Monthly Salary Level

MOTION: The following motion was made by Traci Gatewood and seconded by Tim Brannan:

The Salaries and Emoluments Commission recommends to maintain the current structure of no compensation and benefits for the IGU Board Members.

Justification: The Commission appreciates the effort of the IGU board and agreed with their earlier decision to not be compensated, which is similar to other non-profit boards.

Motion carried unanimously.

Thank you for your consideration of the Salaries and Emoluments Commission's recommendations as presented.

Attachments: FNSB Code 4.104 Salaries and Emoluments Commission
Commission Member Listing

cc: Salaries and Emoluments Commission Members
Michelle Michel, Human Resources Director
Bryce Ward, Borough Mayor
Luke Meinert, FNSBSD Superintendent of Schools
Brandy Harty, President, FNSBSD School Board
Gary Wilken, Chair, Interior Gas Utility

Brenda Henry

From: Beth McEwen <Beth.McEwen@juneau.gov>
Sent: Thursday, April 10, 2025 8:38 AM
To: Brenda Henry
Cc: Di Cathcart; Jessica Richmond; City Clerk; CBJ Boards
Subject: RE: Question
Attachments: THE JOB Citizens_Guide_to_the_CBJ-2024-04-23.pdf; Ord2021-20(b)(am) Final-Amending Compensation for Assembly Mayor and Certain Boards.pdf

[EXTERNAL EMAIL - CAUTION: Do not open unexpected attachments or links.]

Good morning Brenda – I’m copying our Juneau School District (JSD) Superintendent’s Assistant Jessica Richmond on this in case she has the actual documents setting out the School Board’s compensation rate for you.

In the meantime – we have it incorporated into the attached “Citizen’s Guide to CBJ” that we provide during our “How to Run For Local Office” workshop. The School Board info is found on page 8 and copied below:

“The Board of Education (School Board) sets its own compensation rate and members currently receive a monthly stipend of \$270 and the Board President receives a monthly stipend of \$337.50.”

If you need to have the governing legislation for all our other compensation amounts and bodies that receive compensation, that is found in Ord. 2021-20(b)(am) which I’ve attached and also can be found on our Adopted Legislation webpage at <https://juneau.org/clerk/adopted-legislation>.

Best of luck!

Beth McEwen, MMC
CBJ Municipal Clerk/Election Official * 155 Heritage Way, Juneau, AK 99801
907-586-5278 x 4175
Beth.McEwen@juneau.gov * www.juneau.org



PUBLIC RECORDS LAW DISCLOSURE: This email, including any attachments, may be subject to disclosure under the law.

From: Brenda Henry <brenda.henry@matsugov.us>
Sent: Thursday, April 10, 2025 8:17 AM
To: Beth McEwen <Beth.McEwen@juneau.gov>; Di Cathcart <Di.Cathcart@juneau.gov>
Subject: Question

EXTERNAL E-MAIL: BE CAUTIOUS WHEN OPENING FILES OR FOLLOWING LINKS

Good Morning!

My Borough's Commission on Salaries and Emoluments is preparing to meet.

I have looked all over both the School District and the City's website to no avail, looking to find if the Juneau School Board is compensated for their meetings.

Do you have access to that information, or have an email of someone that you would recommend I reach out to?

Thank you in advance for your extra effort on my behalf.

Happy Almost Friday!

BJ Henry, MMC ~ Assistant Borough Clerk

Matanuska-Susitna Borough

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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

Brenda Henry

From: Richmond, Jessica <jessica.richmond@juneauschools.org>
Sent: Thursday, April 10, 2025 12:07 PM
To: Beth McEwen
Cc: Brenda Henry; Di Cathcart; City Clerk; CBJ Boards
Subject: Re: Question

[EXTERNAL EMAIL - CAUTION: Do not open unexpected attachments or links.]

Yes, Thank you Beth!

Board President
\$337.50/mo
\$4,050/yr

Board Members
\$270/mo
\$3,240/yr

Jessica R Richmond
Administrative Assistant
Juneau School District
Superintendent's Office
(907) 523-1702
Jessica.Richmond@Juneauschools.org

CONFIDENTIALITY NOTICE: The information contained in this message is confidential information intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, or the employee or agent responsible to deliver it to the intended recipient, you are hereby notified that any release, dissemination, distribution, or copying of this communication is strictly prohibited.

If you have received this communication in error, please notify the author immediately by replying to this message and delete the original message.

On Thu, Apr 10, 2025 at 8:50 AM Beth McEwen <Beth.McEwen@juneau.gov> wrote:

Sorry you had to go on a rabbit hunt to find the info but I'm glad I was able to help!

That's the beauty of the Clerk network!!! ☺

Beth McEwen, MMC
CBJ Municipal Clerk/Election Official * 155 Heritage Way, Juneau, AK 99801
907-586-5278 x 4175
Beth.McEwen@juneau.gov * www.juneau.org



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From: Brenda Henry <brenda.henry@matsugov.us>

Sent: Thursday, April 10, 2025 8:43 AM

To: Beth McEwen <Beth.McEwen@juneau.gov>

Cc: Di Cathcart <Di.Cathcart@juneau.gov>; Jessica Richmond <jessica.richmond@juneauschools.org>; City Clerk <City.Clerk@juneau.gov>; CBJ Boards <cbj.boards@juneau.gov>

Subject: RE: Question

EXTERNAL E-MAIL: BE CAUTIOUS WHEN OPENING FILES OR FOLLOWING LINKS

Hi Beth: Thank you very much! I have read quite a bit about CJB in the last few days, trying to get ready for my upcoming meeting and searching for this information. With all municipalities being slightly different, I was at a loss as where to look.

Thank you again for your extra effort on my behalf. I appreciate you.

BJ Henry, MMC ~ Assistant Borough Clerk

Matanuska-Susitna Borough

350 East Dahlia Avenue Palmer, AK 99645

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To: Brenda Henry <brenda.henry@matsugov.us>

Cc: Di Cathcart <Di.Cathcart@juneau.gov>; Jessica Richmond <jessica.richmond@juneauschools.org>; City Clerk <City.Clerk@juneau.gov>; CBJ Boards <cbj.boards@juneau.gov>

Subject: RE: Question

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Best of luck!

Beth McEwen, MMC

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907-586-5278 x 4175

Beth.McEwen@juneau.gov * www.juneau.org



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Subject: Question

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Brenda Henry

From: Nate Crabtree <NCrabtree@KPBSD.k12.ak.us>
Sent: Wednesday, April 23, 2025 5:04 PM
To: Brenda Henry
Subject: RE: Mat-Su Borough Question

[EXTERNAL EMAIL - CAUTION: Do not open unexpected attachments or links.]

Hi Brenda,

BOE President = \$400/month
Rest of the BOE Members = \$300/month

Hope this helps.

Regards,

Nate Crabtree

Executive Director of Human Resources
Kenai Peninsula Borough School District
p: 907.714.8888
f: 907.262.9645
www.KPBSD.org

From: Brenda Henry <brenda.henry@matsugov.us>
Sent: Wednesday, April 9, 2025 9:47 AM
To: Nate Crabtree <NCrabtree@KPBSD.k12.ak.us>
Subject: Mat-Su Borough Question

EXTERNAL SENDER: This email originated from outside of KPBSD. Do not click links or open attachments unless you recognize both the sender name and email address, and know the content is safe. Proceed with **caution**.

Hi Nate:

I found your email on the KPB SD website.

The Mat-Su Borough's Commission on Salaries and Emoluments is preparing to meet and make a recommendation to the Assembly.

I am tasked with finding compensation of other school districts that are similar in size and form of government.

May I please have the amount that your school board president is compensated at?

And if a different amount than the president, what are school board members compensated at?

Please feel free to forward this email to someone who may be better suited to answer my questions if needed.

Thank you in advance for your assistance.

Please let me know if you have any questions.

Thank you!

Brenda J. Henry, MMC ~ Assistant Borough Clerk
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