

## MEMORANDUM

TO: Walt Wrede, City Manager  
FROM: Sheri Hobbs, Personnel *Sheri*  
DATE: April 15, 2011  
RE: Salary and Benefit Survey

### Overview

In September 19 surveys were sent out to three local large private employers and 16 municipalities in Alaska. The survey had a basic description of each of our jobs and requested each employer to match our position to one in their organization as closely as possible. A benefits section was also included. Employers were also encouraged to note any additional benefits and to list if more or less duties were in their job description. By the end of October only three responses had been received. Surveys were again sent in November and January. A total of 12 responses were received. After inputting the data the survey was returned to the employers for review before finalizing.

In Homer as well as other cities most job descriptions have several types of duties so it makes it difficult to match some job descriptions.

### Salaries

Overall based on the average between entry and ending salaries the City of Homer is comparable with other employers in the survey. There were four positions that were not comparable:

Assistant Systems Manager, the Homer entry and ending salary were lower.

Finance Director, the Homer entry and ending salary were lower.

The Chief of Police and Public Works Director/Engineer entry salaries were low, ending salaries were comparable.

### Benefits

#### **Health Insurance**

Homer's annual deductible and out of pocket expense (the amount required by employees to pay before the insurance begins paying at 100% for claims) was low. Prescription coverage was relatively the same. Dental was relatively the same except several employers did not cover orthodontic (braces). Vision coverage was overall the same.

Out of 12 employers, six had employee shares, 9 had dependent shares. The average cost of health plans among the employers was \$941.68 employee only, \$1,305.47 employee/spouse, \$1,213.10 employee/child and \$1576.95 employee/family. Several employers base their rates as the City does with a flat rate charged per each employee and deposited into a health insurance reserve account.

#### **Life Insurance**

Only one other employer in the survey offered life insurance at the employee's annual salary rate. Most employers offered a flat rate. The average cost of life insurance for all City of Homer employees is \$15,000 annually.

#### **Long Term/Short Term Disability**

Only two employers provided either long term or short term disability coverage. Homer does not provide.

**Leave Time and Personnel Policies**

The leave days were fairly consistent for all employers when taking into consideration whether it was a combined leave bank or separate annual leave and sick leave banks.

Personnel Policies were fairly consistent.

**COLA's**

Several employers have not given COLA's (Cost of Living Adjustments) on a regular basis. It was noted in conversations that several employers have union contracts and COLA's are negotiated in the salary contracts and not separately.

# City of Homer



## ***SALARY & BENEFIT SURVEY***

***2010/2011***

Survey Participants			
Organization	Contact Name/Title	Population	Total Staff
Cordova, City of	Cindy Appleton, HR/Grant Administrator	2,200	58+
Fairbanks, City of	Tony Shumate, HR Manager	31,200	190
Homer, City of	Sheri Hobbs, Personnel Director	5,551	128+
Kenai Peninsula Borough	Christine Anderson/HR Specialist	52,223	305
Kenai, City of	Robin Adams, Accountant	7,115	129
Kodiak, City of	Cindy Cortez,	5,974	126
Palmer, City of	Alice Williams, HR Specialist	5,500	90
Seward, City of	Sarah Spanos, Personnel Officer	2,609	88+
Sitka, City and Borough	Mark Danielson, Human Resources Director	8,747	157
Soldotna, City of	Jessica O'Reagan, HR Manager	3,807	63
South Peninsula Hospital	Bob Letson, CEO (service area of 12,000)	5,551	300+
Unalaska, City of	Kelly Stiles, HR Manager	4,297	143
Wasilla, City of	Melanie Parker, HR Assistant	7,028	140+

Survey requests were sent to 19 employers within Alaska. Thank you to all the employers that responded. Wages were based hourly for consistency. If annual wages were submitted the annual salary was divided by 2080 hours per year to determine the hourly wage. References to exempt in the salary study are employees that are exempt from overtime payments.

## ADMINISTRATION

### City Manager

Serves as chief administrative officer of the city and is responsible for efficient administration of all city services. Bachelor's degree in business or public administration. MPA desired. Five years of management and supervisory experience required.

City	Starting Salary	Ending Salary	Years in Position	Contract Y/N	Exempt Y/N	Additional Benefits
Cordova		46.63	1	Y	Y	
Fairbanks		37.50	5 mo.	N	Y	Elected official-Mayor
Fairbanks		46.28				Chief of Staff, oversees day to day activities with Dept Heads
Homer		52.45	8	Y	Y	
Kenai	47.33	66.63	4.5	Y	Y	\$400 car allowance per month
Kenai Peninsula Borough		38.46				Elected official-Mayor
Kodiak	42.50	58.60	2	Y	Y	
Palmer		50.00	5	Y	Y	Car
Seward	43.27	52.94	3	Y	Y	Car
Sitka		57.07	3	Y	Y	City Administrator, Car provided
Soldotna		63.63	3	Y	Y	
South Peninsula Hospital	48.08	79.33		Y	Y	CEO-Administrator, Car and gas allowance
Unalaska		68.02	9	Y	Y	Annual merit increase based on CPI

### Administrative Assistant to the City Manager

Performs a full range of administrative duties for the City Manager's office. Completes analysis, studies and reports and works on special projects as assigned. Responsible for scheduling manager appointments and maintaining files. Assists with administering leases. Website administrator. Four years administrative experience.

City	Starting Salary	Ending Salary	Comments
Fairbanks	23.67		Executive Secretary to Mayor, Assist HR
Homer	23.81	36.95	
Kenai	24.54	29.45	Employee medical records, land leases, employee training
Kenai Peninsula Borough	22.06	28.35	
Kodiak	16.64	22.94	
Palmer	20.84	28.51	Current employee \$30.54 longevity rate
Seward	17.05	23.51	Executive Liaison, less duties
Sitka	15.52	21.90	Less duties
Soldotna	21.21	31.56	Admin Assistant/Deputy City Clerk
South Peninsula Hospital	19.23	26.44	Less duties
Unalaska	15.69	22.07	Non-union, less duties
Unalaska	15.88	20.12	Union, less duties
Wasilla	20.52	27.30	City Administrative Aide

### Special Projects Coordinator

Conducts city economic development and special projects initiatives at City Manager's request. Researches and writes grants. Completes analysis, studies and reports on special projects as assigned by City Manager. Coordinates and prepares Capital Improvement Plan, Legislative Request and annual report. Bachelor's degree and/or five years experience in economics, planning or business related field.

City	Starting Salary	Ending Salary	Comments
Homer	23.81	36.95	
Kenai	38.07	45.69	Capital Projects Manager
Kenai Peninsula Borough	30.00	40.50	Community Fiscal Projects Manager, grant administration and economic activity
Palmer	31.96	43.73	Deputy City Manager, more duties
Seward	26.60	38.52	Community Development Director, more duties
Sitka	27.89	39.41	Government Relations Director, Exempt, coastal management program, transportation planning, resource concerns/issues, administer grants.
South Peninsula Hospital	21.63	33.65	Marketing Director
Unalaska	21.02	29.58	Administrative Coordinator, less duties
Wasilla	42.35	56.34	Deputy Administrator, oversees Personnel, ED, Planning

### Personnel Director

Responsible for citywide personnel functions such as maintaining personnel files, administering health, life and other city benefits, monitoring employee appraisal system, developing personnel regulations, advertising and processing employment applications. Position also acts as Airport Terminal Manager and oversees the Community Recreation program. Five years experience in personnel/human resource management

City	Starting Salary	Ending Salary	Comments
Cordova	20.83	30.45	HR/Grants/Admin Assist to CM, exempt
Fairbanks		35.76	HR Manager, exempt, risk management and purchasing manager

Homer	28.33	43.96	Exempt
Kenai Peninsula Borough	36.81	49.70	General Services Director, exempt, similar duties
Palmer	25.31	34.63	Human Resource Specialist, exempt
Seward	18.83	25.95	Personnel Officer, exempt, less duties, assists finance
Sitka	32.39	45.62	Human Resources Director, exempt
Soldotna	26.57	37.81	Accountant/HR Manager, exempt
South Peninsula Hospital	33.65	52.88	Human Resource Director, exempt, less duties
Unalaska	29.58	41.62	Human Resource Manager, exempt
Wasilla	24.83	33.03	Human Resource Generalist, less duties

### Community Recreation Coordinator

Develops and administers a program of community activities and projects of an educational and recreational nature for the benefit of the community.

City	Starting Salary	Ending Salary	Comments
Cordova	20.32	29.75	Director of Parks and Recreation, exempt, more duties
Homer	23.81	36.95	Exempt
Kenai Peninsula Borough	34.41	46.46	Recreation Director-North Pen Recreation Service Area, more duties
Kodiak	30.29	41.73	Parks & Recreation Director, more duties
Seward	26.60	36.66	Parks & Recreation Director, Recreation Center, Sports, Parking, Campgrounds and Parks, exempt
Sitka	21.86	30.89	Parks & Recreational Manager, exempt-more duties
Soldotna	20.53	29.22	Community Schools & Recreation Coordinator
Unalaska	33.08	46.55	Director of Parks, Culture and Recreation, exempt, more duties
Wasilla	42.35	56.34	Cultural & Recreation Services Manager, Library/Museum and Recreation programs, exempt

### Systems Manager

Responsible for overall city-wide operation, management, and control of IT and telecom resources. Develops documentation, trains staff, and performs system monitoring and management. Responsible for day-to-day support, operation and various planning aspects of the City's IT network. Bachelor's degree in related field. Five years experience managing complex network computer systems.

City	Starting Salary	Ending Salary	Comments
Fairbanks	36.18	40.20	IT Manager, exempt
Homer	27.59	42.82	Exempt
Kenai Peninsula Borough	36.81	49.81	Exempt
Kodiak	26.30	36.26	Information Systems Administrator
Seward	26.60	36.66	Telephones, security cameras, exempt
Sitka	27.89	39.41	Information Systems Director, exempt
Soldotna	24.19	34.43	Municipal Information Systems Manager
South Peninsula Hospital	28.85	48.08	IT Manager, exempt
Unalaska	27.35	39.64	Information Systems Supervisor, exempt
Wasilla	24.83	33.03	IT Network Support Specialist, exempt

### Assistant Systems Manager

Assists the Systems Manager with the overall operation of IT resources in the city.

City	Starting Salary	Ending Salary	Comments
Fairbanks	32.50	36.11	Network Administrator, exempt
Homer	17.48	27.14	
Kenai Peninsula Borough	30.94	39.76	IT/Network Administrator
Seward	20.78	28.65	Computer Technician I
Sitka	22.95	32.43	Information Systems Analyst, exempt
Unalaska	23.47	29.74	Computer Specialist

### CITY CLERK'S

#### City Clerk

Performs statutory responsibilities of municipal clerk as prescribed in/by State law and City ordinance; administers elections, records management and general public information. Municipal Clerks Certification required.

City	Starting Salary	Ending Salary	Comments
Cordova		31.88	Contract, exempt, 1 year employee
Fairbanks		32.15	Exempt, 4 years
Homer	29.04	45.09	Exempt
Kenai	18.99	38.85	Contract, exempt, 20 years, car allowance \$30 per month
Kenai Peninsula Borough	34.41	46.46	Exempt, Borough Clerk, car allowance
Kodiak	30.29	41.76	Contract, exempt, 11 years
Palmer		40.38	Contract, exempt, 7 year employee
Seward		30.74	Contract, exempt, 10 year employee
Sitka	27.89	39.41	Exempt, Municipal Clerk
Soldotna	28.93	41.17	Exempt, bachelors degree required
Unalaska	33.08	46.55	Exempt, certification not required
Wasilla	42.35	56.34	Exempt

#### Deputy City Clerk II

Assists the City Clerk. Acts as recording clerk to Council, Commissions and Advisory Committees to the Council. Provides staff support to Council and Commissions as assigned. Assists with elections. Acts as City Clerk in her absence. Three years clerical experience.

City	Starting Salary	Ending Salary	Comments
Fairbanks		24.72	Deputy Clerk II, certified clerk, licensing, cash receipting, ticket processing.
Homer	21.47	33.36	
Kenai Peninsula Borough	30.00	40.50	Deputy Borough Clerk
Seward	17.92	25.95	Deputy City Clerk
Sitka	20.82	29.41	Deputy City Clerk
Unalaska	23.19	32.62	
Wasilla	24.83	33.03	

### Deputy City Clerk I

Performs a full range of administrative duties. Assists the City Clerk. Acts as recording clerk for commissions and committees as assigned. Two years clerical experience.

City	Starting Salary	Ending Salary	Comments
Cordova	15.24	22.28	Deputy Clerk
Fairbanks	18.88	20.22	Clerk/Cashier, cashiering, licensing, ticket processing.
Homer	18.30	28.40	
Kenai	9.62	11.54	Part-time Department Assistant II
Kenai Peninsula Borough	18.01	24.75	Borough Clerk Secretary
Kodiak	19.92	27.46	
Palmer	20.84	28.51	
Seward	12.65	18.37	Administrative Assistant
Sitka	20.82	29.41	Assistant Clerk
Unalaska	19.31	24.46	City Clerk Administrative Assistant

### PLANNING AND ZONING

#### City Planner

Responsible for management of planning, zoning, central permitting and land development functions. Bachelor's degree in Planning or equivalent field. Four years experience in planning or closely related field. AICP preferred.

City	Starting Salary	Ending Salary	Comments
Cordova	26.42	38.47	Planner, exempt
Homer	29.04	45.09	Exempt
Kenai	29.82	35.78	Planner, Car allowance \$30 per month, responsible for GIS, computer support
Kenai Peninsula Borough	36.81	49.70	Planning Director, exempt, car allowance
Palmer	31.96	43.73	Community Development Director, exempt
Seward	24.10	33.22	Exempt
Sitka	29.28	41.38	Planning Director, exempt
Soldotna	26.57	37.81	Exempt
Unalaska	33.08	46.55	Director of Planning, exempt
Wasilla	28.93	38.48	Exempt

#### Planning Technician I/Code Compliance

Responsible for enforcement of City zoning and land use ordinances. Assists the City Planner in performing the duties of the Planning and Zoning Division. Provides technical information on planning and zoning issues. Bachelor's degree in planning or equivalent. Three years experience. Knowledge of planning issues

City	Starting Salary	Ending Salary	Comments
Cordova	17.27	24.71	Assistant Planner
Homer	22.26	34.56	
Kenai Peninsula Borough	25.26	32.45	Code Compliance Officer
Palmer	16.37	22.40	
Sitka	20.82	29.41	Planner I, exempt
Unalaska	25.55	35.97	Planning Administrator, also GIS duties
Wasilla	24.64	35.95	Code Compliance Officer

### Planning Technician I/GIS

Responsible for ongoing operation of the Geographic Information System including programming and documentation, graphic and related data input and production of GIS products and maps. Assists the City Planner in performing the duties of the Planning and Zoning Division. Bachelor's degree in Planning or Geography. Two years experience with GIS, ArcView/Arc Info software.

City	Starting Salary	Ending Salary	Comments
Homer	23.04	35.75	
Kenai Peninsula Borough	23.60	30.33	Senior GIS Technician
Soldotna	21.21	31.56	Enforces zoning & land use ordinances

### Planning Clerk

Provides administrative and technical support for the Planning and Zoning Division. Primary day-to-day public contact person for City planning, permitting, addressing, general land use information, zoning and development issues. Two years office experience.

City	Starting Salary	Ending Salary	Comments
Homer	15.84	24.61	
Kenai	22.25	26.71	Acts as Planner as needed
Kenai Peninsula Borough	16.83	21.63	Senior Clerk Typist-Planning
Seward	15.82	21.83	Community Development Admin Assistant
Unalaska	15.88	20.12	Planning Administrative Assistant
Wasilla	20.52	27.30	More duties

### LIBRARY

#### Library Director

Responsible for directing the operations of the library to ensure quality library service to the community. Graduate degree in Library and Information Science. Five years professional library experience.

City	Starting Salary	Ending Salary	Comments
Cordova	22.35	32.70	Information Services Director, exempt
Homer	28.33	43.96	Exempt
Kenai	32.88	39.46	Car allowance \$30 per month
Kodiak	30.29	41.76	Exempt
Palmer	31.96	43.73	Community Services Director, exempt
Seward	24.10	34.90	Exempt, oversees Museum & Historic Preservation Commission
Sitka	25.29	35.74	Library Director, exempt
Soldotna	26.57	37.81	Exempt
Unalaska	29.58	41.62	Librarian, exempt
Wasilla	26.30	34.98	Exempt

#### Library Technician III

Under limited supervision, performs and has oversight of technical services including collection development and maintenance, cataloging, and interlibrary loan services. Performs advanced reference, research and circulation function. Bachelors degree or equivalent education and experience.

City	Starting Salary	Ending Salary	Comments
Cordova	14.28	19.53	Librarian
Homer	19.10	29.66	

Kenai	21.20	25.44	Library Assistant II
Kodiak	19.92	27.46	Senior Library Assistant/Supervisor
Seward	15.43	21.30	
Sitka		30.57	Library Tech Services Manager
Soldotna	18.56	26.41	Assistant Librarian
Wasilla	24.83	33.03	Youth Services Librarian

### Library Technician II

Performs library tasks in connection with public service such as reference, reader's advisory, backup interlibrary loan services and circulation. Collection development and maintenance, acquisitions, and cataloging. Associates degree or equivalent education and experience.

City	Starting Salary	Ending Salary	Comments
Cordova	14.28	19.53	Program Leader & Youth Services Librarian
Homer	17.48	27.14	
Kenai	18.31	21.97	Administrative Assistant I
Kodiak	19.03	26.24	Library Assistant/Non-Supervisor
Seward	13.63	18.83	
Sitka		20.16	Senior Library Assistant
Soldotna	15.26	21.73	Library Clerk II
Wasilla	20.52	27.30	Interlibrary Loan Coordinator

### Library Technician I

Responsible for staffing the public service desk, shelving materials and assisting library patrons. Associates degree or equipment education and experience.

City	Starting Salary	Ending Salary	Comments
Homer	15.00	23.32	
Palmer	11.92	16.30	
Seward	13.97	19.30	Library/Museum Assistant
Sitka		15.39	Library Assistant
Soldotna	13.74	19.55	Library Clerk I
Unalaska	15.88	20.12	More duties, does not require degree
Wasilla	14.13	18.80	Library Aide

### Library Aide

Under general supervision assists the public with basic library services, shelves materials accurately. High School diploma or GED, library experience desired.

City	Starting Salary	Ending Salary	Comments
Cordova	12.24	16.74	Library Clerk
Homer	13.35	20.73	
Kenai	15.71	18.85	
Kodiak	12.86	17.73	Library Clerk
Palmer	10.42	14.26	
Seward	10.39	12.98	
Wasilla	9.81	13.06	Library Helper

## FINANCE

### Finance Director

Responsible for control and administration of city's funds and assets. Directs the preparation of budget and financial reports. Performs investment analyses and makes investment recommendations. Serves as Municipal Treasurer. Bachelor's degree in business finance or accounting. Ten years experience in governmental fund accounting.

City	Starting Salary	Ending Salary	Comments
Cordova	26.42	38.47	Exempt
Fairbanks	40.39	44.88	Contract, exempt, 3 years, CFO
Homer	30.51	47.34	Exempt, car allowance
Kenai	44.11	52.94	Car allowance \$30 month, supervises operation of computer systems.
Kenai Peninsula Borough	39.41	55.17	Exempt, car allowance
Kodiak	36.70	50.61	Exempt
Palmer	31.96	43.73	Exempt, Director of Administration, oversees IT. Current employee \$45.26 in longevity
Seward	35.77	51.79	Exempt, oversees hospital, long term care and city owned electrical utilities budgets.
Sitka	41.21	58.23	Contract, non-exempt
Soldotna	33.47	47.63	Exempt
South Peninsula Hospital	40.87	57.69	Contract, exempt, CFO
Unalaska	34.74	48.87	Exempt, car
Wasilla	42.35	56.34	Exempt

### Accounting Supervisor

Supervises day-to-day city wide accounting and auditing, performs more complex accounting and auditing functions of specialized accounts and records, assists in preparation of financial statements, records and reports, supervises staff performing technical accounting functions. Serves as Deputy Treasurer. Bachelor's degree in accounting. Five years of accounting experience with three years as full charge accountant.

City	Starting Salary	Ending Salary	Comments
Fairbanks	35.15	39.05	Exempt, 3 years, Controller
Homer	26.82	41.66	Exempt
Kenai Peninsula Borough	33.18	37.35	Exempt
Kodiak	26.30	36.26	Senior Accountant
Palmer	25.31	34.63	Deputy Director of Administration, exempt
Seward	22.94	33.22	Exempt
Sitka	39.35	55.46	Deputy Finance Director, exempt
South Peninsula Hospital	28.85	48.08	Controller, exempt
Unalaska	29.58	41.62	Treasurer/Controller, exempt
Wasilla	38.50	51.22	Controller, exempt

### Accounting Technician IV

Responsible for reconciling accounts receivable and preparing audit schedules. Responsible for billing and collection of city-wide accounts receivables. Coordinates and initiates collections, small claim filings, bad debt judgments and harbor vessel impounds. Five years experience in accounting functions, two year degree in accounting desired.

City	Starting Salary	Ending Salary	Comments
Fairbanks	32.95	36.61	GL Grants Administrator, GL reconciliation
Homer	22.26	34.56	
Kenai Peninsula Borough	18.00	23.14	Audit Specialist
Seward	19.30	26.60	Accounting Tech III, more duties

Sitka	25.29	35.74	Senior Accountant
South Peninsula Hospital	21.63	33.65	Financial Analyst 2, more duties
Unalaska	25.88	32.79	Senior Accountant, AP/General Billing
Wasilla	22.57	30.03	Staff Accountant

### Accounting Technician III

Prepares, records and reconciles bi-weekly payroll. Records and reconciles project/grant accounting records, assists with budget and audit schedule preparation. Five years experience in full charge accounting.

City	Starting Salary	Ending Salary	Comments
Cordova	19.14	28.03	Finance Management Assistant, exempt
Fairbanks	24.71	27.45	Senior Accountant, less duties works with AP/AR in audit preparation
Homer	19.90	30.89	
Kenai	29.82	35.78	Accountant, payroll, records/reconciles land payments, airport leases, landings & car rental fees, personnel functions, quarterly tax reports, budget & report Senior Center grant program.
Kenai Peninsula Borough	22.06	26.49	General Accounts Specialist-Payroll
Kodiak	24.98	33.06	General Accountant
Seward	17.48	24.10	Accounting Tech II
Sitka	18.88	26.88	Payroll Specialist
Soldotna	21.21	30.18	Accounting Clerk III
South Peninsula Hospital	19.23	26.44	Financial Analyst 1
Unalaska	21.29	26.97	Accounting Assistant II, Payroll
Wasilla	18.65	24.82	Finance Clerk II, less duties

### Accounting Technician II

Responsible for ambulance billing and maintaining privacy and confidentiality for patient medical information. Prepares, maintains and bills city wide accounts receivables including utilities, assessments, port/harbor, public works and miscellaneous billings. Four years general office accounting experience. Medical billing experience desired.

City	Starting Salary	Ending Salary	Comments
Fairbanks	21.84	24.27	Accounting Specialist
Homer	19.10	29.66	
Kenai	22.25	25.44	Accounting Technician I, more duties.
Kenai Peninsula Borough	22.06	26.49	General Accounts Specialist-Accounts Payable
Palmer	20.84	28.51	
Seward	17.48	24.10	Also oversees electrical utilities billing
South Peninsula Hospital	16.35	23.16	Patient Accounts Representative 3
Wasilla	18.65	24.82	Finance Clerk II

### Accounting Technician I

Processes and maintains accounting records and transactions for accounts payable. Maintains fixed asset files. Provides back up to Customer Service Cashier. Three years accounting experience.

City	Starting Salary	Ending Salary	Comments
Homer	15.84	24.61	
Kenai	22.25	25.44	
Kenai Peninsula Borough	18.01	23.14	Accounting Clerk
Kodiak	16.64	22.94	Accounting Technician/AP/Ambulance
Palmer	17.87	24.44	

Seward	15.43	21.30	
South Peninsula Hospital	16.34	23.13	Accounting Technician 3
Unalaska	17.52	22.19	Accounting Assist I, AP
Wasilla	14.13	18.80	Finance Clerk I

**Customer Service Cashier**

Posts all accounts receivable payments, answers and directs incoming calls and visitors to City Hall, prepares utility connects and disconnects, provides accounting support and responds to questions regarding billings. Three years office experience.

City	Starting Salary	Ending Salary	Comments
Cordova	15.30	20.92	Utilities/AR Clerk
Homer	16.67	25.87	
Kenai	19.23	23.07	Department Assistant II, half time position
Kenai Peninsula Borough	18.00	23.14	Receptionist-Account Clerk Revenue
Kodiak	16.64	22.94	Accounting Technician/Cashier
Palmer	13.40	20.32	
Seward	14.68	20.27	
Soldotna	13.74	19.55	Receptionist
South Peninsula Hospital	15.92	22.55	Patient Account Representative 2
Wasilla	14.13	18.80	Finance Clerk I

**POLICE**

**Chief of Police**

Supervises and directs the activities of the Police Department. Ten years police experience. Requires Advanced Certification from Alaska Police Standards.

City	Starting Salary	Ending Salary	Comments
Cordova	26.42	50.00	Exempt, car
Fairbanks	44.17	49.08	Contract, exempt, car, clothing allowance
Homer	30.51	47.34	Exempt, car
Kenai	41.96	50.35	Certification pay \$150, Uniform allowance \$800 annually.
Kodiak	36.70	50.61	Exempt
Palmer	29.06	41.15	Exempt, car, clothing allowance
Seward	33.22	48.10	Exempt, car
Sitka	32.39	45.62	Exempt, Police Chief
Soldotna	34.87	49.03	Exempt, \$1200 annual uniform allowance
Unalaska	34.74	48.87	Exempt, car, uniform, Director of Public Safety
Wasilla	42.35	56.34	Exempt

**Lieutenant/Community Jail Administrator**

Supervises and assists in directing activities of police department and jail. Acts as Chief of Police in his absence. Eight years police experience. Requires Advanced Certification from Alaska Police Standards.

City	Starting Salary	Ending Salary	Comments
Fairbanks		43.28	Car, clothing allowance, no jail services, Deputy Police Chief
Homer	28.33	43.96	Car
Kenai	36.26	43.51	Certification pay \$150, uniform allowance \$800 annually.

Kodiak	28.88	39.82	Exempt, Lieutenant
Palmer	25.31	35.84	Car, clothing
Seward	28.65	39.48	Exempt, car, clothing allowance
Sitka	26.56	37.53	Exempt
Unalaska	32.43	42.30	Uniform, car, First Sergeant, supervises corrections, police and dispatch
Wasilla	35.00	46.56	Exempt, no jail

### Police Sergeant

Responsible for detailed daily assignments and direction of all patrol functions including patrol assignments and work schedules. Responsible for conducting investigations. Also performs general duty police work. Seven years police experience. Requires Intermediate Certification from Alaska Police Standards.

City	Starting Salary	Ending Salary	Comments
Fairbanks	31.00	36.50	Car, clothing allowance, no investigations
Homer	26.09	40.50	Car, uniform
Kenai	32.88	39.46	Certification pay \$150, uniform allowance \$800 annually.
Kodiak	25.11	34.62	
Palmer	23.81	32.61	Car, clothing allowance
Seward	25.32	34.90	Car, clothing allowance
Sitka		36.79	
Soldotna	27.97	39.21	Uniform allowance \$1200 annual
Unalaska	31.49	41.07	Uniform
Wasilla	30.43	44.38	

### Police Officer III

General duty police work. Ten years experience as police officer. Associates degree or equivalent in experience and education in police related field. Requires Advanced Certification from Alaska Police Standards.

City	Starting Salary	Ending Salary	Comments
Fairbanks		33.11	Car, clothing allowance
Homer	23.81	36.95	Car, uniform
Seward	24.10	30.10	Car, clothing allowance
Sitka		26.71	
Wasilla	27.38	39.94	Investigator

### Police Officer II

General duty police work. Five years experience as police officer. Requires Intermediate Certification from Alaska Police Standards.

City	Starting Salary	Ending Salary	Comments
Fairbanks	26.50	32.80	Car, clothing allowance
Homer	23.04	35.75	Car, uniform
Palmer	22.34	30.59	Car, clothing allowance
Seward	22.94	28.65	Car, clothing allowance
Wasilla	24.64	35.95	

### Police Officer I

General duty police work. Four years experience in work requiring public contact. Basic certification from Alaska Police Standards within 14 months of hire.

City	Starting Salary	Ending Salary	Comments
Cordova	20.40	27.89	Car
Fairbanks	22.53	25.18	Car, clothing allowance
Homer	22.26	34.56	Car, uniform
Kenai	29.82	35.78	Patrolman, uniform allowance \$800 annually, certification pay.
Kodiak	21.84	30.12	Police Officer/Detective
Palmer	22.34	30.59	Car, clothing allowance
Seward	21.83	27.27	Car, clothing allowance
Soldotna	22.47	31.98	Uniform allowance \$1200 annual
Unalaska	26.70	34.86	Uniform
Wasilla	22.18	32.35	

### Jail Officer

Performs basic security work in the community jail setting. Responsible for prisoner welfare. Represents city/state at court arraignments and other initial proceedings. Two years experience in work requiring public contact. Graduation from a law enforcement or correction academy that meets the current Alaska Police Standards Council standards or graduation from a 120 hour Community Jail Officer training program within 12 months of hire.

City	Starting Salary	Ending Salary	Comments
Homer	19.10	29.66	Uniform allowance
Kodiak	22.88	31.55	Corrections Sergeant
Seward	17.05	23.51	Clothing allowance
Sitka		23.07	
Unalaska	23.59	30.79	Uniform, Corrections Officer

### Lead Dispatcher

Responsible for all aspects of dispatch operations including scheduling, training, records storage and disposal. Occasionally monitors prisoners for welfare checks. Receives and dispatches calls of administrative and emergency nature for police, fire/ambulance, state troopers, fish and wildlife protection and state parks. Performs clerical duties for the department as required. Eight years of dispatch experience. Supervisory experience.

City	Starting Salary	Ending Salary	Comments
Fairbanks	34.81	38.68	Emergency Dispatch Center Manager, more duties, oversees dispatch center
Homer	23.81	36.95	Uniform allowance
Kenai	24.54	29.45	Dispatch Supervisor, Uniform allowance \$300 annually.
Kenai Peninsula Borough	25.26	32.46	911 Dispatcher Shift Supervisor
Kodiak	22.88	31.55	Communications Sergeant
Palmer	22.34	30.59	Clothing allowance
Seward	18.83	25.95	Dispatch Supervisor, clothing allowance
Sitka		29.76	Dispatch and Records Supervisor
Unalaska	23.42	30.55	Uniform, Communications Sergeant
Wasilla	22.18	32.35	Dispatch Supervisor

### Public Safety Dispatcher II

Receive and assimilate calls of administrative and emergency nature for police, fire/ambulance, state troopers, fish and wildlife protection, and state parks. Occasionally responsible for welfare of prisoners. Performs clerical duties. Four years experience as a public safety dispatcher.

City	Starting Salary	Ending Salary	Comments
Cordova	16.32	22.31	Dispatch II
Fairbanks	23.14	24.50	Dispatcher
Homer	19.10	29.66	Clothing allowance
Kenai Peninsula Borough	23.60	30.33	911 Dispatcher II
Palmer	19.36	26.49	Clothing allowance
Seward	17.05	23.51	Clothing allowance
Sitka		19.49	Dispatch and Records Clerk
Wasilla	19.97	29.12	Emergency Dispatcher

### Public Safety Dispatcher I

Receive and assimilate calls of administrative and emergency nature for police, fire/ambulance, state troopers, fish and wildlife protection, and state parks. Performs clerical duties. At least two years experience in clerical duties with public contact required. Entry level position.

City	Starting Salary	Ending Salary	Comments
Cordova	15.30	20.92	Communications Clerk
Fairbanks	19.62	23.14	Dispatcher
Homer	17.48	27.14	Clothing allowance
Kenai	21.20	25.44	Dispatcher, uniform allowance \$300 annually
Kenai Peninsula Borough	22.06	28.35	911 Dispatcher I
Kodiak	18.19	25.08	Communications Officer
Palmer	17.87	24.44	Clothing allowance
Unalaska	22.74	29.66	Uniform, Communications Officer
Wasilla	17.97	26.21	Call Taker

## FIRE

### Fire Chief

Supervises the Fire Department to provide fire protection services, emergency medical services and comprehensive emergency management and prevention services for the City. 10 years fire service experience. Certified as Firefighter I, Fire Instructor Level II, EMT III, EMT I Instructor, Graduation from National Fire Academy's Executive Fire Officer Program, Bachelors Degree.

City	Starting Salary	Ending Salary	Comments
Fairbanks	44.48	49.42	Contract, exempt, car, clothing, 10 years
Homer	30.51	47.34	Exempt, vehicle, clothing
Kenai	39.55	47.95	Uniform allowance \$500 annually
Kenai Peninsula Borough	30.00	49.70	Exempt, vehicle
Kodiak	34.97	48.22	Exempt, 3 years
Palmer	29.16	39.76	Exempt, car
Seward	29.37	42.52	Building Official, exempt, car
Sitka	32.39	45.62	Vehicle
Unalaska	29.58	41.62	Car, clothing

### Assistant Fire Chief

Assists the Fire Chief with supervising the activities of emergency services including fire, rescue, emergency medical services and personnel, and emergency training. Supervises volunteer emergency personnel. Eight years experience. Associates Degree, Certified as Firefighter I, Fire Instructor Level II, EMT III, EMT I Instructor.

City	Starting Salary	Ending Salary	Comments
Cordova	20.32	29.75	Fire Marshall, exempt
Fairbanks	36.55	40.61	Exempt, Deputy Fire Chief, no volunteers
Homer	26.82	41.66	Clothing
Kenai Peninsula Borough	28.04	43.39	Exempt
Kodiak 2080 hr estimate	18.04 (23.97)	24.88 (33.06)	Fire Lieutenant, pay is on platoon system, 2764 hours/year, 24 on 48 off
Palmer	22.34	30.59	Training Coordinator
Seward	25.95	35.77	Deputy Fire Chief, exempt
Sitka	22.95	32.43	

### Emergency Services Specialist III

Responds to emergency calls as Senior Firefighter-Advanced Life Support EMT and provides training, administrative, maintenance and support services to the Fire Department. Seven years experience with emergency services. Certified as Firefighter II, Fire Service Instructor II, Fire Officer I, EMT III, EMT I Instructor. Associates Degree or equivalent experience/college credit hours.

City	Starting Salary	Ending Salary	Comments
Fairbanks	25.12	26.88	Firefighter III/Paramedic
Homer	23.04	35.75	Clothing
Kenai	29.82	35.78	Captain
Kenai Peninsula Borough	28.57	35.53	Engineer/Paramedic II (salary estimated by 2285.88/2742.21 biweekly/2080 hr per year)
Kodiak 2080 estimate	14.99 (19.92)	20.67 (27.47)	Firefighter/EMT III, Platoon system, 2764 hrs/year 24 on 48 off
Sitka	21.86	30.89	EMS/Fire Captain
Unalaska	29.10	37.96	EMS Captain

### Emergency Services Specialist II

Responds to emergency calls as Senior Firefighter-Advanced Life Support EMT and provides training, administrative, maintenance and support services to the Fire Department. Five years experience with emergency services. Certified as Firefighter II, Fire Service Instructor I/and or EMT I Instructor, EMT III. Associates Degree or equivalent experience/college credit hours.

City	Starting Salary	Ending Salary	Comments
Fairbanks	21.14	22.90	Firefighter II
Homer	22.26	34.56	Clothing
Kenai	28.41	34.10	Engineer
Kenai Peninsula Borough	26.57	34.15	Engineer/Paramedic I (salary estimated by 2125.86/2731.85 biweekly/2080 hr per year)
Kodiak 2080 estimate	14.32 (19.03)	19.75 (26.24)	Firefighter/EMT II, Platoon system 2764 hr/year 24 on 48 off
Sitka		23.90	Fire Engineer
Unalaska	23.59	30.79	Fire Captain

### Emergency Services Specialist I

Responds to emergency calls as Senior Firefighter-Advanced Life Support EMT and provides training, administrative, maintenance and support services to the Fire Department. Three years experience with emergency services. Certified as Firefighter I, EMT III.

City	Starting Salary	Ending Salary	Comments
Fairbanks	17.92	19.68	
Homer	20.71	32.13	Clothing
Kenai	25.75	30.91	Firefighter
Kenai Peninsula Borough	23.81	27.85	Firefighter/EMT III (salary estimated by 1905.09/2228.11 biweekly/2080 hr per year)
Kodiak 2080 hr estimate	13.69 (18.19)	18.88 (25.09)	Firefighter I/EMT I, platoon system 2764 hrs/year 24 on 48 off

### Department Services Coordinator

Coordinates the day-to-day administrative, maintenance and support services of the Emergency Services Division and assists the Fire Chief as an administrative assistant. Responds to emergency calls as a Firefighter-EMT. Three years experience with emergency services. Certified as Firefighter I and EMT I.

City	Starting Salary	Ending Salary	Comments
Cordova	18.36	25.10	Firefighter/Medic, less duties
Homer	22.26	34.56	
Kenai	20.20	24.24	Administrative Assistant I, office work
Kodiak	13.99	19.28	Department Assistant, office work
Seward	15.82	21.83	Administrative Assistant, office work
Sitka		16.97	Office Assistant, office work

## PUBLIC WORKS

### Public Works Director/Engineer

Supervises the inspection, construction, operation and maintenance of all water/wastewater utility systems, streets, vehicles, and other city owned buildings, grounds and equipment. Provides professional engineering services for Public Works and other city departments. Bachelors degree in civil engineering or closely related field. Five years experience in public works construction and maintenance, including water and wastewater utilities.

City	Starting Salary	Ending Salary	Comments
Cordova	26.42	38.47	Exempt, Public Works Director no engineering
Fairbanks	40.68	45.18	Contract, exempt, 4 years
Homer	30.51	47.34	Exempt, car
Kenai	41.96	50.35	
Kenai Peninsula Borough	36.82	49.70	Exempt, Capital Projects Director, car allow.
Kodiak	31.77	43.80	Exempt, City Engineer
Kodiak	36.70	50.61	Exempt, Public Works Director
Palmer	31.96	45.26	Exempt, car
Seward	32.41	46.93	Exempt, car, Public Works Director
Sitka		49.52	Exempt
Soldotna	31.88	45.38	Exempt, City Engineer
Unalaska	34.74	48.87	Exempt, car, no utilities
Wasilla	42.35	56.34	Exempt, Public Works Director

### Superintendent

Supervises the operation, maintenance and construction of city public facilities including water and wastewater lines, all service connections, lift stations, fire hydrants, pressure reducing stations, street and road maintenance, snow removal, parks and recreation facilities, city owned buildings, harbor facilities maintenance, grounds and equipment. Five years experience in public works construction and maintenance.

City	Starting Salary	Ending Salary	Comments
Homer	26.82	41.66	Car
Kenai Peninsula Borough	36.82	49.70	Exempt, Maintenance Director, more duties
Kodiak	27.56	38.00	PW Maintenance Supervisor
Palmer	25.31	34.63	Deputy Public Works Director
Seward	29.37	40.47	Exempt, more duties
Sitka		39.37	Exempt, PW Maintenance Superintendent
South Peninsula Hospital	33.65	52.80	Exempt, Support Services Director, less duties
Wasilla	38.50	51.22	Exempt, Deputy Director PW, oversees water/wastewater division

### Public Works Inspector

Monitors construction job site activities and inspects contractor's work for compliance with contract specifications. Provides inspection services for roads, water, sewer, drainage and driveway installation projects. Prepares request for proposal and construction documents. Five years experience as an inspector on municipal or related construction projects.

City	Starting Salary	Ending Salary	Comments
Fairbanks		39.06	Engineer IV, oversees all Engineering projects
Homer	23.81	36.95	
Kenai	28.41	29.12	Building Official
Kenai Peninsula Borough	30.00	40.50	Maintenance Foreman/Projects Manager
Kodiak	25.11	34.62	Building Official
Seward	23.51	34.05	Building/Fire Inspector
Soldotna	22.47	31.98	Building Inspector, building code compliance
Unalaska	29.58	41.62	City Engineer

### Engineering GIS Technician

Performs a variety of technical duties within the Public Works Department under the director of the Public Works Director. Operates and maintains GIS/GPS software water/sewer modeling program. Creates and maintains database for city-wide GIS system. Five years experience planning and designing Public Works projects. AutoCAD drafting and GIS software experience required.

City	Starting Salary	Ending Salary	Comments
Fairbanks		32.82	Engineering Tech Supervisor
Homer	23.81	36.95	
Sitka	24.10	34.05	Project Manager, exempt
Unalaska	23.19	32.62	Engineering Technician

### Administrative Assistant

Administrative Assistant to the Public Works Director and is responsible for performing a full range of administrative duties for the Public Works Department. Four years office experience.

City	Starting Salary	Ending Salary	Comments
Fairbanks		21.35	Records Coordinator/Dispatcher

Homer	18.30	28.40	
Kenai	22.25	26.71	Administrative Assistant I
Kenai Peninsula Borough	22.06	28.35	Administrative Assistant-Capital Projects
Kodiak	16.64	22.94	
Palmer	14.85	20.32	
Seward	17.05	23.51	PW Technician, GIS, Grants
Sitka	15.53	21.95	Executive Assistant/Office Coordinator
Soldotna	21.21	31.56	
South Peninsula Hospital	16.83	24.04	
Unalaska	19.17	24.30	Data Specialist I
Wasilla	20.52	27.30	PW Clerk

### Receptionist

Responsible for performing a full range of secretarial duties for the Public Works Department. Three years office experience.

City	Starting Salary	Ending Salary	Comments
Homer	15.00	23.32	
Kenai Peninsula Borough	18.00	23.14	Capital Projects Clerk
South Peninsula Hospital	14.40	20.39	Clerk 3
Unalaska	15.88	20.12	Administrative Assistant II
Wasilla	14.13	18.80	PW Clerical Assistant

### Lead Equipment Operator

Supervises and performs the work of equipment operators who operate heavy equipment for maintenance and construction of streets, drainage ditches, water and wastewater utilities. Assists with maintenance and operational duties including safety, inventory control purchasing, developing system records, and teaching personnel utility system procedures. Five years experience operating heavy equipment with emphasis on graders, excavators, backhoes and front-end loaders.

City	Starting Salary	Ending Salary	Comments
Cordova	22.35	32.70	PW Supervisor
Fairbanks		29.75	Foreperson
Homer	23.04	35.75	
Kenai	28.41	34.10	Streets Foreman
Palmer	22.34	30.59	Roads and Streets Foreman
Seward	20.78	28.65	Streets Foreman
Sitka		29.10	Streets Foreman
Soldotna	22.47	31.98	Lead Maintenance Worker
Unalaska	30.43	38.55	Roads Chief

### Equipment Operator II

Operates heavy and light equipment for maintenance of water and wastewater utilities, city streets and parking lots. Five years experience operating heavy equipment. Extensive operation knowledge of graders, excavators and backhoes

City	Starting Salary	Ending Salary	Comments
Cordova	20.40	27.89	
Fairbanks		25.43	
Homer	20.71	32.13	
Kenai	27.06	32.47	Lead Operator
Kodiak	21.84	30.12	Equipment Operator
Palmer	19.36	27.42	

Seward	20.27	27.95	Mechanic/Operator
Sitka		21.64	Heavy Equipment Operator
Soldotna	21.21	31.56	Streets & Maintenance Operator/Worker
Unalaska	29.23	37.04	Heavy Equipment Operator
Wasilla	23.02	33.15	Roads Technician II

### Equipment Operator I

Operates heavy and light equipment for maintenance of water and wastewater utilities, city streets and parking lots. Four years experience operating heavy equipment. Entry level position.

City	Starting Salary	Ending Salary	Comments
Cordova	18.36	25.10	
Homer	19.10	29.66	
Kenai	23.36	28.04	Equipment Operator
Sitka		21.65	Maintenance Worker (w/w not main duties)
Unalaska	25.42	32.20	Light Equipment Operator
Wasilla	20.04	28.85	Roads Technician I

### Head Mechanic

Maintenance and repair of the City's vehicles including fire, medical and rescue vehicles and their on-board equipment, heavy equipment and other rolling stock and small equipment. Supervises mechanics. Five years experience in heavy equipment mechanical work. Extensive knowledge repairing engines, transmissions, electrical systems and welding. Two year technical school.

City	Starting Salary	Ending Salary	Comments
Cordova	20.40	27.89	Shop Mechanic
Fairbanks		29.75	Maintenance Foreperson
Homer	23.04	35.75	
Kenai	29.82	35.78	Shop Foreman
Kenai Peninsula Borough	27.02	34.73	Lead Auto & Diesel Mechanic
Kodiak	23.69	33.06	Shop Supervisor
Palmer	22.34	30.59	Fleet Manager
Sitka		25.07	Chief Heavy Equipment Mechanic
Unalaska	30.43	38.55	Maintenance Mechanic Chief

### Mechanic II

Performs maintenance and repair of city vehicles including fire, medical and rescue vehicles and their on-board equipment, heavy equipment, other rolling stock and small equipment. Five years experience with extensive knowledge in repair of light and heavy engines, transmission, electrical and hydraulic systems. Technical training equivalent to two year degree required.

City	Starting Salary	Ending Salary	Comments
Fairbanks		25.43	Equipment Mechanic
Homer	19.90	30.89	
Kenai	27.06	32.47	
Kenai Peninsula Borough	25.26	32.46	Auto & Diesel Mechanic II
Kodiak	21.84	30.12	Heavy Duty Mechanic
Palmer	19.36	26.49	
Sitka		25.31	Heavy Equipment Mechanic
Soldotna	21.21	31.56	Mechanic
Unalaska	29.23	37.04	Heavy Equipment Mechanic

### Mechanic I

Performs maintenance and repair of city vehicles, heavy equipment, other rolling stock and small equipment. Five years experience working on light and heavy engines, transmissions, electrical and hydraulic systems. Entry level position.

City	Starting Salary	Ending Salary	Comments
Fairbanks		24.43	Light Duty Mechanic
Homer	17.48	27.14	
Kenai Peninsula Borough	23.60	32.46	Automotive & Diesel Mechanic I/II
Kodiak	19.03	26.24	Automotive Mechanic
Unalaska	25.42	32.20	Light Equipment Mechanic

### Building Maintenance Technician II

Responsible for building maintenance of city owned and operated facilities. Supervises building technicians and custodians. Five years experience in maintenance and construction on various type of commercial and/or public buildings. Knowledge of Federal and State Uniform Building, Electrical Standard and Fire Codes.

City	Starting Salary	Ending Salary	Comments
Fairbanks		32.82	Facilities Manager
Homer	23.04	35.75	
Kenai	24.54	29.45	Building Maintenance Lead Technician
Kenai Peninsula Borough	30.00	40.50	Maintenance Foreman
Palmer	16.37	22.40	
Sitka	24.10	34.05	Facilities Manager
South Peninsula Hospital	25.23	35.73	Facilities Engineer 4
Unalaska	30.43	38.55	Building Maintenance Supervisor
Wasilla	20.04	28.85	Facilities Maintenance Technician

### Building Maintenance Technician I

Performs building maintenance of city owned and operated facilities. Three years experience in maintenance and construction on various type of commercial and/or public buildings. Knowledge of Federal and State Uniform Building, Electrical Standard and Fire Codes.

City	Starting Salary	Ending Salary	Comments
Cordova	18.36	25.10	Equipment Operator/Labor Maintenance II
Fairbanks		25.46	Trade Specialist
Homer	17.48	27.14	
Kenai	23.36	28.04	
Kenai Peninsula Borough	22.06	30.33	General Maintenance Mechanic I/II
Palmer	22.34	30.59	Electrician, Solid Waste Collector
Sitka		25.73	Building Maintenance Specialist
South Peninsula Hospital	19.47	27.58	Facilities Engineer 3
Unalaska	26.87	34.04	Installation Maintenance Worker
Wasilla	17.02	24.51	Parks and Property Technician I

### Building Custodian

Responsible for custodial services in all city buildings. Two years experience in janitorial work.

City	Starting Salary	Ending Salary	Comments
Cordova	15.30	20.92	Janitor
Fairbanks		21.60	Custodian
Homer	13.35	20.73	

Kenai Peninsula Borough	16.83	21.63	Custodian
Palmer	11.92	16.30	Janitor
Seward	16.22	20.27	
South Peninsula Hospital	12.69	17.97	Housekeeper
Unalaska	20.78	26.31	Maintenance Mechanic I

### Parks Maintenance Coordinator

Plans, organizes, supervises and participates in the work of grounds maintenance, cleaning and beautification of City parks, park restrooms and other city properties. Collection of long term parking fees at airport terminal. Organize/supervise city camping programs/fee collection. Supervises summer parks employees. Four years experience with oversight and maintenance of park facilities.

City	Starting Salary	Ending Salary	Comments
Cordova	16.32	22.31	Labor Maintenance II, P & R Dept.
Homer	22.26	34.56	
Kenai	31.32	37.58	Parks and Recreation Director
Seward	19.78	27.27	Parks Operation Supervisor
Sitka		25.10	Parks & Grounds Supervisor
Soldotna	22.47	31.98	Operations Supervisor, sport center also
Wasilla	23.02	33.15	Parks & Property Technician II

### Camp Fee Collector (Seasonal)

Responsible for camp fee collections. Maintenance of city parks, campgrounds and misc. city facilities/grounds.

City	Starting Salary	Ending Salary	Comments
Homer	14.18	22.04	
Kenai	10.69		Dock Aide, collects dock/parking fees
Seward	13.98		Parks Attendant
Soldotna	8.52	12.12	Campground Attendant

### Parks Maintenance Laborer (Seasonal)

Responsible for maintenance of city parks, campgrounds and misc. city facilities/grounds.

City	Starting Salary	Ending Salary	Comments
Homer	12.50	19.43	
Kenai	10.69		Parks/Beautification Aide
Kodiak	15.92	21.95	Parks Maintenance Worker
Palmer	13.40	18.33	Groundskeeper
Seward	15.05		Park Maintenance Worker
Soldotna	13.74	19.55	Parks & Recreation Laborer

## Utilities

### Water/Wastewater Utilities Technician III

Responsible for maintenance and repair of water distribution (WD) and wastewater collection (WWC) systems. Supervises W/WW Technicians. Extensive knowledge of maintenance of water and wastewater systems with five years experience in mechanical and structural repairs. State of Alaska DEC Certification Level III in Water Distribution and be able to obtain Wastewater Collection level III within 24 months of hire.

City	Facility DEC Level	Starting Salary	Ending Salary	Comments
Homer	WD-3 WWC-2	23.04	35.75	
Kenai	WD-2 WWC-3	28.41	34.10	Water/Sewer Foreman
Seward	WD-2 WWC-2	22.94	28.65	Also operates Wastewater Treatment plant
Sitka	WD-2 WWC-3		29.79	Chief Water facilities operator
Soldotna	WD-2 WWC-2	27.55	39.22	Also operates wastewater plant
Wasilla	WD-2 WWC-2	23.02	33.15	Also operates wastewater treatment system

### Water/Wastewater Utilities Technician II

Performs maintenance of water distribution and wastewater collection systems. Four years extensive maintenance knowledge of water distribution, pressure reducing stations and wastewater collection systems. State of Alaska Certification Level I in Water Distribution and Wastewater Collection and obtain II within 24 months of hire.

City	Starting Salary	Ending Salary	Comments
Cordova	18.87	25.80	Sewer/Water technician
Homer	20.71	32.13	
Kenai	27.06	32.47	Water/Sewer Lead Operator
Palmer	17.87	24.44	
Seward	21.83	27.27	Also operates wastewater plant
Sitka		27.68	Sr. Water Facilities Operator
Wasilla	20.04	28.85	Also operates wastewater plant

### Water/Wastewater Utilities Technician I

Performs maintenance of water distribution and wastewater collection systems. Assists with monthly water meter reads as needed. Three years experience in mechanical and structural repairs. Entry level position. Obtain DEC provisional certificate for water distribution and wastewater collection within 12 months of hire and Level I certification within 12 months of receiving provisional.

City	Starting Salary	Ending Salary	Comments
Cordova	16.32	22.31	Laborer/Maintenance II, water/sewer dept.
Homer	17.48	27.14	
Kenai	25.75	30.91	Water/Sewer Operator I
Seward	20.78	25.95	Also operates wastewater plant
Sitka		24.49	Water Operator
Wasilla	13.70	19.73	Wastewater laborer-entry level

### Water/Wastewater Meter Technician

Responsible for monthly water meter reading and maintenance of all water meters. Performs maintenance of city facilities and water and wastewater system as needed. Three years experience in mechanical and structural repairs.

City	Starting Salary	Ending Salary	Comments
Homer	18.30	28.40	
Palmer	19.36	26.49	Meter Reader
Seward	19.78	24.70	Also works in treatment plant
Sitka-Electric Meter Reader		18.08	Meter Reader

### Treatment Plant Superintendent

Supervises the overall operation and maintenance of water and wastewater treatment facilities. Requires five years experience operating treatment plants. State of Alaska Water and Wastewater System Operator II certification and able to obtain level III within two years of hire.

City	Facility DEC Level	Starting Salary	Ending Salary	Comments
Cordova	Water-2 W/Water-3	22.35	32.70	Exempt
Homer	Water-3 W/Water-2	26.82	41.66	Vehicle
Kenai	Water-No W/Water-2	28.41	34.10	Waste Water Treatment Lead Operator
Kodiak	Water-2 W/Water-2	27.56	38.00	Exempt
Seward	Water-No W/Water-1	22.94	31.62	W/WW Operator Foreman
Sitka	Water-2 W/Water-2	32.29	45.62	Environmental Superintendent, exempt, vehicle
Unalaska	Water-2 W/Water-1	31.34	39.71	Operator and distribution and collection
Wasilla	Water-No W/Water-2	30.04	39.97	WD&WC Utility Maintenance Supervisor

### Lead Operator

Operates and maintains water and wastewater treatment facilities. Supervises operation of laboratory. Supervises Treatment Operators. Five years of experience. State of Alaska Water and Wastewater System Operator II certification and able to obtain III within 2 years of hire.

City	Starting Salary	Ending Salary	Comments
Homer	23.04	35.75	
Kodiak	22.88	31.55	Treatment Plant Operator, Level V
Palmer	22.34	30.59	Water Utility Foreman
Palmer	22.34	30.59	Wastewater Utility Foreman
Sitka	29.79		Chief Wastewater Facilities Operator
Soldotna	24.19	34.43	W/WW and Distribution & Collection Systems
Wasilla	23.02	33.15	Water Technician II

### Treatment Plant Operator III

Operates and maintains water and wastewater treatment facilities. Five years of experience. State of Alaska Water and Wastewater System Operator III certification required.

City	Starting Salary	Ending Salary	Comments
Homer	20.71	32.13	
Kenai	27.06	32.47	Waste Water Treatment Operator
Kodiak	21.84	30.12	Treatment Plant Operator, Level IV
Sitka		22.73	Wastewater Facilities Operator
Unalaska	29.95	37.93	Operator & Distribution and Collections

### Treatment Plant Operator II

Operates and maintains water and wastewater treatment facilities. State of Alaska Water and Wastewater System Operator II certification required.

City	Starting Salary	Ending Salary	Comments
Homer	19.90	30.89	
Kodiak	20.85	28.75	Treatment Plant Operator, Level III
Palmer	17.87	24.44	
Unalaska	27.35	34.65	Operator and Distribution and Collections

### Treatment Plant Operator I

Operates and maintains water and wastewater treatment facilities. State of Alaska Water and Wastewater System Operator I certification required.

City	Starting Salary	Ending Salary	Comments
Homer	19.10	29.66	
Kenai	25.75	30.91	Sewer Treatment Operator
Kodiak	19.92	27.46	Treatment Plant Operator, Level II
Soldotna	22.47	31.98	Utility/WW Treatment Plant Operator
Unalaska	25.42	32.20	Operator and Distribution and Collection
Wasilla	20.04	28.85	Water Technician I

### Treatment Maintenance Technician II

Performs maintenance on water and wastewater treatment plants. Inspects and repairs heating and ventilation systems. Three years experience in general maintenance background. Water or Wastewater Level 1 certification or equivalent credits within two years of hire.

City	Starting Salary	Ending Salary	Comments
Homer	19.10	29.66	
Kodiak	19.03	26.24	Treatment Plant Operator, Level I
Sitka		34.40	Water and Wastewater Facilities Mechanic

## PORT AND HARBOR

### Port Director/Harbormaster

Responsible for the operation and maintenance of the Port and Harbor, fish dock, ice plant and storage facilities and city owned lands on the Homer Spit. Bachelors Degree or equivalent in experience and education in marine related business administration desired. Five years experience.

City	Starting Salary	Ending Salary	Comments
Cordova	22.35	32.70	Exempt, Harbormaster
Homer	30.51	47.34	Exempt, car
Kodiak	34.97	48.22	Exempt, Harbormaster
Seward	29.37	42.52	Exempt, Harbormaster, supervises Seward Marine Industrial Center (SMIC)
Sitka	27.89	39.41	Exempt, Harbormaster
Unalaska	34.74	48.87	Exempt, car, Port and Harbor Director

### Deputy Harbormaster

Supervises operation of the Port and Harbor to insure smooth, efficient and safe delivery of services to all customers and user groups. Supervisors Harbor Officers. Five years marine background experience.

City	Starting Salary	Ending Salary	Comments
Cordova	18.36	25.10	Harbor Operations Supt.
Homer	26.82	41.66	
Kodiak	27.56	38.00	
Seward	22.38	30.85	Oversees ship lifts, SMIC, port maintenance
Sitka	20.82	29.41	
Unalaska	27.35	39.64	Harbormaster

### Harbor Officer II

Responsible for the safe and efficient operations of the Port and Harbor during assigned shift. Monitors use and security of Port and Harbor facilities. Monitors moorage, electrical usage, grid usage, float and public dock usage. Five years marine experience. Certification at ETT/Defibrillator level, training in marine firefighting.

City	Starting Salary	Ending Salary	Comments
Homer	20.71	32.13	
Kodiak	18.19	25.08	Senior Harbor Officer
Seward	20.27	27.95	Harbor Worker II, ship lifts, SMIC, maintenance

### Harbor Officer I

Responsible for the safe and efficient operations of the Port and Harbor during assigned shift. Monitors use and security of Port and Harbor facilities. Monitors moorage, electrical usage, grid usage, float and public dock usage. Four years marine experience. Entry level position.

City	Starting Salary	Ending Salary	Comments
Cordova	15.30	20.92	Harbor Maintenance I
Homer	19.90	30.89	
Kodiak	15.92	21.95	Harbor Officer
Seward	19.30	26.60	Harbor Worker II, ship lifts, SMIC, port maint.
Sitka		25.80	Assistant Harbormaster
Unalaska	19.07	24.87	

### Fish Dock Supervisor

Supervises the operation and maintenance of the fish dock, cold storage and ice production facility. Supervises Fish Dock Operators. Five years experience in maintaining ammonia refrigeration systems, flake ice machines, ice conveying systems or similar equipment. Two years vocational/technical school in refrigeration or equivalent experience.

City	Starting Salary	Ending Salary	Comments
Homer	24.57	38.13	

### Fish Dock Operator

Responsible for maintenance and operation of ice production plant, cold storage facility and related dock systems. Three years experience in maintaining ammonia refrigeration systems, flake ice machines, ice conveying systems or similar equipment. One year vocational/technical school in refrigeration or equivalent experience

City	Starting Salary	Ending Salary	Comments
Homer	19.90	30.89	

### Port Maintenance Technician II/Leadman

Supervises the maintenance, repair and improvements to the Port and Harbor facilities. Supervises port maintenance technicians. Five years experience in a variety of construction skills. Extensive knowledge of work associated with operations and maintenance of small boat harbors is required.

City	Starting Salary	Ending Salary	Comments
Homer	23.04	35.75	
Kodiak	19.03	26.24	Port Harbor Maintenance Mechanic
Sitka		29.12	Harbor Maintenance Supervisor

### Port Maintenance Technician I

Maintenance, repair and improvements to the Port and Harbor facilities. Four years experience with a variety of construction skills.

City	Starting Salary	Ending Salary	Comments
Homer	17.48	27.14	
Sitka		21.15	Harbor Maintenance Specialist

### Administrative Supervisor

Responsible for accounting and billing of all vessels utilizing the harbor or port facilities. Supervises administrative staff. Assists Director with Port and Harbor contracts and leases. Five years office experience.

City	Starting Salary	Ending Salary	Comments
Cordova	15.30	20.92	Harbor Administrative Assistant
Homer	20.71	32.13	
Kodiak	19.92	27.46	
Seward	17.48	24.10	Senior Administrative Assistant
Sitka		19.76	Office Manager

### Administrative Clerk

Maintains appointment calendars for facility and dock usage. Acts as purchasing agent for Port and Harbor. Provides administrative support. Three years office experience.

City	Starting Salary	Ending Salary	Comments
Homer	16.67	25.87	
Kodiak	15.92	21.95	Harbor Dispatch
Seward	14.68	20.27	Administrative Assistant
Sitka		15.00	Administrative Assistant
Unalaska	19.36	25.26	

### Administrative Secretary

Responsible for secretarial duties. First point of contact for over the counter transactions and phone calls. Maintains department files. Three years office experience.

City	Starting Salary	Ending Salary	Comments
Homer	16.67	25.87	
Kodiak	16.64	22.94	Administrative Assistant

## Health Insurance Survey

### Major Medical Benefits

City	Deductible Individual	Deductible Family	Out of Pocket Individual	Out of Pocket Family
Cordova Deductible 1500/4500 city reimburses employee 1000/3000	500	1,500	4,000	12,000
Fairbanks	500	1,500	2,500	5,000
Homer	100	300	500	1,500
Kenai	200	400	2,500	5,000
Kenai Peninsula Borough	200	600	1,250	3,750
Kodiak	500	1,500	2,000	\$2,000 Per individual, no max
Seward	250	500	2,000	2,000 each
Sitka	500	1,500	2,000	6,000
Soldotna Deductible 1500/3000 city reimburses employee 1400/2800	100	200	2,500	5,000
South Peninsula Hospital	250	750	2,500	5,000
Unalaska	100	300	750	2,250
Wasilla	500	1,500	2,000	6,000

### Prescription Drug Benefits

City	Coverage Percentage	Co-Pay Generic-30 day	Co-Pay Brand-30 day	Mail Order Co-Pay Generic-90	Mail Order Co-Pay Brand-90
Cordova		10	20/40	20	40/80
Fairbanks		15	35	30	70
Homer		5	15	10	30
Kenai		10	20	20	40
KP Borough	\$100 annual deductible for brand names then 100% coverage, 0 deductible for generic				
Kodiak	\$50 deductible	0	15	10	30
Palmer		5	15	5	15
Seward		5	15	5	15
Sitka		15/25	50	37/62	125
Soldotna		10/20	35	20	40/60
South Peninsula Hospital		15	35	15	35
Unalaska	90%				
Wasilla		0	20/30	10	30

### Dental Benefits

City	Individual Deductible	Family Deductible	Percentage Paid	Orthodontia	Maximum Benefits
Cordova	0	0	100/80/50	1,000	2,000
Fairbanks	500	1,500	100/80/60	2,000	5,000
Homer	50	150	80/80/80	750	1,500
Kenai	50	150	80/80/50	No	1,500
Kenai Peninsula Borough	50	150	100/100/50	No	1,500
Kodiak *Deductible waived for preventative care	50	50 person	*80/80/50	No	1,500
Palmer	50	50 person	80/80/80	1,000	2,500
Seward	50	50 person	80/80/80	80%	
Sitka	50	150	100/80/50	No	2,000
Soldotna	50	50 person	80/50/80	No	1,500
South Peninsula Hospital	100	300	100/80/50	No	3,000

Unalaska	0	0	100/80/50	No	1,500
Wasilla	50	50 person	80/80/50	No	1,500

**Vision Benefits**

City	Exam	Lenses	Frames	Contacts
Cordova	100%	\$150 lenses/frames/contacts		
Fairbanks	100%	\$250 lenses/frames/contacts		
Homer	80%	\$175 lenses/frames \$275 lenticular lenses/frames		\$125 annually
Kenai	100%	80%	80%	\$400 lifetime max
Kenai Peninsula Borough	80%	80%	\$150	\$150 max
Kodiak	80%	80%	80%	80%
Palmer	\$100	30/44/58/116 lenses	\$100	\$130/\$158
Seward	\$100	30/44/58/116 lenses	\$100	\$130/\$158
Sitka	100%	\$300 lenses/frames every 2 years		\$300 every 2 years
Soldotna	100%	80% per year	One per year	80%
South Peninsula Hospital	100%	\$400 lenses/frames		
Unalaska	90%	90%	100%	90%
Wasilla	80%	80%	80%	80%

**Monthly Insurance Rates-EMPLOYEE SHARE (health, vision and dental)**

City	Name of Insurance	Employee Share	Employee /Spouse Share	Employee /Child Share	Employee /Family Share
Cordova Union employees	Premera BC/BS Employee share 18%	\$107.45	\$247.09	\$200.27	\$341.37
Cordova Exempt employees	Premera BC/BS Employee share 0	0	0	0	0
Fairbanks	Alaska Electrical Health & Welfare Fund	\$344.00	\$344.00	\$344.00	\$344.00
Homer	Mertain Employee share 0	0	0	0	0
Kenai	Aetna	0	\$56	\$70	\$126
Kenai Peninsula Borough	Rehn TPA	0	\$80	\$28 each dependent	\$80 spouse \$28 each dependent
Kodiak	Aetna	0	0	0	0
Palmer	Meritain	0	0	0	0
Seward	Meritain	162.80	162.80	162.80	162.80
Sitka	Premera Employee share 10%	\$75.53	\$141.63	\$136.81	\$202.92
Soldotna	Aetna	\$40.72	\$193.22	\$152.88	\$305.30
South Peninsula Hospital	EBMS Employee share 13%	\$108.58	\$212.52	\$166.23	\$285.26
Unalaska	CIGNA/GW Employee share 0	0	0	0	0
Wasilla	Aetna	0	\$36.33	\$25.87	\$62.18

**Monthly Insurance Rates-EMPLOYER SHARE (health, vision and dental)**

City	Name of Insurance	Employee	Employee/Spouse	Employee/Child	Employee/Family
Cordova	Premera BC/BS	\$494.23	\$1,115.30	\$927.84	\$1,550.35
Fairbanks	Alaska Electrical Heath & Welfare	\$950.00	\$950.00	\$950.00	\$950.00
Homer	Meritain	\$1,300	\$1,300	\$1,300	\$1,300

Kenai	Aetna	\$407.76	\$860.23	\$711.76	\$1,163.92
Kodiak	Aetna	\$564.79	\$1,291.38	\$1,082.22	\$1,808.51
KP Borough As of 11-12-10	Rehn TPA	\$1,285.00	\$1,285.00	\$1,285.00	\$1,285.00
Palmer	Meritain	\$1,602	\$1,602	\$1,602	\$1,602
Seward	Meritain	\$1,325.26	\$1,325.26	\$1,325.26	\$1,325.26
Sitka As of 4-1-11	Premera 90%	\$679.75	\$1,274.70	\$1,231.33	\$1,826.25
Soldotna	Aetna	\$367.04	\$723.01	\$628.88	\$984.62
South Peninsula Hospital	EBMS	87%	87%	87%	87%
Unalaska	CIGNA/GW	\$1,474.64	\$1,474.64	\$1,474.64	\$1,474.64
Wasilla	Aetna	\$564.79	\$1,218.72	\$1,030.48	\$1,684.15

### **Employer Provided Life Insurance**

City	Amount of Coverage	Accidental Death	Spouse Coverage	Dependent Coverage
Cordova	\$10,000 \$20,000 exempt	Yes	No	No
Fairbanks	\$25,000	No	No	No
Homer	Annual salary	Yes	No	No
Kenai	\$60,000 maximum	\$2,000/\$5,000	No	No
Kenai Peninsula Borough	Annual salary	Yes	\$2,000	\$2,000
Kodiak	\$2,000	\$5,000	No	No
Palmer	\$20,000	No	\$1,000	\$1,000
Seward	\$20,000	Yes	\$1,000	\$1,000
Sitka	\$2,000	Yes	\$1,000	\$5,000
Soldotna	\$7,000	Yes	No	No
South Peninsula Hospital	\$5,000 to \$40,000	Yes	No	\$1,000
Unalaska	\$5,000	No	No	No
Wasilla	\$50,000	\$45,000	\$2,000	\$1,000

### **Employer Provided Disability Coverage**

City	Long Term Disability Coverage	Short Term Disability Coverage
Cordova	Yes-exempt only	Yes-exempt only
Fairbanks	No	Yes, part of health plan
Homer	No	No
Kenai	No	No
Kenai Peninsula Borough	No	No
Kodiak	No	No
Palmer	No	No
Seward	No	No
Sitka	No	No
Soldotna	No	No
South Peninsula Hospital	Yes	No
Unalaska	No	No
Wasilla	No	No

### **Leave Benefits –Days per Year**

City	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr	10 Yr	15 Yr	20 Yr	25 Yr
Cordova-exempt	12	18	24	24	24	30	30	30	30	30	30	30	30
Cordova-union	10	15	15	15	15	21	21	21	21	21	25	25	25
Fairbanks	20	20	25	25	30	30	30	30	30	30	30	30	30
Homer	18	21	24	24	24	27	27	27	27	30	35	35	35
Kenai 40 hr.	16	16	18	18	20	20	20	20	20	22	22	22	22
Kenai 56 hr	22.4	22.4	25.2	25.2	28	28	28	28	28	30.8	30.8	30.8	30.8

Kodiak	15	15	21	21	21	24	24	24	24	24	27	27	27
KP Borough	21	21	25	25	25	30	30	30	30	35	35	35	35
Palmer	23	23	29	29	32	32	32	32	32	38	38	38	38
S. Peninsula Hosp	15	15	20	20	20	25	25	30	30	30	35	35	35
Seward	20	20	20	25	25	25	30	30	30	30	30	30	30
Sitka	13	13	13	19	19	19	19	19	25	25	25	25	25
Soldotna	10	12	12	12	14	14	14	14	14	18	18	18	18
Unalaska	24	24	30	30	30	36	36	42	42	48	48	48	48
Wasilla	18	18	18	24	24	24	24	24	30	30	30	30	30

**Holidays, Sick and Additional Leave Benefits**

City	# Holidays (Days)	# Sick Days	Additional Leave (Bereavement, Jury, Military)
Cordova-exempt	13	15	Yes
Cordova-union	13	12	Yes
Fairbanks	9	Combined with leave	Yes
Homer	11	5	Yes
Kenai	12	Combined with leave	Yes
Kenai Peninsula Borough	12-13	Combined with leave	Yes
Kodiak	12	12	Yes
Palmer	11	Combined with leave	Yes
Seward	11.5	Combined with leave	Yes
Sitka	11	18	Yes
Soldotna	12	15	Yes
South Peninsula Hospital	8	8	Yes
Unalaska	12	Combined with leave	Yes
Wasilla	11	Combined with leave	Yes

**Leave Policies**

City	Total Leave Hour Cap	Cash out or Lose over Cap	Emergency Leave Cash outs	Comp time for non-exempt employees
Cordova	240	Lose normally	Yes	No
Fairbanks	No cap	Cash out	Yes	Yes, 240 hours
Homer	720	Cash out	Yes	Yes, 80 hours
Kenai	604 40 hr 896 56 hr	Cash out	Yes, leave 80 hr balance Yes, leave 56 hr balance	Yes
Kodiak	480 regular 638 platoon	Cash out	Yes, leave 80 hr balance	No
KP Borough	800	Cash out	Yes leave 80 hr balance	Yes, 80 mgmt 160 union
Palmer	500	Cash out	Yes leave 80 hr balance	Yes 240 hours
Sitka	480	Cash out	Yes	No
Soldotna	360	Cash out	Yes leave 40 hr balance	No
South Peninsula Hospital	400	Cash out	Yes, leave 120 hr balance	No
Unalaska	768	Leave stops accruing after 768	Yes leave 80 hr balance	No
Wasilla	720	Cash out	Yes	No

**Additional Benefits**

City	Part-time/ Seasonal Benefits	Clothing Allowance Police/Dispatch/Jail	On-Call pay per Hr.	Shift Differential Swing/Graveyard	Temporary pay assignment
Cordova	No	No	\$5.00 police \$2.00 W/S	4%	Occasionally

Fairbanks	No	\$200-\$500	2 hr minimum	5%/10%	Acting pay
Homer	Yes, PT prorated	Yes	\$3.00 hr	2%/4%	Yes
Kenai	No	\$200-\$800 annually	2 hr minimum	2%/4%	Acting pay
Kodiak	Yes, PT prorated	Uniforms provided	None	4%/5%/6%	5%
KP Borough	Yes PT prorated	\$3-\$6.25 biweekly FF, Mtc/solid waste	Yes-varies	3.75%/7.5%	7%
Palmer	Yes	\$560 per year	No	3%/6%	No
Sitka	No	Yes	\$2.25 hr	2.5%/5%	Yes
Soldotna	Yes	\$1200 police	\$1.50 hr.	\$.60 hr	3%
South Peninsula Hospital	No	No	\$4.00 hr	\$2/\$3.50 Fri to Sun \$1	No
Unalaska	Yes	Yes	2 hour call out	5%/10%	Yes
Wasilla	Yes	\$30 pay period	Yes-varies	Yes-varies	5%

### Additional Programs

City	Deferred Compensation	Flexible Spending	Alfac Plans	Additional Programs
Cordova	Yes	Yes	Yes	
Fairbanks	Yes	Yes	Yes	
Homer	Yes	Yes	Yes	Wellness programs
Kenai	Yes	Yes	Yes	
Kenai Peninsula Borough	Yes	Yes	Yes	
Kodiak	Yes	No	Yes	
Palmer	Yes	No	Yes	
Sitka	Yes	No	Yes	
Soldotna	Yes	No	Yes	City offsets insurance deductible
South Peninsula Hospital	Yes, 403 plan	Yes	Yes	Wellness benefit, 50% reimbursement of health programs up to \$400 annually
Unalaska	Yes	No	Yes	PERS voluntary savings program
Wasilla	Yes	No	Yes	HRA

### Award Programs

City	Years of Service Awards	Employee of the Month/Year	Other Award Programs
Cordova	\$10 per year award for 5, 10, 15, 20 years	No	No
Fairbanks	No	No	No
Homer	5 yr increment \$50 gift 20 yr day off, \$200 gift 30 yr day off \$300 gift	No	No
Kenai	Certificates for every 5 years of service	No	No
Kenai Peninsula Borough	No	No	No
Kodiak	5, 10, 15, 20, 25, 30, 35 service pins	No	No
Palmer	No	No	No
Sitka	No	No	No
Soldotna	5, 10, 15, 20, 25, 30 year pin and certificate	No	No
South Peninsula Hospital	Pin, gift after 20 years	Employee of the quarter, \$200, 6 \$25 meal tickets, party	
Unalaska	2 yr pin, 10 & 15 year plaque	No	Special awards in recognition of exceptional employees
Wasilla	No	No	No

**Personnel Policies**

City	How many salary steps on wage scale	How often are increases given	Additional salary increases for employee at the end of wage scale
Cordova	12 exempt, 8 union	Merit based	No
Fairbanks	2		
Homer	15	Annually	No
Kenai	9	A-F annually Every two years after	After 2 years at last step 2% longevity bonus annually
Kenai Peninsula Borough	12	Step 1-3 Annual Step 3-10 Biennial Step 10-12 Triennial	COLA and/or professional licensing
Kodiak	15	1-5 every 6 mo 6-12 annually 13-15 bi-annual	No
Palmer	9	Annually	Longevity 3.5% every two years
Sitka	15 (contracts differ)	Occasionally	Yes
Soldotna	9 plus 5 longevity every two years	Annually	Negotiated annual increases
South Peninsula Hospital	31	Annually	Negotiable
Unalaska	10 union 3% on-union	Annually	1.5% after last step union and non-union
Wasilla	13 non-union	Annually	No

**COLA's**

City	2006	2007	2008	2009	2010	2011
Cordova	0	0	0	0	0	0
Fairbanks	2.5%	3.5%	3.2%	2.5%	2.5%	?
Homer	2%	3%	4%	2%	0	0
Kenai	3%	2%	5%	4.5%	1.1%	?
Kenai Peninsula Borough	3.8%	2.2%	2.9%	4.5%	3.0%	2%
Kodiak	0	0	0	0	0	0
Palmer	0	0	3%	0	0	0
Seward	2.6	3.0	2.5	4.6	0	1.2
Sitka	0	0	1.5%	0	0	0
Soldotna	0	2%	3.5%	3.5%	1.8/2.5%	1.5/3.5%?
South Peninsula Hospital	2-3%	2-3%	2-3%	2-3%	2-3%	2-3%
Unalaska	0	0	0	3%	0	0
Wasilla	0	0	0	3.3%	2.7%	?

