



## **SUPPLEMENTAL PACKET**

### **City Council Regular Meeting**

**Monday, January 8, 2024**

City Hall Cowles Council Chambers In-Person & Via Zoom Webinar

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#### **Homer City Hall**

491 E. Pioneer Avenue  
Homer, Alaska 99603  
[www.cityofhomer-ak.gov](http://www.cityofhomer-ak.gov)

<https://cityofhomer.zoom.us>

Dial: 346-248-7799 or 669-900-6833;  
(Toll Free) 888-788-0099 or 877-853-5247

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#### **WORK SESSION**

Exempt Employee Wage Scale supplemental material from Personnel Director re: parity on the Peninsula

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COH Exempt employees, on average, are making 83% of average starting wage on central peninsula

COH Exempt employees, on average, are making 90% of average max wage on central peninsula

### Chief Technology Officer (IT)

	Starting Minimum	Ending Max
Homer	\$73,174	\$113,568
Kenai	\$87,542	\$115,545
Soldotna	\$88,088	\$123,323
KPB	\$91,616	\$138,177
Average	\$85,105	Average \$122,653
Homer = 85% of average minimum		Homer = 92% of average max

### City Clerk

Homer	\$76,918	\$119,329
Kenai	Do not have	
Soldotna	contract	\$130,000
KPB	contract	\$122,636
Average		Average \$123,988
Homer = 96% of average max		

### City Planner

Homer	\$71,344	\$110,801
Kenai	\$87,542	\$115,545
Soldotna	\$92,414	\$129,417
KPB	\$91,616	\$138,177
Average	\$85,729	Average \$123,485
Homer = 83% of average minimum		Homer = 89% of average max

### Community Recreation Manager

\*\*position has less duties than peninsula counterparts

Homer	\$62,254	\$96,636
Kenai	\$87,542	\$115,545
Soldotna	\$97,094	\$135,886
KPB	\$85,640	\$129,040
Average	\$83,132	Average \$119,276
Homer = 75% of average minimum		Homer = 81% of average max

**Economic Development Manager**

Homer	\$71,344	\$110,801
Kenai	\$87,542	\$115,545
Soldotna	\$92,414	\$129,417
KPB	\$74,654	\$108,923
Average	\$81,488	Average \$116,171
Homer = 87% of average minimum		Homer = 95% of average max

**Finance Director**

Homer	\$78,852	\$122,345
Kenai	\$117,469	\$155,056
Soldotna	\$107,078	\$149,822
KPB	\$98,081	\$148,049
Average	\$100,370	Average \$143,818
Homer = 78% of average minimum		Homer = 85% of average max

**Fire Chief**

Homer	\$76,918	\$119,329
Kenai	\$106,386	\$140,424
Soldotna	N/A	
KPB	\$91,616	\$138,177
Average	\$91,640	Average \$132,643
Homer = 84% of average minimum		Homer = 90% of average max

**HR Director**

Homer	\$74,984	\$116,334
Kenai	\$87,542	\$115,545
Soldotna	\$88,088	\$123,323
KPB	\$98,081	\$148,049
Average	\$87,173	Average \$125,812
Homer = 86% of average minimum		Homer = 92% of average max

**Library Director**

Homer	\$74,984	\$116,334
Kenai	\$87,542	\$115,545
Soldotna	\$88,088	\$123,323
KPB	N/A	
Average	\$83,538	Average \$118,400
Homer = 90% of average minimum		Homer = 98% of average max

**Police Chief**

Homer	\$78,852	\$122,345
Kenai	\$111,739	\$147,507
Soldotna	\$107,078	\$149,822
KPB	N/A	
Average	\$99,223	Average \$139,891
Homer = 79% of average minimum		Homer = 87% of average max

**Port Director**

Homer	\$76,918	\$119,329
Kenai	N/A	
Soldotna	N/A	
KPB	N/A	

No comparisons on central peninsula

**PW Director**

Homer	\$78,852	\$122,345
Kenai	\$111,739	\$147,507
Soldotna	\$107,078	\$149,822
KPB	N/A	
Average	\$99,223	Average \$139,891
Homer = 79% of average minimum		Homer = 87% of average max

**Special Projects Coordinator**

Homer	\$71,344	\$110,801
Kenai	\$87,542	\$115,545
Soldotna	\$92,414	\$129,417
KPB	\$74,654	\$108,923
Average	\$81,488	Average \$116,171
Homer = 88% of average minimum		Homer = 95% of average max