



AGENDA

City Council Work Session

Monday June 12, 2022 at 4:00 PM

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

Homer City Hall

491 E. Pioneer Avenue
Homer, Alaska 99603
www.cityofhomer-ak.gov

Zoom Webinar ID: 965 8631 4135 Password: 792566

<https://cityofhomer.zoom.us>
Dial: 346-248-7799 or 669-900-6833;
(Toll Free) 888-788-0099 or 877-853-5247

1. CALL TO ORDER, 4:00 P.M.

2. AGENDA APPROVAL (Only those matters on the noticed agenda may be considered, pursuant to City Council's Operating Manual)

3. DISCUSSION TOPIC(S)

5.A. 2023 City of Homer Salary and Benefits Survey

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4. COMMENTS OF THE AUDIENCE (3 minute time limit)

5. ADJOURNMENT NO LATER THAN 4:50 PM Next Regular Meeting is Monday, June 26, 2023 at 6:00 p.m., Committee of the Whole at 5:00 p.m. All meetings scheduled to be held in the City Hall Cowles Council Chambers located at 491 E. Pioneer Avenue, Homer, Alaska.



City of Homer

www.cityofhomer-ak.gov

Human Resources

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Homer, Alaska 99603

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Memorandum

TO: City Council

THROUGH: City Manager Dumouchel

FROM: HR Director Browning

DATE: 03/07/2023

SUBJECT: Salary and Benefits Survey Analysis

Section 4.2.2 of the Personnel Regulations requires the HR Director to: "review the Position Classification System no less than every five years and report the findings to the City Manager for review."

Overview

In the fall of 2022, 12 surveys were sent out to municipalities in Alaska. Of those 12, nine municipalities chose to participate. Updates of wage scales were additionally submitted in January 2023 to capture those participants who had COLA's effective January 1, 2023. This ensures the parity study illustrates the most current information possible.

HR Directors and Payroll staff of various employers coordinated with HR Director Browning to review job descriptions and match COH positions to parallel positions within their organizations. In Homer, as well as other cities, most job descriptions have widely varying duties, which makes it difficult to match some positions. The goal was to make an "apples to apples" comparison. If an employer had no comparable position, they were omitted from that job title. If they had a similar position but it was determined that there were more or less duties, that information is noted in the comments box.

Some municipalities additionally have longevity pay/steps. In those cases, there are a certain number of steps after the regular pay scale steps, in which pay increases can be granted every two years.

A benefits section which compares major medical, dental, and vision insurance is also included. Additionally, other benefits such as Annual Leave, Holidays, and Life Insurance were also compared.

Salaries

Overall based on the average between entry and ending salaries the City of Homer is comparable with other employers in the survey. There are some COH salaries that initially appear lower than comparable positions. However, after review, these positions either have less responsibility/ duties, do not supervise staff (as the other positions listed do), or other easily identifiable factors.

There are five (5) COH positions that have low entry salaries and either low or significantly low ending salaries:

1. City Manager; the average salary of the CM positions included in the survey is \$157,045. City Manager Dumouchel's salary is \$144,900, which is \$12,145 less than the average.
*The CM is a contract position, pay rate is determined by Council, and not included on the COH wage scale.
2. Finance Director; the entry salary for position is low, the ending salary for position is significantly low.
3. Chief of Police; the entry salary for position is low, the ending salary for position is significantly low.
4. Fire Chief; the ending salary for position is low.
5. Public Works Director; the ending salary for position is low.
*COH's position is PW Director and City Engineer. This should be two jobs.
Splitting these duties between two positions is recommended when considering capacity, and rate of pay/ parity.

The Finance Director, Chief of Police, Fire Chief, and Public Works Director ending rates of pay on the COH pay scale/ salary schedule are problematic. Additionally, many of our leadership positions appear to be in-line with other municipalities for ending rate of pay. But when you consider the longevity pay others offer, our positions fall behind in ending rate of pay.

Unless additional ranges are added, or additional steps inserted at the end of the pay scale (steps beyond "O" or longevity pay), these positions will continue to be underpaid, which can create an issue with retention, and will be problematic for future recruitments.

Wage/Pay Compression

Pay compression is a compensation issue that develops over time. It occurs when there is little difference in pay between employees regardless of difference in their respective knowledge, skills, and abilities. The COH has only added two additional ranges (26/27) to the wage scale in the past 15+ years. During this time, the non-department head supervisory positions have grown to require greater knowledge/education, skills, training, and experience. Those positions have climbed up the ranges on the wage scale, and been compensated appropriately. However, due to the wage scale being limited by max ranges, the compensation difference between what Department Heads and some Division Heads earn is minimal- even though we require significant experience and training for our Department Head positions.

Other municipalities have pulled leadership positions (Department Heads and some Division Heads) off the standard wage scale and onto a separate, updated wage scale. This is something I would encourage the City of Homer to explore.

Longevity Pay

Many municipalities have longevity pay, which is a standard tool for recruitment and retention. For example, the City of Kenai offers longevity pay to all employees who have received a rating of satisfactory or better in their last performance evaluation, who have been at step CC for a period of at least two (2) years, and who have not received a range increase or a non-cost of living pay increase within their current pay range within the twelve (12) months prior to July 31 will be paid a longevity pay of two percent (2%) of their annual pay rate (excluding overtime). Longevity pay is paid just once a year on the first payroll in August.

The City of Soldotna also offers longevity pay. Once an employee reaches the longevity step they receive a 2% increase every two years thereafter with favorable evaluations. This step increase is for regular employees only and takes effect on their anniversary date.

The City of Homer does not offer longevity pay. If an employee maxes out at a step "O" that is where they stay, and cannot receive any future bumps in pay unless the Council approves a COLA. I recommend that the City of Homer update implements longevity pay to assist with recruitment of future talent, and retention of current employees.

Benefits

Health Insurance; Self-funded vs. Fully-insured

Two employers that participated in the survey are self-funded, the rest are fully-insured. In a self-funded plan the employer takes on the financial risk of funding their health plan from its assets and becomes responsible for managing and administering the benefits plan. Employers that are fully-insured buy their own insurance in the open market. In effect, fully-insured employers are paying an insurance company to assume the risk that they will pay out more in benefits than they collect in premiums. Up until 2015 the COH was self-funded. Since that time we have been fully-insured, with Premier Blue Cross Blue Shield as our major medical carrier. The benefits paid out by Premier have exceeded the employer premiums collected each year since 2015, so the switch to a fully-insured plan has proven effective for the COH.

Deductibles

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) is fairly standard.

The out-of-pocket (family) amount for the COH is \$12,000 which is considerably higher than all but one other municipality (who also has a \$12,000 out-of-pocket max (family)).

Employee Premiums

Out of 8 employers who provided medical premium information:

- Five have employee shares, while three (Palmer, Seward, Wasilla) charge \$0 for employee only premiums, opting to cover 100% of employee healthcare.
- Six have dependent shares, while only two (Seward & Wasilla) charge \$0 for dependent coverage, opting to cover 100% of employees & their dependent's healthcare. While this is an amazing benefit, obviously most employers cannot sustain this, instead opting to have the employees cover a percentage of the costs.
- Homer's employee premiums fall near the mid-range in all categories: Employee Only, Employee + Spouse, Employee + Child(ren), and Family

Employee Share of Premiums

The employee share, what the City of Homer employees pay per health plan, is average. Some municipalities charge a higher % for employee share, but some cover the cost for medical entirely (\$0 cost to employees). Employees are working hard to keep healthcare costs down! Additionally, Administration and the Employee Committee continue to work together annually to select health plan options that will contain costs.

Prescription Coverage

Prescription coverage is relatively the same.

Dental Coverage

Dental coverage is relatively the same, except several employers did not cover orthodontic (braces).

Vision Coverage

Vision coverage is relatively the same.

Life Insurance

The City of Homer offers Life Insurance coverage at an employee's annual base salary (up to \$100,000). Only two other employers offer life insurance at the employee's annual salary rate (Kenai & KPB). Most employers offered a flat rate, or have a maximum amount attached which may not be equal to the employee's annual salary. This is a great benefit for the City of Homer employees at a minimal cost to the City. The average cost of life insurance provided for all City of Homer employees is around \$12,000 annually.

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. Salary steps & wage scales can vary greatly per municipality based on unions.

COLA's

Several employers have not given COLA's (Cost of Living Adjustments) on a regular basis. It was noted in conversations that some employers have union contracts, and COLA's are negotiated in the Collective Bargaining Agreements (salary contracts) and not separately. The City of Homer implemented COLA's for the past six consecutive years: 1.5%, 0.5%, 0.5%, 3%, 1%, and 7%. As illustrated in the parity study, our wage scale is starting to keep up with other municipalities for the first time in years! (Excluding Longevity Pay). However, the City's compensation value decreases when we do not provide a COLA. Adding an annual COLA helps employees keep up with inflation and allows the City's wage scale to remain competitive. This in turn helps with recruitment and employee retention, which is critical. Our employees are our most valuable asset!

CITY OF HOMER



SALARY & BENEFITS SURVEY 2022

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. Master's degree desired. Five years of management and supervisory experience required.

	Salary	Years in position	Contract Y/N	Exempt Y/N	Additional Benefits
City of Homer	\$144,900	2.5	Y	Y	City pays health premiums Vehicle allowance, \$250/mo
City of Cordova	\$130,000	3	Y	Y	Use of city car
City of Kenai	\$161,000	2 months	Y	Y	40 additional hours of admin leave Vehicle allowance, \$300/mo
City of Kodiak	\$182,520	5.5	Y	Y	
City of Palmer	\$145,000	2.5	Y	Y	City provided car
City of Seward	\$165,838	2	Y	Y	
City of Soldotna	\$152,105 *currently advertised \$140,000- \$170,000	5yrs	Y	Y	Vehicle allowance, \$500/mo. Phone Allowance, \$75/mo. 80 additional hours of admin leave City pays health premiums for family coverage
City of Unalaska	\$175,000 *currently advertised				

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, Special Event Permits, Monthly/ Annual dept. statistics. Five years administrative experience. Associate's degree required, Bachelor's preferred.

	Starting Salary	Ending Salary	Comments
City of Homer	\$25.90	\$40.23	
City of Cordova			
City of Kenai	\$39.66	\$47.59	Assistant to City Manager/ Special Projects Coordinator More duties; Longevity Pay
City of Seward	\$21.32	\$30.87	Executive Assistant to City Manager
City of Soldotna	\$38.61	\$49.92	

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. Serves as the City's Public Information Officer. Bachelor's degree and five years' experience in economic development, special project initiatives, and grant writing or related field.

	Starting Salary	Ending Salary	Comments
City of Homer	\$33.80	\$52.48	Exempt
City of Cordova	\$28.34	\$41.48	Exempt
City of Kenai	\$39.66	\$47.59	Assistant to CM (see above position) Not resp. for CIP
City of Palmer	\$35.42	\$57.88	Director of Community Development; more duties
City of Seward	\$42.85	\$62.14	Assistant City Manager; More duties
City of Wasilla	\$50.99	\$67.83	Deputy Administrator, oversees some divisions; More duties
Kenai Peninsula Borough	\$35.19	\$49.40	Community Fiscal Projects Manager, grant administration and economic activity

Community Recreation Manager

Develops and administers a program of community activities and projects of a recreational nature for the benefit of the community. Three to five years of Park's administrative experience and five years recreational management experience required. Bachelor's degree preferred.

	Starting Salary	Ending Salary	Comments
City of Homer	\$29.49	\$45.77	Exempt; Less duties
City of Cordova	\$30.46	\$44.37	Exempt; Director Parks & Recreation; More duties
City of Kenai	\$39.68	\$52.37	Exempt; Parks & Recreation Director; More duties
City of Seward	\$37.08	\$53.77	Exempt; Parks & Recreation Director, Rec Center, Sports, Parking, Campgrounds and Parks; More duties
City of Soldotna	\$39.68	\$52.37	Exempt; Parks & Recreation Director; More duties
City of Wasilla	\$50.99	\$67.83	Recreational & Cultural Services Director; More duties
Kenai Peninsula Borough	\$40.37	\$58.53	Recreation Director-North Pen Recreation Service Area, (Nikiski area services); More duties

HR Director

Responsible for citywide personnel functions such as maintaining personnel files, administering health, life and other city benefits, monitoring employee appraisal system. Responsible for developing and implementing Personnel Regulations, advertising and processing employment applications. Ensures compliance with local, state, and federal laws. Responsible for CDL Alcohol and Drug Testing Program. Five years' of human resources management. Bachelor's degree in required.

	Starting Salary	Ending Salary	Comments
City of Homer	\$35.52	\$55.10	Exempt; Degree required
City of Cordova	\$30.46	\$44.37	Exempt; Degree preferred, not required
City of Kenai	\$39.68	\$52.37	Exempt; Dept. Head
City of Palmer	\$28.57	\$46.34	Exempt; Human Resources Manager
City of Seward	\$34.50	\$50.02	Exempt; Human Resources Manager
City of Soldotna	\$38.61	\$49.92	Exempt; Accountant/HR Manager
City of Wasilla	\$38.31	\$50.96	Exempt; HR Manager
Kenai Peninsula Borough	\$46.23	\$67.15	Exempt; Director of HR

Chief Technology Officer

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 with enterprise-grade computer systems, including project management experience.

	Starting Salary	Ending Salary	Comments
City of Homer	\$34.66	\$53.80	Exempt * New position
City of Cordova	\$28.35	\$41.48	Exempt
City of Kenai	\$39.66	\$47.59	
City of Seward	\$39.86	\$57.80	Exempt; IT Director
City of Soldotna	\$38.61	\$49.92	Exempt
City of Wasilla	\$38.31	\$51.96	Exempt; IT Manager
Kenai Peninsula Borough	\$43.18	\$62.67	Exempt; Director of IT

Network Administrator

This position is responsible for the overall citywide operational management of the City of Homer's telecom needs, including the implementation and integration of system and technology initiatives necessary to achieve organizational goals. Bachelor of Science degree or equivalent work experience in a related field and five years' experience in managing complex network computer systems.

	Starting Salary	Ending Salary	Comments
City of Homer	\$30.37	\$47.14	
City of Seward	\$32.47	\$47.02	Senior IT Tech
City of Soldotna	\$27.40	\$35.45	IT Technician
City of Wasilla	\$32.91	\$43.77	IT Network Support Specialist
Kenai Peninsula Borough	\$29.65	\$49.94	Sr Helpdesk Tech, Helpdesk Spvr, Network IT Admin

IT Support Specialist

Assists with overall operations of information systems and new media enhanced technology for City government and enterprise functions Degree in related field and 3-5 years of networking experience, or equivalent applicable work experience preferred.

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.10	\$37.40	
City of Soldotna	\$27.40	\$35.45	IT Technician

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. Five years' experience in legal/ legislative work as a City Clerk or similar position. Municipal Clerks Certification required.

*Acts as Administrative Services Supervisor to facilitate collaboration and nexus between the Clerk and Finance teams within the Administrative Department, and other departments within the City. **Homer only: City Clerk/ Deputy Director of Administration.

	Starting Salary	Ending Salary	Comments
City of Homer	\$36.43	\$56.53	Exempt; Also Deputy Director of Administration
City of Cordova		\$46.97	Exempt; Contract; Associate Degree preferred
City of Kenai		\$52.89	Exempt; Contract
City of Seward		Not provided	Exempt; Contract
City of Soldotna		\$44.67	Exempt; Contract
City of Wasilla	\$50.99	\$67.83	Exempt
Kenai Peninsula Borough		\$58.96	Exempt; Borough Clerk

Deputy City Clerk II

Performs a full range of administrative duties. Assists the City Clerk. Acts as recording clerk for commissions and committees as assigned. Provides staff support to Council and Commissions. Required to follow local, state, and federal laws pertaining to job duties. Two years clerical experience. Certified Municipal Clerk certification within five years of hire required.

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.99	\$38.82	
City of Cordova	\$28.35	\$41.48	Exempt; Acts as Clerk in Clerk's absence
City of Kenai	\$25.59	\$30.71	Admin Assistant II/ Deputy City Clerk
City of Palmer	\$23.97	\$38.59	Deputy City Clerk
City of Seward	\$26.83	\$38.86	Deputy City Clerk
City of Soldotna	\$32.28	\$41.76	Deputy Clerk
City of Wasilla	\$29.91	\$39.81	Deputy City Clerk
Kenai Peninsula Borough	\$35.19	\$49.40	Exempt; Acts as Clerk in Clerk's absence, project responsibilities; More duties

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. Requires extensive knowledge of city planning principles, land/facility use and development, permitting and research methods. Four years' experience in planning or closely related field. American Institute of Certified Planners (AICP) certification preferred.

	Starting Salary	Ending Salary	Comments
City of Homer	\$33.80	\$52.48	Exempt
City of Cordova	\$30.46	\$44.37	Exempt, Master's degree desirable
City of Kenai	\$39.68	\$52.37	Exempt; Planning Director. Department Head
City of Seward	\$37.08	\$53.77	Exempt; Planner
City of Soldotna	\$42.52	\$55.01	Exempt; Director of Economic Development & Planning
City of Wasilla	\$34.83	\$46.33	Exempt
Kenai Peninsula Borough	\$43.18	\$62.67	Exempt; Director of Planning

Deputy City Planner

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 required. Two years' experience with GIS, ArcView/Arc Info software.

	Starting Salary	Ending Salary	Comments
City of Homer	\$33.80	\$52.48	Exempt; Dual Role as Economic Development Manager; More duties
City of Seward	\$29.52	\$42.75	GIS Technician
City of Soldotna	\$29.97	\$38.76	Associate Planner
City of Wasilla	\$24.73	\$32.89	Planning Clerk
Kenai Peninsula Borough	\$33.95	\$43.62	Senior GIS Technician

Associate Planner

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. Four years in Planning or equivalent experience required.

	Starting Salary	Ending Salary	Comments
City of Homer	\$26.81	\$41.62	
City of Kenai	\$26.85	\$32.22	Administrative Assistant III/Code Enforcement
City of Wasilla	\$32.28	\$42.95	Code Compliance Officer; will be downgraded in July
Kenai Peninsula Borough	\$31.73	\$40.77	Code Compliance Officer

LIBRARY

Library Director

Responsible for directing the operations of the library to ensure quality library service to the community. Requires Graduate degree in Library and Information Science, at least five years professional library experience, and two years supervisory experience. Extensive knowledge of current methods and practices of public library administration, including personnel management, collection development, budgeting and planning, grant writing and implementation, cataloging, classification, and bibliographical control of library and information resources, automated information retrieval systems, and on-line database sources.

	Starting Salary	Ending Salary	Comments
City of Homer	\$35.52	\$55.10	Exempt, More duties- supervises IT division
City of Cordova	\$28.34	\$41.48	Exempt
City of Kenai	\$39.68	\$52.37	Exempt; Department Head
City of Palmer	\$27.03	\$43.80	
City of Seward	\$34.50	\$50.02	Exempt; oversees Museum & Historic Preservation Commission
City of Soldotna	\$38.61	\$49.92	Exempt
City of Wasilla	\$34.83	\$46.33	Exempt

Deputy Library Director

The Library Deputy Director is responsible for the day-to-day management of library operations, focused primarily on public-facing duties. Such duties include developing the library collection, providing circulation and reference service, and maintaining facilities and equipment. The Deputy Director also assists the Director of the Library and Information Technology Services Department with administrative functions. Bachelor's degree required.

	Starting Salary	Ending Salary	Comments
City of Homer	\$28.60	\$44.39	**New position
City of Soldotna	\$32.28	\$41.76	Assistant City Librarian

Youth Services Librarian

Under limited supervision, performs and has oversight of youth services to the community through education and outreach. Performs a variety of library services including reference assistance, planning and conducting library programs, selecting and maintaining youth library materials. Graduation from an accredited four-year college required, Master of Library Science degree from an American Library of Assoc. accredited school of Librarianship preferred. At least three years' experience working in a library setting, including at least one year of experience with youth services.

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.99	\$38.82	
City of Cordova	\$21.62	\$30.32	Union position
City of Kenai	\$22.08	\$26.50	Library Assistant/Youth Services Coordinator
City of Palmer	\$20.91	\$33.45	
City of Soldotna	\$28.29	\$36.59	Librarian I; More duties
City of Wasilla	\$29.91	\$39.81	Youth/User Services Librarian (supervisory position)

Library Technology Specialist

Responsible for providing ongoing Level I & II technical support of Information Systems and processes. Performs technical service functions related to development and maintenance of electronic resources, cataloging, and patron access to resources. Bachelor's degree or education equivalent to two years at college level with three years library experience.

	Starting Salary	Ending Salary	Comments
City of Homer	\$22.23	\$34.53	

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. Bachelor's degree or equivalent education and experience (two years at college level with three years library experience).

	Starting Salary	Ending Salary	Comments
City of Homer	\$22.23	\$34.53	
City of Cordova	\$21.62	\$30.32	Union position
City of Palmer	\$19.36	\$30.87	Library Assistant
City of Seward	\$22.18	\$32.12	Library/ Museum Program Coordinator
City of Wasilla	\$24.73	\$32.89	Library Aide III

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.

	Starting Salary	Ending Salary	Comments
City of Homer	\$20.35	\$31.59	
City of Palmer	\$16.30	\$25.71	Library Specialist
City of Soldotna	\$21.25	\$27.46	Library Clerk II; More duties
City of Wasilla	\$20.05	\$26.67	Library Aide II

Library Technician I

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

	Starting Salary	Ending Salary	Comments
City of Homer	\$17.46	\$27.14	
City of Palmer	\$14.78	\$23.13	
City of Seward	\$21.32	\$30.87	Library/ Museum Technician
City of Soldotna	\$18.20	\$23.53	Library Clerk I, More duties
City of Wasilla	\$17.02	\$22.67	Library Aide I

Library Aide/ Sub

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

	Starting Salary	Ending Salary	Comments
City of Homer	\$15.54	\$24.13	Temporary or Casual Position; not regular F/T or P/T
City of Cordova	\$19.93	\$27.96	Union position
City of Kenai	\$19.09	\$22.91	Library Aide
City of Soldotna	\$14.30	\$17.41	Library Page
City of Wasilla	\$11.83	\$15.74	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 Administration, Accounting or Public Administration. Master's degree in a related field or certification as a Certified Public Accountant is preferred. Six years' experience in fund accounting and financial work required. Professional government experience including general funds, enterprise funds and special assessment districts preferred, including auditing procedures. Must have at least 3 years' experience in a supervisory capacity.

	Starting Salary	Ending Salary	Comments
City of Homer	\$37.35	\$57.95	Exempt
City of Cordova		Not provided	
City of Kenai	\$53.24	\$70.27	Exempt
City of Palmer	\$35.42	\$57.88	Exempt
City of Seward	\$42.85	\$62.14	Exempt
City of Soldotna	\$49.26	\$63.68	Exempt
City of Wasilla	\$50.99	\$67.83	Exempt
Kenai Peninsula Borough	\$46.23	\$67.15	Exempt

Controller

Directs and coordinates all accounting and operational functions and auditing; performs complex accounting and auditing functions of specialized accounts and records; assists in preparation of internal and external financial statements, records and reports; Evaluates accounting and internal control systems; supervises staff performing technical general accounting functions. Serves as Deputy Treasurer. Bachelor's degree in accounting. Five years' accounting experience with at least three years of general ledger accounting experience.

	Starting Salary	Ending Salary	Comments
City of Homer	\$30.37	\$47.14	
City of Cordova	\$30.46	\$44.37	Exempt
City of Kenai	\$43.74	\$52.49	Exempt
City of Seward	\$39.86	\$57.80	Exempt: Deputy Finance Director – more duties
City of Wasilla	\$46.35	\$61.66	Exempt
Kenai Peninsula Borough	\$40.37	\$58.28	Exempt; Accounting Manager/ Controller

General Ledger Accountant

Responsible for all general accounting functions and Special District Assessments. Performs accounting analysis for cash, account payables, account receivables, reconciliations, and provides appropriate accounting information to internal and external customers when needed. Bachelor's degree in accounting. Five years of accounting experience with three years general ledger accounting experience.

	Starting Salary	Ending Salary	Comments
City of Homer	\$28.60	\$44.39	
City of Seward	\$29.52	\$42.75	Senior Accountant
City of Wasilla	\$34.83	\$46.33	Exempt ; Tax Auditor/Accountant
Kenai Peninsula Borough	\$37.70	\$52.93	Exempt; Manager – Financial Planning – More duties

Accounting Technician – Utility Billing

Responsible for all Water & Sewer Billing functions. Responsible for reconciling accounts receivable subsidiaries to the General Ledger and preparing accounts receivable audit schedules. Responsible for billing and collection of city-wide accounts receivables. Associates degree in accounting required. Five years' experience and working knowledge in receivables billing and collection.

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.99	\$38.82	
City of Seward	\$22.32	\$35.33	Accounting Tech III
City of Soldotna	\$28.29	\$36.59	Account Clerk III- AP/AR
Kenai Peninsula Borough	\$27.71	\$35.61	General Accounts Specialist – Accts Payable Lead AP

Accounting Technician - Accounts Payable

Processes and maintains accounting records and transactions relative to Accounts Payable, records and reconciles project/grant accounting records, assists with the budget and audit process. Five years' experience and working knowledge of accounts payable and financial reporting to multiple agencies (internal and external).

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.99	\$38.82	
City of Cordova	\$22.52	\$31.59	Union position
City of Seward	\$21.32	\$30.87	
City of Soldotna	\$28.29	\$36.59	Account Clerk III- AP/AR
City of Wasilla	\$24.73	\$32.89	Finance Clerk III, Accounts Payable
Kenai Peninsula Borough	\$29.65	\$40.77	Grants/Treasury Accountant I/II– No AP duties

Accounting Technician III - Payroll

Prepares, records and reconciles bi-weekly payroll. Records and reconciles payroll accounting records, assists with budget and audit process. Experience with computerized accounting systems required. Five years' experience in accounting. Some college courses pertaining to accounting required.

	Starting Salary	Ending Salary	Comments
City of Homer	\$23.15	\$35.95	
City of Kenai	\$28.20	\$33.84	Accounting Tech II
City of Palmer	\$23.97	\$38.59	More duties
City of Seward	\$22.18	\$32.12	Payroll & AP
City of Soldotna	\$29.97	\$38.76	Accounting Clerk IV- PR/HR Assistant; More duties
City of Wasilla	\$24.73	\$32.89	Finance Clerk III/ Payroll
Kenai Peninsula Borough	\$33.95	\$43.62	Payroll Accountant – More duties, More experience required

Accounting Technician I

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 in duties requiring high public contact required.

	Starting Salary	Ending Salary	Comments
City of Homer	\$21.31	\$33.05	
City of Cordova	\$21.62	\$30.32	Union position, similar duties
City of Kenai	\$26.85	\$32.22	Accounting Tech I
City of Palmer	\$16.30	\$25.71	Part-time Cashier/ Less duties
City of Seward	\$22.18	\$32.12	Accounting Tech Utility
City of Soldotna	\$25.84	\$33.38	Admin Assistant; More duties.
City of Wasilla	\$22.47	\$29.90	Finance Clerk II, Utilities/Receivables/Cashier
Kenai Peninsula Borough	\$24.21	\$31.10	Senior Account Clerk – Revenue – Two years' experience

POLICE DEPARTMENT

Chief of Police

Supervises and directs the activities of the Police Department. Ten years police experience. Requires Advanced Certification from Alaska Police Standards, and graduation from the FBI National Academy or the Southern Police Institute (SPI).

	Starting Salary	Ending Salary	Comments
City of Homer	\$44.67	\$57.95	Contract, Exempt
City of Cordova	\$33.51	\$48.80	Exempt, Can be hired outside this pay range
City of Kenai	\$50.64	\$66.85	Exempt; No Jail
City of Palmer	\$35.42	\$57.88	Exempt
City of Seward	\$42.85	\$62.14	Exempt
City of Soldotna	\$49.26	\$63.68	Exempt;
City of Wasilla	\$50.99	\$67.83	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, and graduation from the FBI National Academy or the Southern Police Institute (SPI).

	Starting Salary	Ending Salary	Comments
City of Homer	\$42.48	\$55.10	Additional liability + duties w/ Jail
City of Kenai	\$48.21	\$57.85	Exempt; No Jail
City of Seward	\$39.86	\$57.80	Exempt; Deputy Police Chief
City of Soldotna	\$42.52	\$55.01	No jail
City of Wasilla	\$46.35	\$61.66	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 working as a Police Officer. Requires Intermediate Certification from Alaska Police Standards and Associate's degree or equivalent in experience and education in police related field.

	Starting Salary	Ending Salary	Comments
City of Homer	\$40.46	\$52.48	
City of Kenai	\$41.66	\$49.99	
City of Palmer	\$27.03	\$43.80	
City of Seward	\$34.50	\$50.02	
City of Soldotna	\$38.83	\$56.24	
City of Wasilla	\$41.78	\$60.93	

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.

	Starting Salary	Ending Salary	Comments
City of Homer	\$37.36	\$48.49	

Police Officer II

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

	Starting Salary	Ending Salary	Comments
City of Homer	\$36.34	\$47.14	
City of Palmer	\$25.51	\$41.23	
City of Wasilla	\$33.88	\$49.37	

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. PO I stays at this range until 5-year mark.

	Starting Salary	Ending Salary	Comments
City of Homer	\$35.28	\$45.77	PO II's go up to \$47.14 and PO III's go up to \$48.49
City of Cordova	\$31.74	\$44.53	This is only classification - No PO II's, or III's; Union
City of Kenai	\$35.99	\$43.19	This is only classification - No PO II's, or III's
City of Palmer	\$22.44	\$36.04	
City of Seward	\$29.52	\$42.75	This is only classification - No PO II's, or III's
City of Soldotna	\$34.09	\$49.42	This is only classification - No PO II's, or III's
City of Wasilla	\$30.47	\$44.43	

Jail Officer II

Provides administrative assistance in the operation of the Homer Community Jail, such as statistical reports, and training Jail Officer I's. Performs basic security work in the community jail setting. Responsible for prisoner welfare. Represents city/state at court arraignments and other initial proceedings. Graduation from a law enforcement or correction academy that meets the current standards of the Alaska Police Standards Council or graduation from a 120 hour Community Jail Officer training program required. Two years' experience as a Jail Officer I.

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.99	\$38.82	
City of Seward	\$26.83	\$38.86	Correctional Sergeant

Jail Officer I

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.

	Starting Salary	Ending Salary	Comments
City of Homer	\$23.15	\$35.95	
City of Seward	\$24.39	\$35.33	Correctional Officer

Dispatch Communications Supervisor/ 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. Five years' experience as a Public Safety Dispatcher required, and supervisory experience preferred.

	Starting Salary	Ending Salary	Comments
City of Homer	\$30.37	\$47.14	
City of Cordova	\$24.12	\$33.81	
City of Kenai	\$29.64	\$35.57	
City of Palmer	\$25.51	\$41.23	Dispatch Supervisor
City of Seward	\$26.83	\$38.86	Dispatch Supervisor
City of Wasilla	\$30.47	\$44.43	Dispatch Supervisor
Kenai Peninsula Borough	\$31.73	\$40.77	Dispatcher Shift Supervisor (3 years' experience)

Public Safety Dispatcher II

Perform duties to coordinate public safety (Police, Fire and EMS) response to protect the life and property through prompt, courteous, and efficient call processing and dispatching. Process case files for District Attorney's office. Obtain and maintain security clearance standards as set by the Alaska Public Safety Information Network (APSIN) and the National Crime Information Center (NCIC). Performs some corrections officer duties in monitoring prisoners and the cell block area via remote video camera. Performs clerical duties. Four years' experience as a public safety dispatcher

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.99	\$38.82	Jail Monitoring duties in addition to dispatch
City of Cordova	\$21.62	\$30.32	This is only classification – No I's or II's
City of Kenai	\$25.59	\$30.71	This is only classification – No I's or II's
City of Palmer	\$22.44	\$36.04	
City of Seward	\$24.39	\$35.33	This is only classification – No I's or II's
City of Wasilla	\$27.39	\$40.00	This is only classification – No I's or II's
Kenai Peninsula Borough	\$29.65	\$38.10	Public Safety Dispatcher II (2 years' experience)

Public Safety Dispatcher I

Perform duties to coordinate public safety (Police, Fire and EMS) response to protect the life and property through prompt, courteous, and efficient call processing and dispatching. Process case files for District Attorney's office. Obtain and maintain security clearance standards as set by the Alaska Public Safety Information Network (APSIN) and the National Crime Information Center (NCIC). Performs some corrections officer duties in monitoring prisoners and the cell block area via remote video camera. Performs clerical duties. Two years' experience in clerical duties with public contact required. Entry level position.

	Starting Salary	Ending Salary	Comments
City of Homer	\$23.15	\$35.95	Jail Monitoring duties in addition to dispatch
City of Palmer	\$20.91	\$33.45	
Kenai Peninsula Borough	\$27.71	\$35.61	Public Safety Dispatcher I

FIRE DEPARTMENT

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' experience in emergency service leadership. Certified as an IFSAC or Pro Board Firefighter II required. Fire Officer-I or II preferred. Baccalaureate degree in Business, Management, Fire Science, Public Administration or a similar field or equivalent. Graduation from the National Fire Academy's Executive Fire Officer Program preferred. Certified in Methods of Instruction in either EMS or Fire with significant training experience. EMS field experience required (EMT II/III/or paramedic preferred). Serves as City's Director of Emergency Management. Manages the City's emergency preparedness, response and recovery program.

	Starting Salary	Ending Salary	Comments
City of Homer	\$43.57	\$56.53	Exempt, vehicle
City of Cordova	\$33.51	\$48.80	Exempt, vehicle
City of Kenai	\$48.22	\$63.64	Exempt
City of Palmer	\$35.42	\$57.88	Exempt, vehicle
City of Seward	\$42.85	\$62.14	Exempt, vehicle
Kenai Peninsula Borough	\$37.70	\$62.67	Exempt; Two levels of Chief Volunteer Department, Regular Dept.

Deputy Fire Chief

Assists the Fire Chief with managing and supervising the fire and rescue services, including personnel, training, and operations. Eight years' experience and extensive knowledge of emergency services, including fire and rescue services with at least three years at Captain or higher rank. Certified as an IFSAC or Pro Board Firefighter II, Certified in Methods of Instruction in Fire with demonstrated instructor competency, EMS experience required (EMT II/III/or paramedic preferred). Associates Degree in Fire Science, Business, Emergency Management or similar field, or equivalent in experience.

	Starting Salary	Ending Salary	Comments
City of Homer	\$37.36	\$48.49	Vehicle
City of Kenai	\$43.74	\$52.49	Exempt
City of Palmer	\$25.51	\$41.23	Fire Prevention Officer
City of Seward	\$39.86	\$57.80	Exempt; Vehicle
Kenai Peninsula Borough	\$35.19	\$58.53	Exempt; Two levels of Deputy Chief Volunteer Department, Regular Dept.

EMS Assistant Chief

Assists the Fire Chief with managing and supervising the emergency medical services, including personnel, training, and operations. Eight years' experience and extensive knowledge of emergency services, including advanced life support emergency medical services, rescue and fire services with at least three years in a supervisory capacity. Certified Alaska or NREMT-P Paramedic, Certified in Methods of Instruction in EMS training with demonstrated instructor competency, BLS Instructor, and extensive EMS experience required. Associates Degree in a Medical Field, Fire Science, Business, Emergency Management or similar field, or equivalent in experience.

	Starting Salary	Ending Salary	Comments
City of Homer	\$37.36	\$48.49	Vehicle
City of Palmer	\$25.51	\$41.23	Fire Prevention Officer
Kenai Peninsula Borough	\$37.70	\$52.93	Assistant Chief

Firefighter/ EMT-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, two of which must be w/ HVFD. Must possess a State of Alaska certification as a Firefighter II, Fire Service Instructor-I or EMT Instructor-I, Fire Officer I, EMT III. Must be able to drive and operate all fire department vehicles. Associates Degree in Fire Science, Fire Service Administration or related field or equivalent experience/college credit hours.

	Starting Salary	Ending Salary	Comments
City of Homer	\$23.29	\$30.19	*** Based on 56 hrs/week ; 2,912 hrs annually
City of Kenai	\$24.49	\$29.39	Fire Engineer; 56 hrs/week ; 2,912 hrs annually
Kenai Peninsula Borough	\$27.16	\$35.08	Senior Captain; 56 hrs/week ; 2,912 hrs annually
	\$38.87	\$49.94	Senior Captain – Training Officer (80 hrs/2080 annually)

Firefighter/ EMT-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. Must be currently certified as an EMT-II, or Advanced NREMT. Certified as an IFSAC or Pro Board Firefighter II required. Must possess Fire Service Instructor-I or EMT-I Instructor within one year. Associates Degree in Fire Science, Fire Service Administration or related field or equivalent experience/college credit hours.

	Starting Salary	Ending Salary	Comments
City of Homer	\$21.68	\$28.16	*** Based on 56 hrs/week ; 2,912 hrs annually
Kenai Peninsula Borough	\$23.12	\$30.64	Engineer/EMT III or Para (56 hour/2912hr annual) Base pay only (3 years' experience required for Engineer promotion)

Firefighter/ EMT-I

Responds to emergency calls as a Firefighter-Basic Life Support EMT and provides training, administrative, maintenance and support services to the Fire Department. Three years' experience with emergency services. Must be currently certified as an EMT-Basic or EMT-I with the ability to be certified as an EMT-Advanced or EMT-II within one year of hire, or Advanced NREMT. Must possess Firefighter-I certificate.

	Starting Salary	Ending Salary	Comments
City of Homer	\$20.91	\$27.13	*** Based on 56 hrs/week ; 2,912 hrs annually
City of Cordova	\$24.12	\$33.81	Union
City of Kenai	\$22.21	\$26.65	Firefighter. 56 hrs/week ; 2,912 hrs annually

Administrative Assistant to Fire Chief

Coordinates the day-to-day administrative, maintenance and support services of the Emergency Services Division and assists the Fire Chief as an administrative assistant. Must be CPR/First-aid certified. Three years' experience working in an office environment.

	Starting Salary	Ending Salary	Comments
City of Homer	\$22.23	\$34.53	
City of Kenai	\$25.59	\$30.71	Administrative Assistant II
City of Seward	\$21.32	\$30.87	Executive Assistant, office work
Kenai Peninsula Borough	\$27.71	\$35.61	Administrative Assistant – Four years' experience- No CPR/First Aid required

PUBLIC WORKS

Public Works Director/Engineer

Manages all department operations, including water distribution and treatment, wastewater collection and treatment, City streets and parks, City vehicles/rolling stock, City-owned public buildings/grounds/equipment, and capital improvement program. Bachelor's degree in civil engineering or related field desirable. Minimum of five years of experience in the planning, construction, maintenance, or operations of public facilities, utilities, or transportations systems. At least three years of this experience must have been at a managerial level and must have included responsibility for supervising professional level staff in government or city service position.

	Starting Salary	Ending Salary	Comments
City of Homer	\$37.35	\$57.95	Exempt
City of Cordova	\$33.51	\$48.80	Exempt, can be paid outside this range
City of Kenai	\$50.64	\$66.85	Exempt
City of Palmer	\$35.42	\$57.88	Exempt
City of Seward	\$39.86	\$57.80	Exempt: Public Works Director
City of Soldotna	\$46.90	\$60.64	Exempt
City of Wasilla	\$50.99	\$67.83	Exempt, Public Works Director

Public Works Superintendent

Supervises the operation, maintenance and construction of city public facilities, including street and road maintenance, snow removal, parks and recreation facilities, city owned buildings, grounds and equipment. Responsible for equipment maintenance and Motor Pool operations. Prepares and administers annual PW maintenance contracts. Five years' experience is required, three of which must exhibit overall responsible charge at the Superintendent's level relative to supervision, budgets and records keeping. High school diploma or GED required with a college or vocational/technical courses appropriate to the position desirable.

	Starting Salary	Ending Salary	Comments
City of Homer	\$31.22	\$48.49	
City of Seward	\$29.52	\$42.75	Exempt
City of Soldotna	\$40.53	\$51.39	Exempt ; Maintenance Manager
City of Wasilla	\$46.35	\$61.66	Exempt, Deputy Director PW, more duties
Kenai Peninsula Borough	\$43.18	\$62.67	Exempt, Maintenance Director, more duties

Public Works Inspector

Coordinates the placement of public/private utilities and other improvements in City street rights-of-way. Issues right-of-way, driveway, water, and sewer permits. Inspects construction of permitted improvements to insure conformance with applicable regulations/policies. Works with regulatory agencies, developers, surveyors, realtors, property owners and contractors to plan work in the right-of-way in support of private developments. Two years' experience as an inspector on municipal projects and/or two years' experience completing residential/commercial water, sewer, and drainage construction preferred.

	Starting Salary	Ending Salary	Comments
City of Homer	\$27.70	\$43.01	
City of Kenai	\$37.79	\$45.35	Building Official/Manager; More duties
City of Palmer	\$22.44	\$36.04	Building Inspector
City of Seward	\$32.47	\$47.02	Building/Fire Inspector; More duties
City of Soldotna	\$35.46	\$45.82	Building Official, building code compliance

GIS/ Engineering Technician

Performs a variety of technical duties within the Public Works Department, similar to what would be performed by an assistant city engineer, under the direction of the Public Works Director. Three years' experience utilizing GIS software in support of municipal infrastructure management and project planning desired. Bachelor's degree in Civil Engineering or other STEM-related field.

	Starting Salary	Ending Salary	Comments
City of Homer	\$26.81	\$41.62	

Project Technician

Performs a variety of research, writing and field duties within the Public Works Department under the direction of the Public Works Director. Serves as Project Control Specialist for the Department. Bachelor's degree required, with an emphasis in a STEM-related field

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.99	\$38.82	Less duties
City of Soldotna	\$36.78	\$47.55	Exempt; Project Manager

Public Works Office Manager

Manages and performs administrative and fiscal functions for the Department of Public Works, performing a wide range of administrative/controlling functions to support the smooth, cost-effective operation. Minimum of 8 years' experience in an office environment, with at least 5 years' experience in Public Works or construction office environment.

	Starting Salary	Ending Salary	Comments
City of Homer	\$23.15	\$35.95	
City of Kenai	\$26.85	\$32.22	Administrative Assistant III/Procurement
City of Palmer	\$19.36	\$30.87	PW Administrative Assistant
City of Seward	\$21.32	\$30.87	Executive Assistant, Grants
City of Soldotna	\$25.84	\$33.38	Admin Assistant
City of Wasilla	\$24.73	\$32.89	PW Clerk

Parks Superintendent

Serves as the visionary, caretaker and custodian of the City's parks, trails, and open spaces as well as any related facilities and hardscape, for the community's benefit. Eight years' experience in an environment related to natural resources and parks management.

	Starting Salary	Ending Salary	Comments
City of Homer	\$27.70	\$43.01	Less duties
City of Palmer	\$25.51	\$41.23	Parks & Facility Manager
City of Seward	\$29.52	\$42.75	Parks & Campground Operation Supervisor
City of Soldotna	\$44.67	\$57.75	Parks & Rec Director; Includes Sports Complex; More duties
City of Wasilla	\$36.20	\$48.16	Maintenance Super., Parks and Properties- More duties

Lead Equipment Operator

Responsible for leading team of equipment operators to construct, repair and maintain City infrastructure, including roads, trails, drainage works, park facilities, and buildings as well as ancillary administrative functions. Minimum of five years' experience in operation of heavy equipment with emphasis on graders, excavators, backhoes and front-end loaders required.

	Starting Salary	Ending Salary	Comments
City of Homer	\$26.81	\$41.62	
City of Cordova	\$30.46	\$44.37	Exempt; Streets Superintendent; More duties
City of Kenai	\$32.65	\$39.18	Equipment Lead Operator
City of Wasilla	\$36.20	\$48.16	Maintenance Supervisor, Roads; More duties

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.

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.10	\$37.40	
City of Cordova	\$26.46	\$37.12	Union
City of Kenai	\$28.20	\$33.84	Equipment Operator; only classification, no I/II
City of Palmer	\$22.44	\$36.04	
City of Seward	\$26.83	\$38.86	Mechanic & Operator- More duties
City of Soldotna	\$28.29	\$36.59	Streets & Maint Oper/Worker; More duties- City Wide
City of Wasilla	\$30.22	\$44.18	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.

	Starting Salary	Ending Salary	Comments
City of Homer	\$22.23	\$34.53	
City of Cordova	\$23.46	\$32.93	Union
City of Wasilla	\$26.33	\$38.49	Roads Technician I

Lead Mechanic

Maintenance and repair of the City's vehicles, heavy equipment, other rolling stock and small equipment. Provide leadership for, supervise and manage Public Works motor pool operations and staff. Ten years' in mechanical work on heavy and light duty equipment with diesel and gasoline driven engines. Minimum of two years technical education, equivalent to a two-year degree. CDL required.

	Starting Salary	Ending Salary	Comments
City of Homer	\$29.49	\$45.77	
City of Kenai	\$35.99	\$43.19	Shop Foreman
City of Seward	\$29.52	\$42.75	Shop Foreman
Kenai Peninsula Borough	\$33.95	\$43.62	Lead Auto & Diesel Mechanic (5 years journeyman level)

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. Eight years' experience in mechanical work on heavy and light duty equipment with diesel and gasoline engines. Technical education/ training equivalent to some college courses required.

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.10	\$37.40	
City of Cordova	\$24.46	\$37.12	Union
City of Kenai	\$32.65	\$39.18	Mechanic; only classification, no I/ II
City of Palmer	\$22.44	\$36.04	
City of Soldotna	\$32.28	\$41.76	Mechanic; only classification, no I/ II
City of Wasilla	\$26.33	\$38.49	Mechanic; only classification, no I/ II
Kenai Peninsula Borough	\$31.73	\$40.77	Auto & Diesel Mechanic II (4 years' experience)

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.

	Starting Salary	Ending Salary	Comments
City of Homer	\$22.23	\$34.53	
City of Cordova	\$23.46	\$32.93	Union
City of Palmer	\$20.91	\$33.45	
Kenai Peninsula Borough	\$29.65	\$38.10	Automotive & Diesel Mechanic I (3 years' experience)

Building Maintenance Supervisor

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.

	Starting Salary	Ending Salary	Comments
City of Homer	\$26.81	\$41.62	
City of Kenai	\$32.65	\$39.18	Building Maintenance Lead Technician
City of Palmer	\$28.57	\$46.34	Exempt; Maintenance Superintendent; More duties/Experience
City of Wasilla	\$30.22	\$44.18	Facilities Maintenance Technician II
Kenai Peninsula Borough	\$35.19	\$49.40	Exempt; Maintenance Foreman (8 years' experience)

Building Maintenance Technician II

Journey-level position, which performs building maintenance of City-owned and operated facilities, capable of taking the lead on projects as assigned by the Building Maintenance Supervisor. Five years of field experience in building/facility maintenance and certified training as an electrician, plumber, HVAC technician, carpenter, boiler technician or building system control technician - may be substituted for up to three years of field experience.

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.10	\$37.40	
City of Kenai	\$29.64	\$35.57	Building Maintenance Technician; only classification
City of Soldotna	\$32.28	\$41.76	Building Maintenance Technician
City of Wasilla	\$26.33	\$38.49	Facility Maintenance Technician I
Kenai Peninsula Borough	\$33.95	\$43.62	Lead Maintenance (GMM); more duties

Building Maintenance Technician I

Entry Level position, which assists in the performance of building maintenance of City-owned and operated facilities. Works under supervision to perform repairs and preventative maintenance tasks on City buildings, including, but not limited to, HVAC systems, water and waste water plumbing systems, electrical systems, and carpentry repairs.

	Starting Salary	Ending Salary	Comments
City of Homer	\$20.35	\$31.59	
City of Palmer	\$14.78	\$23.13	
Kenai Peninsula Borough	\$27.71	\$40.77	General Maintenance Mechanic I/II/III; more duties

Building Custodian

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

	Starting Salary	Ending Salary	Comments
City of Homer	\$15.54	\$24.13	\$200/month car allowance
City of Kenai	\$14.67	\$17.60	Janitor
City of Palmer	\$14.78	\$23.13	Janitor
City of Seward	\$19.38	\$28.07	Building Maintenance Custodian
City of Wasilla	\$14.21	\$18.89	Building Custodian Laborer
Kenai Peninsula Borough	\$21.14	\$29.07	Custodian (1 year exp), Lead Custodian (2 years exp)

Water/Wastewater Utilities

Water and Sewer Superintendent

Supervises the overall operation and maintenance of water and wastewater treatment facilities and distribution/ collection systems to insure safe and adequate supply of drinking water and proper treatment of wastewater to EPA standards. Requires five years' experience operating treatment plants. Must be certified in the State of Alaska as a Level III Water and Wastewater Treatment Operator. Level IV for Water Treatment desirable. State of Alaska Certification Level III in Water Distribution. Level II in Wastewater Collection required.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$32.98	\$51.17	
City of Cordova	WD-2 WWC-2	\$30.46	\$44.37	Exempt
City of Kenai	WD-2 WWC-3	\$35.99	\$45.35	Utility Foreman I/II
City of Seward	WD-2 WWC-2	\$29.52	\$42.75	W/WW Operator Foreman
City of Soldotna	WD-2 WWC-2	\$46.90	\$60.64	Exempt ; Utility Department Manager
City of Wasilla	WD-2 WWC-2	\$36.20	\$48.16	Maintenance Supervisor, Utilities

Lead Water/ Wastewater Utilities Technician

Responsible for maintenance and repair of the water distribution and wastewater collection systems. Supervises W/WW Utilities Techs and other personnel as assigned. Five years of experience. State of Alaska Certification Level III in Water Distribution, Level II in Wastewater Collection required- with ability to obtain Level III certification within 24 months of hire or at least ten years of equivalent field experience.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$27.70	\$43.01	
City of Kenai	WD-2 WWC-3	\$26.85	\$32.22	Utility Operator I/II
City of Palmer		\$25.51	\$41.23	Utilities Foreman
City of Soldotna	WD-2 WWC-2	\$35.46	\$45.82	Lead Utility Operator; W/WW and Distribution & Collection Systems

Water/Wastewater Utilities Technician IV

Responsible for maintenance and repair of water distribution (WD) and wastewater collection (WWC) systems. Supervises W/WW Technician I/II/III's and other personnel as assigned in absence of Lead Utility Tech. Extensive knowledge of maintenance of water and wastewater systems with five years' experience. Must possess current State of Alaska Certification Level III in Water Distribution and Level II in Wastewater Collection. Valid Class B CDL with Tanker Endorsement required

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$26.81	\$41.62	
City of Seward	WD-2 WWC-2	\$29.52	\$42.75	Also operates Wastewater Treatment plant

Water/Wastewater Utilities Technician III

Responsible for maintenance and repair of water distribution (WD) and wastewater collection (WWC) systems. Extensive knowledge of maintenance of water and wastewater systems with five years' experience. Must possess current State of Alaska Certification Level I in Water Distribution and Level II in Wastewater Collection within 24 months. Valid Class B CDL with Tanker Endorsement required

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$25.90	\$40.23	
City of Cordova	WD-2 WWC-2	\$26.46	\$37.12	Union
City of Seward	WD-2 WWC-2	\$26.83	\$38.86	Also operates Wastewater Treatment plant
City of Soldotna	WD-2 WWC-2	\$32.28	\$41.76	Utility Operator II

Water/Wastewater Utilities Technician II

Performs maintenance of water distribution and wastewater collection systems. Two years' experience in mechanical and structural repairs and working knowledge of light repairs. Must obtain ADEC Provisional Certificate for Water Distribution and Wastewater Collection within 12 months of hire and Level I Certification within 12 months of receiving Provisional Certificate.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$23.15	\$35.95	
City of Cordova	WD-2 WWC-2	\$24.12	\$33.81	Union
City of Seward	WD-2 WWC-2	\$24.39	\$35.33	Also operates Wastewater Treatment plant
City of Soldotna	WD-2 WWC-2	\$29.97	\$38.76	Utility Operator I; More duties- operates all areas in Utility department.
City of Wasilla	WD-2 WWC-2	\$22.35	\$32.68	Utilities Technician

Water/Wastewater Utilities Technician I

Entry-level position. Performs maintenance of water distribution and wastewater collection systems. One year experience in mechanical and structural repairs and working knowledge in light equipment operations.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$20.35	\$31.59	Entry-level
City of Wasilla	WD-2 WWC-2	\$19.48	\$28.48	Operator in Training

Treatment Plant Operator IV

Operates and maintains water and wastewater treatment facilities. Five years' experience in water and wastewater field required, including two years as a City of Homer Water and Wastewater Treatment Plant Operator II. Certified in the State of Alaska as a Level III Water and Wastewater Treatment Operator required.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$26.81	\$41.62	
City of Seward	WD-2 WWC-2	\$29.52	\$42.75	
City of Soldotna	WD-2 WWC-2	\$32.28	\$41.76	More duties
City of Wasilla	WD-2 WWC-2	\$30.22	\$44.18	Waste Water Tech II / Water Tech II

Treatment Plant Operator III

Operates and maintains water and wastewater treatment facilities. Five years' experience in water and wastewater field required, Certified in the State of Alaska as a Level II Water and Wastewater Treatment Operator required.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$25.90	\$40.23	
City of Palmer		\$22.44	\$36.04	
City of Seward	WD-2 WWC-2	\$26.83	\$38.86	
City of Wasilla	WD-2 WWC-2	\$26.33	\$38.49	Waste Water Tech I / Water Tech I

Treatment Plant Operator II

Operates and maintains water and wastewater treatment facilities. Three years working experience in water and wastewater field required. Must be certified in the State of Alaska as a Level I Water and Wastewater Treatment Operator within 18 months of hire.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$23.15	\$35.95	
City of Palmer		\$20.91	\$33.45	
City of Seward	WD-2 WWC-2	\$24.39	\$35.33	
City of Soldotna	WD-2 WWC-2	\$29.97	\$38.76	Same as Utility/WW Treat. Plant Oper. I; More duties;
City of Wasilla	WD-2 WWC-2	\$19.48	\$28.48	Operator in Training

Treatment Plant Operator I

Entry level position. Operates and maintains water and wastewater treatment facilities. One year and some working knowledge of mechanical and electrical equipment.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$20.35	\$31.59	Entry-level

Lead Treatment Maintenance Technician

Performs maintenance of City water and wastewater systems, facilities and public buildings. Five years of general maintenance experience with small hand and mechanical tools required. Extensive knowledge required for safe and efficient maintenance of water and wastewater treatment facilities. Must have extensive knowledge of and perform maintenance with acetylene torch, cutting, brazing, welding, metal fabrication, pumps, motors, and valve systems. Must have working knowledge of the following skills: electrical (to include 480/3Ph), plumbing, carpentry, HVAC, refrigeration, boiler experience, hydraulics/pneumatics, SCADA and capable of performing heavy manual labor. Experience in heavy equipment operation required.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$25.90	\$40.23	

Treatment Maintenance Technician II

Performs maintenance of City water and wastewater systems, facilities and public buildings. Five years of general maintenance experience with small hand and mechanical tools required and two years' experience in at least two of the following skills and working knowledge of the others: SCADA, pumps, motors, and valve systems. Work experience in water and wastewater field desired, as well as Water or Wastewater Level I, back flow prevention, refrigeration, boilers.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$23.15	\$35.95	

Treatment Maintenance Technician I

Performs maintenance of City water and wastewater systems, facilities and public buildings. Maintenance background of at least two years required. Requires working knowledge of; electrical systems, components and troubleshooting of same, pumps, plumbing and carpentry. Welding and metal fabrication skills desirable. Experience in water or wastewater fields desirable. Entry Level.

	Facility DEC Level	Starting Salary	Ending Salary	Comments
City of Homer	WD-3 WWC-2	\$20.35	\$31.59	

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.

	Starting Salary	Ending Salary	Comments
City of Homer	\$36.43	\$56.53	Exempt
City of Cordova	\$33.51	\$48.80	Exempt, Harbormaster
City of Kodiak	\$46.00	\$63.43	Exempt, Harbormaster
City of Seward	\$39.86	\$57.80	Exempt, Harbormaster, supervises Seward Marine Industrial Center (SMIC)

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, including two years of administrative and supervisory experience.

	Starting Salary	Ending Salary	Comments
City of Homer	\$31.22	\$48.49	
City of Cordova	\$24.12	\$33.81	Harbor Operations Foreman; Union
City of Kodiak	\$36.75	\$50.67	Exempt
City of Seward	\$37.08	\$53.77	Oversees ship lifts, SMIC, Port Maintenance

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.

	Starting Salary	Ending Salary	Comments
City of Homer	\$24.10	\$37.40	
City of Kodiak	\$24.00	\$33.09	Senior Harbor Officer
City of Cordova	\$21.62	\$30.32	Union
City of Seward	\$26.83	\$38.86	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, with knowledge of local state, and federal laws governing marine/ harbor facilities. Entry level position.

	Starting Salary	Ending Salary	Comments
City of Homer	\$23.15	\$35.95	
City of Kodiak	\$22.00	\$30.33	Harbor Officer
City of Cordova	\$20.76	\$29.11	Harbor Maintenance I

Ice Plant/ Fish Dock Supervisor

Supervises the operation and maintenance of the fish dock, cold storage and ice production facility. Supervises Fish Dock Operators. Extensive experience of at least five years in maintaining refrigeration systems preferred, flake ice machines, ice conveying systems or similar type equipment with at least one year management of an ice or related facility desirable. High school diploma or GED required, with college or vocational courses appropriate to the position.

	Starting Salary	Ending Salary	Comments
City of Homer	\$28.60	\$44.39	

Ice Plant Operator II

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

	Starting Salary	Ending Salary	Comments
City of Homer	\$23.15	\$35.95	

Ice Plant Operator I

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

	Starting Salary	Ending Salary	Comments
City of Homer	\$22.23	\$34.53	

Port Maintenance Supervisor

Supervises the maintenance, repair and improvements to the Port and Harbor facilities. Supervises port maintenance technicians. At least four years' experience in a similar supervisory role working in a multifaceted governmental or private organization. Extensive knowledge of work associated with the operations and maintenance of Port and Harbors is required. Five years' experience with hydraulic pumps, motors, cylinders and valve systems.

	Starting Salary	Ending Salary	Comments
City of Homer	\$28.60	\$44.39	

Port Maintenance Technician II

Performs the maintenance, repair and improvements to the Port & Harbor facilities. Minimum five years' experience with hand and power tools required. Extensive experience in at least two of the following areas, and working knowledge of the others: hydraulic systems (motors, cylinders valves, etc.), electrical and mechanical troubleshooting, metal fabrication (welding, cutting, brazing, etc.), small/large engine repair. Must have advanced electrical, plumbing, carpentry experience and capable of performing heavy manual labor.

	Starting Salary	Ending Salary	Comments
City of Homer	\$23.15	\$35.95	
City of Kodiak	\$23.35	\$32.19	

Port Maintenance Technician I

Performs the maintenance, repair and improvements to the Port & Harbor facilities. Minimum three years' experience with hand and power tools required. Working knowledge of: hydraulic systems (motors, cylinders valves, etc.), electrical and mechanical troubleshooting, metal fabrication (welding, cutting, brazing, etc.), small/large engine repair. Must have basic electrical, plumbing, carpentry experience and be capable of performing heavy manual labor.

	Starting Salary	Ending Salary	Comments
City of Homer	\$21.31	\$33.05	

Port Administrative Supervisor

Responsible for oversight and supervision of administrative staff. Responsible for accounting and billing preparation of all vessels utilizing the harbor or port facilities and receipt of fees. Assists the Port and Harbor Director with Port and Harbor contracts and administration of leases. Acts as Port Commission Liaison, attends meetings and assists with agenda. Five years office experience in duties requiring public contact.

	Starting Salary	Ending Salary	Comments
City of Homer	\$25.90	\$40.23	
City of Kodiak	\$26.50	\$36.54	
City of Seward	\$21.32	\$30.87	

Administrative Secretary

Responsible for secretarial duties for the Port and Harbor Department. Maintains all department files including correspondence and office equipment files. Three years clerical work experience in a public setting required. Working knowledge of accounting procedures desired.

	Starting Salary	Ending Salary	Comments
City of Homer	\$21.31	\$33.05	
City of Kodiak	\$21.75	\$29.99	Administrative Specialist
City of Seward	\$21.32	\$30.87	Executive Assistant

Administrative Assistant

First point of contact for over-the-counter transactions and phone calls. Assists with maintaining paper Moorage Agreements and digital client records in harbor database. Acts as purchasing agent for the Port and Harbor and provides budget reports to department heads. Maintains records of daily electric usage and conducts monthly electric billing.

	Starting Salary	Ending Salary	Comments
City of Homer	\$21.31	\$33.05	
City of Kodiak	\$21.75	\$29.99	Administrative Specialist
City of Seward	\$21.32	\$30.87	Executive Assistant

BENEFITS SURVEY

Major Medical Benefits

	Deductible Individual	Deductible Family	Out of Pocket Individual	Out of Pocket Family
City of Homer	\$1500	\$4500	\$4000	\$12,000
City of Cordova Reimbursed \$1,000 EE \$1,500 max	\$1500	\$4500	\$4000	\$12,000
City of Kenai HRA Reimburses Medical Deductible Expenses after \$500 Employee Deductible met; \$1650 Family	\$2,000	\$4000	\$4000	\$8000
City of Palmer	\$1000	\$2000	\$4500	\$9000
City of Seward	\$500	\$1500	\$2,250	\$6,750
City of Soldotna Deductible 2000/4000 city reimburses employee up to 1800/3200 as it is used	\$2000	\$4000	\$3000	\$6000
City of Wasilla	\$300	\$600	\$2,300	\$4,600
Kenai Peninsula Borough – HDHP w/ HSA or HRA	\$2000	\$4000	\$5000	\$8500

Prescription Drug Benefits

	Co-Pay Generic 30-day	Co-Pay Brand 30-day	Mail Order Co-Pay Generic 90-day	Mail Order Co-Pay Brand 90-day
City of Homer	\$20	\$40	\$50	\$100
City of Cordova	\$10	\$20	\$20	\$40
City of Kenai				
City of Palmer	\$15	\$30	\$37.50	\$75
City of Seward	\$20	\$40	\$50	\$100
City of Soldotna	\$10	\$20/\$35	\$20	\$40/\$60
City of Wasilla	\$10	\$25	\$20	\$40
Kenai Peninsula Borough	\$5	30%	Same	Same

Dental Benefits

	Individual Deductible	Family Deductible	% Paid Diagnostic-Preventative Basic Services Major Services	Lifetime Orthodontia	Annual Plan Maximum
City of Homer	\$0	\$0	100%, 80%, 50%	\$1000	\$2000
City of Cordova	\$0	\$0	100%, 80%, 50%	\$1000	\$2000
City of Kenai	\$50	\$150	100%, 80%, 50%		\$2000
City of Palmer	\$50	\$150	100%, 80%, 50%	\$1500	\$2000
City of Seward	\$0	\$2,000/person	100%, 80%, 50%	\$1000	
City of Soldotna	\$50		100%, 80%, 50%	\$1750	\$1500
City of Wasilla			80%	\$2500	\$3000
Kenai Peninsula Borough	\$75	\$250	100%, 100%, 50%	none	\$2500

Vision Benefits (in-network)

	Exam	Lenses	Frames	Contacts
City of Homer	100%	Employee pays \$25 materials copay, then covered in full	100% to \$130	In lieu of glasses; 15% discount – up to \$130
City of Cordova	100%	Employee pays \$25 copay for Doctor Visit	\$500 max benefit paid for lenses, glasses, contacts etc.	
City of Kenai HRA Reimburses Vision up to \$150 Employee; \$300 Family	100% Once per calendar year	Covered in full up to \$170	Covered in full up to \$90	See Lenses
City of Palmer	90%	\$350 max combined w/ Wxam and hardware	←	\$170
City of Seward	\$25 Copay	Flat \$150 per calendar yr	\$150	\$150
City of Soldotna	100%	80% of max amt. Two per year	80% of max amt. One set every 2 years	80% up to max amt. depending on the CPT code
City of Wasilla	100%	Employee pays \$20, then covered in full	Employee pays \$20, then covered in full	Employee pays \$60, then covered up to \$145.
Kenai Peninsula Borough	80%	80%, one per calendar year	80% up to \$150, every two years	In lieu of glasses, 1 years supply contacts - 80%

Monthly Insurance Rates-EMPLOYEE SHARE (medical, dental, & vision)

	Name of Insurance	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
City of Homer	Premera Employee share 10-11%	\$111 10%	\$221 11%	\$199 11%	\$310 11%
City of Cordova	Self-insured	\$153.38	\$339.99	\$246.68	\$431.57
City of Kenai	Premera	\$173	\$314	\$345	\$473
City of Palmer	Premera	\$0	\$196.90	\$172.98	\$377.22
City of Seward	Premera	\$0	\$0	\$0	\$0
City of Soldotna	Aetna	\$104.58	\$485.16	\$400.62	\$676.50
City of Wasilla	Blue Cross Blue Shield	\$0	\$0	\$0	\$0
Kenai Peninsula Borough – HDHP w/ HRA or HSA	Self-insured; Premera TPA	\$95/mo	\$190/mo	Employee cost+ \$25 per child or (6 or more children \$150 total/mo)	Add Employee + spouse + children

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

	Name of Insurance	Employee Only	Employee + Spouse	Employee+ Child(ren)	Family
City of Homer	Premera	\$991.10	\$2290.19	\$1883.75	\$3185.07
City of Cordova	Self-insured	Did not provide	Did not provide	Did not provide	Did not provide
City of Kenai	Premera	\$1,158.59	\$2,099.93	\$2,312.22	\$3,642.03
City of Palmer	Premera	Did not provide	Did not provide	Did not provide	Did not provide
City of Seward	Premera	\$1324.68	\$3028.26	\$2507.65	\$4211.18
City of Soldotna	Aetna	\$941.33	\$1940.63	\$1602.50	\$2706.06
City of Wasilla	Per CBA/Yearly Cost				
Kenai Peninsula Borough – HDHP w/ HRA or HSA	Self-insured; Premera TPA	\$2650	\$2650	\$2650	\$2650

Employer Provided Life Insurance

	Amount of Coverage	Accidental Death	Spouse Coverage	Dependent Coverage
City of Homer	Annual Salary - Maximum \$100,000	Yes	Supplemental	Supplemental
City of Cordova	\$10,000	Yes	Yes	Yes
City of Kenai	1.5 Annual Salary – maximum of \$100,000	Yes	Yes	Yes
City of Palmer	\$20,000	No	\$1000	\$1000
City of Seward	\$20,000	Yes	Supplemental	Supplemental
City of Soldotna	Regular F/T \$7000 Police up to \$67,000	Yes	No	No
City of Wasilla	\$50,000	\$50,000	\$2,000	\$2,000
Kenai Peninsula Borough	Annual Salary	Yes	\$2000	\$2000

Annual Leave Benefit – Days per Year (8 hour days)

	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr	10 Yr	15 + Yr
City of Homer	18	21	24	24	24	27	27	27	27	30	35
City of Cordova (Exempt)	12	18	24	24	24	30	30	30	30	30	30
City of Cordova (Union)	12	16	16	16	16	22	22	22	22	22	26 12+yr
City of Kenai	24	24	27	27	27	30	30	30	30	30	33
City of Palmer	23	23	29	29	32	32	32	32	32	38	38
City of Seward	20	20	25	25	25	25	30	30	30	30	30
City of Soldotna	22.5	22.5	25.5	25.5	28.5	28.5	28.5	28.5	28.5	34.5	34.5
City of Wasilla	18	18	24	24	24	24	24	30	30	30	30
Kenai Peninsula Borough	21	21	25	25	25	30	30	30	30	30	35

Holidays, Sick Leave and Additional Leave Benefits

	# Holidays (Days)	Sick Leave	Additional Leave (Bereavement, Jury, Military)
City of Homer	11 + Employee's Birthday	40 hrs per year, not to exceed 80 in sick bank	Yes
City of Cordova (Exempt)	13 Includes Employee's Birthday	15	Yes
City of Cordova (Union)	13	12	Yes
City of Kenai	12	Combined with leave	Yes
City of Palmer	11	Combined with leave	Yes
City of Seward	12	Combined with leave	Yes
City of Soldotna	11	Combined with leave	Yes
City of Wasilla	11	Combined with Leave	Yes
Kenai Peninsula Borough	12-13	Combined with leave	Yes

Additional Benefits

	Part-time/ Seasonal Benefits	On-Call pay per Hr.	Shift Differential; Swing/Graveyard	Temporary Assignment Pay
City of Homer	Yes, P/T pro-rated	\$3.00 hr 2-hr minimum call-out	2% swing / 4% grave	Yes, if 5 or more days
City of Cordova	No	\$5/hr Police & \$2/hr W&S	4%	Occasionally
City of Kenai	No	2 hr minimum call-out	2% swing / 4% grave	Yes
City of Palmer	Yes	No	3%	After 14 days
City of Seward	None	1 hour at OT rate per day/period	3% swing/ 6% grave	Yes
City of Soldotna	Yes, PT pro-rated	\$4.25 hr.	7%	Yes, 5%
City of Wasilla	Yes, P/T pro-rated	2 hr minimum call-out / dependent on CBA	dependent on CBA	Yes, dependent on CBA
Kenai Peninsula Borough	Yes PT pro-rated	2 hr minimum call-out	3.75% swing/ 7.5% grave	Yes

Personnel Policies

	How many salary steps on wage scale	How often are increases given	Additional salary increases for employee at the end of wage scale
City of Homer	15	Merit based	No
City of Cordova	12 Exempt, 8 Union	Merit based - Exempt Step schedule - Union	No
City of Kenai	9	A-F annually Every two years after	After 2 years at last step 2% longevity bonus annually
City of Palmer	9	Annually	Longevity 3.5% every two years (Steps A-D)
City of Seward	Range – no steps	Merit based	No
City of Soldotna	12	Annually	Longevity pay 2% lump sum annually once hit the top step in range.
City of Wasilla	13 non-union; others dependent on union	Annually	No
Kenai Peninsula Borough	12	Step 1-3 Annual Step 3-12 Biennial	Professional licensing; \$750 lump sum once employee reaches step 12, every two years of service (maximum of three lump sum payments)

COLA's

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
City of Homer	0	0	0	0	2%	0	0	1.5%	.5%	.5%	3%	1%	7%
City of Cordova	2%	2%	3%	2.25%	3.1%	3%	1.5%	1.5%	0%	2%	2%	2%	0
City of Kenai	1.1%	1.1%	.9%	3.6%	2%	3.5%	0	0	.8%	.2%	2%	.22%	4.35%
City of Palmer	0	0	0	0	0	3%	0	0	0	0	0	0	0
City of Seward	0	1.2	1.8%	2.5%	3%	3%	0	0	2.1%	0	0	0	0
City of Soldotna	3.5%	1.8% / 2.5%	1.8%	2%	2.2%	3.1%/2.5%	1.6%	.5%/1.5%	.4%/.5%	3%	0/1.4%	1.4%/.5%	4.9%
City of Wasilla	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
Kenai Peninsula Borough	3.0%	2%	4.6%	2.5%	3.5%	2.5%	1%	0.5%	0.5%	.5%	2.0%	2.0%	1.5%