



CITY OF NORTH POLE
Regular Meeting
November 6, 2023
City Hall Chambers
125 Snowman Lane, North Pole, Alaska
www.northpolealaska.com

Monday, November 6, 2023
Committee of the Whole: 6:30 PM
Regular City Council Meeting: 7:00 PM

MAYOR

Michael Welch
907-488-8584

CITY CLERK

Melissa Dionne & Emily Braniff
907-488-8583

COUNCIL MEMBERS

Jeffrey Jacobson	907-460-7733
Larry Terch	907-378-9233
Anton Keller	907-987-2548
Chandra Clack	907-460-3767
Benny Williams	907-388-5911
David Skipps	907-750-5106

1. Call to Order/Roll Call
2. Pledge of Allegiance
3. Invocation
4. Approval of Agenda (Pgs. 1-2)
5. Approval of the Minutes from 10/16/2023 (Pgs. 3-8)
6. Communications from the Mayor
 - a. Reorganization of the Council
7. Council Members Questions of the Mayor
8. Citizens Comments (Limited to five (5) minutes per Citizen)
9. Communications from Department Heads, HR, City Clerk and the Borough Representative
10. Ongoing Projects Report
11. Unfinished Business
 - a. Ordinance 23-14, An Ordinance of the City of North Pole Amending the 2023 Budget to Accept Grant Funds (Pgs. 9-16)
12. New Business
 - a. Ordinance 23-15, An Ordinance of the North Pole City Council Establishing the 2024 Operating and Capital Budget and Levying the Mill Rate (Pgs. 17-71)

- b. Ordinance 23-16, An Ordinance of The City of North Pole Amending the Pay Policy for City of North Pole Employees. (Pgs. 72-84)
- c. Ordinance 23-17, An Ordinance An Ordinance of the City of North Pole, to Amend Title 10, Unsafe and Hazardous Vehicles and Title 1, Minor Offense Fee Schedule (Pgs. 85-102)
- d. Memo - Renewal to the Contract between Fairbanks Emergency Communications Center and the City of North Pole to provide emergency dispatching services for Police and Fire.
- e. Memo- Request to accept the 2023 Emergency Performance Grant, EMS-2023-EP-0001.
- f. Memo - Utility Account Write-off Request (Pgs. 129)

13. Council Comments

14. Adjournment



**Committee of the Whole – 6:30 P.M.
Regular City Council Meeting – 7:00 P.M.**

A regular meeting of the North Pole City Council was held on Monday, October 16, 2023, in the North Pole City Hall Council Chambers.

CALL TO ORDER/ROLL CALL

Mayor Welch called the regular City Council meeting of Monday, October 16, 2023, to order at 7:00 p.m.

Present:

Mayor Welch
Jeffrey Jacobson – Mayor Pro Tem
David Skipps
Chandra Clack
Aino Welch
DeJohn Cromer – Deputy Mayor Pro Tem
Anton Keller -Alt. Deputy Mayor Pro Tem
Larry Terch – Interim
Benny Williams - Interim

PLEDGE OF ALLEGIANCE TO THE U.S. FLAG

Led by Emily Braniff

INVOCATION

Given by Ms. Welch

APPROVAL OF AGENDA

Mr. Jacobson *moved* to approve the agenda of October 16, 2023

Seconded *by* Ms. Welch

Mr. Jacobson *moved* to amend the agenda of October 16, 2023, to consent the following

New Business

- a. Ordinance 23-14, An Ordinance of the City of North Pole Amending the 2023 Budget to Accept Grant Funds

Seconded *by* Ms. Welch

On the Agenda as Amended

DISCUSSION

None

PASSED

Yes: 7 – Clack, Skipps, Cromer, Keller, Jacobson, A. Welch, M. Welch

No: 0

Absent: 0

On the Agenda

DISCUSSION

None

PASSED

Yes: 7 – Jacobson, Cromer, A. Welch Skipps, Clack, Keller, M. Welch

No: 0

Absent: 0

APPROVAL OF MINUTES

Ms. Welch *moved* to approve the minutes from the September 18, 2023, meeting.

Seconded *by* Mr. Keller

On the Minutes

DISCUSSION

None

PASSED

Yes: 7 – Cromer, Skipps, Keller, Jacobson, Clack, A. Welch, M. Welch

No: 0

Absent: 0

COMMUNICATIONS FROM THE MAYOR

- Mayor Welch read a Proclamation for the 56th birthday of King Jesus North Pole (KJNP) and presented Dick Olson with a coffee pot and coffee for the next Over the Coffee Cup show.
- New Officer Tasmin Gregory was sworn in and pinned by Chief Dutra.
- The results of the October 3, 2023, Municipal Election were read into the record and the Election Results were certified by the Council.
- Council Member Benjamin Williams and Larry Terch were sworn in.
- Mayor Welch called for a 15-minute break so everyone could network and enjoy some cake and refreshments.

COUNCIL MEMBER QUESTIONS OF THE MAYOR

CITIZENS COMMENTS – (Limited to Five (5) minutes per Citizen)

Tammie Wilson shared her concern about traffic on Lake Drive, she shared her grandchildren live on that street and their parents could not attend the meeting to share their concern. Ms. Wilson explained drivers drive fast on the road and that something should be done to discourage speeding.

COMMUNICATIONS FROM DEPARTMENT HEADS, BOROUGH REPRESENTATIVE AND THE CITY CLERK

Director of City Services, Danny Wallace

- Mr. Wallace reported on the 2023 Community Survey that was sent out to all North Pole residents and posted on the city website. He shared the stats of the demographic reports, residents' concerns, and answers to citizen questions.

Police Department, Chief Dutra

- Attended a meeting with FNSBSD administrators.
- Had some vandalism of several businesses in NP including the Police Department
- Police Department Statistics

Finance, Tricia Fogarty

- Ms. Fogarty spoke to the departmental transfers of funds that have taken place for the since the last City Council meeting.

Fire Department, Chief Heineken

- The last two weeks have been a difficult time for the fire department. Captain Richard Hagen II passed away at his home on Wednesday October 4th, just a few days prior to his 39th birthday. Richard served the community of North Pole while working for our fire department from 2008 through mid-2022. A funeral with full firefighter ceremonies and honors were held this past Saturday October 14th at the Summit Church here in North Pole. Richard will be profoundly missed by all that knew him. I would like to thank the North Pole Police Department for assisting in the funeral procession, Fairbanks Police Captain Nathan Werner for providing his music talents with the bag pipes and most of all I would like to deeply thank all the other fire departments in the Interior. The support they offered and provided for Richard's family and the North Pole fire department during this time was nothing short of amazing.
- The annual Interior Firefighters Ball was held Saturday evening. This event is held each year and allows fire service personnel throughout the interior of Alaska to come together in a formal social event. The Interior Fire Chiefs organization uses this venue to recognize and award outstanding performers in our industry by giving annual awards in the categories of, Firefighter, Company Officer, Chief Officer, EMS person, Support person, Fire Prevention Program and Fire Instructor. I would humbly like to announce that I have been awarded the Chief Officer of the year for 2023.
- All the parts needed for making the pump repairs to Engine 25 have arrived and it is now being re-assembled with the goal of having it running sometime this week. Due to the extensiveness of the repairs, it will then need to go through a full pump test. Each apparatus receives this pump test annually or after repairs to the pump itself. At the completion of a successful pump test, we will be able to put the Engine back into service as our second out Engine. Soon after that we hope to be able to make the transfer of Engine 24, to the City of Delta Junction.
- The fire department would like to give a big thank you to the staff at Public Works for the new stairs installed at the entrance of our training annex. The old stairs would become extremely slippery during winter months and was a significant fall danger. The very talented staff at public work were able to build new stairs using diamond grip strut stair treads.

- The senior class at North Pole High School has been working hard to prepare our training building for their haunted asylum. This should be a fun or scary event and we encourage everyone to come out and participate on October 27th and 28th from 5-9pm.

City Clerk's Office, Emily Braniff

- Ms. Braniff reported the Clerk's Office has been wrapping up after the October 3, 2023, Municipal Election. Ms. Braniff shared the Clerk's Office has completed travel plans for Mr. Terch and Mr. Williams, the new HR/Deputy Clerk and herself for AML in Anchorage, the first week of December. Ms. Braniff stated since the last Council meeting all employees have taken the required RISQ training.

Borough Representative, Council Member Chandra Clack

- North Pole City Charter would not allow for the change until it went before the vote of the citizens, which would not happen until 2024. If it was approved, it would not happen until 2025, creating two years of disenfranchised voters.
- This would confuse voters; municipal elections have always been held the first Tuesday of October. Changing to November in hopes to increase voter turnout, or get the military bases involved. May not be a good goal in the aspect that people may only turn out based on what seems to be the agenda for the federal election. Turnout may still be low, but municipalities will not get lost with the federal election campaigning. They may not know those that are voting for the Local and State elections.
- The City of North Pole, City of Fairbanks and FNSB have always budgeted and collaborated with each other to share the high cost of municipal elections. The Clerks have always worked well. If it's not broken don't fix it.
- More workers would have to be hired to help cover the cost of combined Local, State and Federal Elections. People would have to get into two different lines to vote. At that point these lines may be long, and they may have to wait for a while. More equipment may have to be purchased; the Borough just purchased new voting equipment for the municipal elections which is a cost North Pole shared in paying.
- This would create a lot of confusion for the voters. With rank choice voting and now all voting on the same day of November 2nd, just to increase the turnout of voters. Borough Ordinance No. 2023-58 was not well thought out on how it would affect voters. As well as they did not come and talk to the sister cities.

ON GOING PROJECTS

NEW BUSINESS

Resolution 23-16 A Resolution in Support of Continuing to Hold Local Elections in Early October.

Mr. Keller *moved* to approve Resolution 23-16

Seconded *by* Ms. Welch

On the Resolution

DISCUSSION

Tammy Wilson explained why the ordinance came to be and that it was for the purpose of increasing voter turnout and the expense of annual elections.

Mr. Jacobson shared his concern that the Borough did not speak to other municipalities about the change in the date of the local election. Mr. Jacobson reminded Ms. Wilson that the City of North Pole, City of Fairbanks, and Borough elections have always been held in collaboration with each other.

All members requested to be co-sponsors of the ordinance to hold local elections in early October.

PASSED

Yes: Keller, Clack, Cromer, Skipps, A. Welch, Jacobson, M. Welch

No: 0

Absent: 0

Resolution 23-17, A Resolution of the North Pole City Council Designation City Officials' Authorization to Sign on City of North Pole Accounts.

Ms. Welch *moved* to approve the Resolution 23-17

Seconded *by* Ms. Clack

On the Resolution

DISCUSSION

None

PASSED

Yes: Skipps, A. Welch, Cromer, Keller, Clack, Jacobson, M. Welch

No: 0

Absent: 0

COUNCIL COMMENTS

Mr. Skipps thanked Council Members Welch and Cromer for their years of service and welcomed new Council Member Terch and Williams to the Council.

Mr. Keller reminded everyone that the roads are slippery and to drive safely in such conditions. He thanked Ms. Welch and Mr. Cromer for their time in service and welcomed the new members to the Council.

Ms. Clack thanked Mr. Cromer and Ms. Welch for serving on the Council with her for the past year and congratulated Mr. Terch and Mr. Williams for being elected to City Council.

Mr. Jacobson thanked Ms. Welch and Mr. Cromer for their six years of service to the community and welcomed Mr. Terch and Mr. Williams to the Council. Mr. Jacobson congratulated Chief Heineken for being awarded the Fire Chief of the Year by the Interior Fire Chiefs Association and thanked all staff for the work that they continue to do.

Mr. Cromer shared that he has enjoyed serving, thanked all the city departments for helping him understand the needs of the city and that he looks forward to having Monday's free going forward. Mayor Welch presented Mr. Cromer with a plaque thanking him for his years of service to the City of North Pole.

Ms. Welch thanked the city staff for the help that she has been provided over the years and that she has learned a lot. Ms. Welch stated she has enjoyed being a city and borough representative and shared that voting is a privilege and that she has not missed an opportunity to vote since she became a citizen. Ms. Welch encouraged citizens to get involved in local government so they can have a voice. Ms. Welch welcomed Mr. Terch and Mr. Williams to the Council and asked them to be good stewards of the city's finances. Mayor Welch presented Ms. Welch with a plaque thanking her for her years of service to the City of North Pole.

Mayor Welch spoke to the celebration of life that occurred the past weekend for Richard Hagen II and how special he was to the City of North Pole Fire Department. Mayor Welch shared that it was a beautiful celebration, how professionally it was handled and that there were a lot of family and friends there to remember Mr. Hagen. Mayor Welch shared condolences for his family and friends and that the small Fire Department family showed a great amount of support in his honor.

ADJOURNMENT

Ms. Cromer *moved* to adjourn.

Seconded *by* Ms. Welch

The regular meeting of Monday, October 16, 2023, adjourned at 9:11 p.m.

These minutes passed and approved by a duly constituted quorum of the North Pole City Council on Monday, October 16, 2023.

ATTEST:

Emily Braniff, CMC
City Clerk

ORDINANCE 23-14
AN ORDINANCE OF THE CITY OF NORTH POLE AMENDING THE
2023 BUDGET TO ACCEPT GRANT FUNDS

WHEREAS, changes to practices and policies is a continually changing requirement; and

WHEREAS, the City of North Pole budget should be amended to conform to the requirements of the City; and

WHEREAS, adjustment in the budget are necessary to remain compliant with Council approved authorizations and budget management rules, and

WHEREAS, fiscal notes are the method prescribed by the code to amend a budget; and

WHEREAS, fiscal notes have been reviewed by the Accountant and Mayor for accuracy and will be recorded as amendments to the budget upon approval.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of North Pole that it approves changes as listed in the attached fiscal note accepting grant funds from The Marathon First Responders Grant Program, totaling \$4500.00.

Section 1. This ordinance is of a general nature and shall not be codified.

Section 2. Effective date.

This ordinance shall become effective immediately upon passage.

ADOPTED THE ____ DAY OF NOVEMBER 2023.

Mayor: Michael W. Welch

ATTEST:

Emily Braniff, CMC
City Clerk

PASSED/FAILED Yes: No: Absent:

Memo

To: North Pole City Council

From: Chad Heineken, Fire Chief

Date: 9/29/2023

Re: Request to accept Grant Funds



North Pole Fire Department requests approval from City Council to accept \$4500.00 in grant funds from the Marathon First Responders Grant Program. This grant does not require match funding.

The Fire Department has received notification of a \$4500.00 grant award to be used for the purchase of 20v/60v battery operated hand tools as listed below. This grant allows North Pole Fire Department to further outfit the new Pierce fire apparatus we received this summer with battery operated cordless tools. Previous apparatus primarily used 120 volt or gas powered tools, our new apparatus was spec'd with the intention of upgrading to modern cordless tools. We are thankful for the opportunity to use grant funds provided through our industry neighbors at Marathon Petroleum.

- 20V Reciprocating Saw
- 20V 4.5" Angle Grinder
- 20V ½" Drill
- 60V Concrete Saw
- Battery Chargers
- Streamlight LiteBox flood LED upgrade kits
- Streamlight Lite Box spot LED upgrade kits

Marathon Petroleum's Logistics and Storage Terminals offers grants to first responder organizations. Grants will be awarded between \$100-\$5,000.

Eligibility Requirements

The grants will be awarded based on the merits of the request and the needs of the first responder and community.

- ◆ The level of involvement the local responder would have with Marathon Petroleum in an emergency situation.
- ◆ The current ability of the local responder to react as needed in case of an emergency situation.
- ◆ Level of involvement the first responder has had with the terminal to date (participation in drills, events, etc.).
- ◆ Need of the first responder – includes evaluation of funding source, response area, number of Marathon Petroleum facilities impacted, etc.
- ◆ Grant applications that are directly related to emergency response or terminal support.
- ◆ Organization being a non-profit agency.

For technical questions regarding the online submission process, please contact our administrator, Foundation Source, at 800.839.5316 or premiersupport@foundationsource.com. For eligibility questions, contact the local terminal manager.

FIRST RESPONDERS GRANT PROGRAM



**Logistics &
Storage
Terminals** 11

Items Eligible for Reimbursement

Firefighting Equipment

- ◆ Firefighting Hose
- ◆ Flammable Liquid Training Registration & Fees
- ◆ Foam Application Nozzles and Equipment
- ◆ Foam Proportioning Equipment
- ◆ Incident Command System Equipment
- ◆ Large Diameter Supply Hose
- ◆ Large Flow Water Monitor 250 GPM +
- ◆ Mobile Data Terminal (MDT) - Tablets
- ◆ Personal Accountability Systems
- ◆ Personal Protective Equipment (PPE)
- ◆ Portable Atmospheric Monitor
- ◆ Pre-Incident Planning Software
- ◆ Radio Communication Equipment
- ◆ Self-Contained Breathing Apparatus (SCBA)
- ◆ Thermal Imaging Camera (TIC)
- ◆ Water Manifolds, Wyes & Siamese
- ◆ Dry Chemical Agent

Law Enforcement Equipment

- ◆ Flashlights
- ◆ Body Armor/Helmets
- ◆ Cameras- Body Cam/Dash Cam/Drone Cam
- ◆ Computer Systems
- ◆ LEL Meters
- ◆ Bicycles and related accessories
- ◆ Car Tires
- ◆ Radio Communication Equipment
- ◆ Uniforms/Tactical Gear
- ◆ K-9 Equipment
- ◆ Vehicle Accessories
- ◆ Incident Command System Equipment
- ◆ Active Shooter/WMD Training
- ◆ Unmanned Aircraft Systems (i.e. Drones)

- ◆ Tablets
- ◆ Explosive Ordnance Disposal Equipment
- ◆ Night Sites for Weapons
- ◆ Simunition Rounds
- ◆ Exercise Equipment

Swift Water Rescue Equipment

- ◆ Buoys
- ◆ Incident Command System Equipment
- ◆ Personal Floatation Devices (PFD)
- ◆ Portable Stretchers
- ◆ Pressurized Line Guns
- ◆ Rescue Craft
- ◆ Rescue Rope
- ◆ Rope Rescue Equipment (i.e. tripods & carabiners)
- ◆ Submersible Survival Suits
- ◆ Throw Bags
- ◆ Water Self-Rescue Devices

Confined Space-Trench Rescue Equipment

- ◆ Air Hose Reels
- ◆ Cribbing
- ◆ Extrication Systems & Equipment
- ◆ Hauling Systems
- ◆ Hydraulic Shoring Systems
- ◆ Incident Command System Equipment
- ◆ Personal Accountability Systems
- ◆ Pneumatic Air Bags
- ◆ Portable Air Supply
- ◆ Portable Atmospheric Monitors
- ◆ Portable Reciprocating Saws & Drills
- ◆ Portable Stretchers
- ◆ Remote Breathing Air Stations
- ◆ Rescue Rope
- ◆ RIT Bags and Equipment
- ◆ Rope Rescue Equipment
- ◆ Self-Contained Breathing Apparatus (SCBA)

How to Apply

First Responder Grants will be submitted online at the Marathon Petroleum website.

<https://www.marathonpetroleum.com/Sustainability/Creating-Shared-Value-and-Opportunity/Marathon-Petroleum-Foundation/>

When completing an application, be sure to include an evaluation of what the grant would be used for and how it would benefit Marathon Petroleum and the local community. It is recommended that specific details including itemized lists, quotes and photographs be included to aid in the decision-making process. The sustainability plan and dissemination plan sections of the application can be marked as not applicable.

Please note, the following items will not be considered under this program: fire foam, weapons, and supplemental fire training (Marathon Petroleum already provides as needed).

Applications will be reviewed on a monthly basis. Upon review, organizations will receive a letter and email advising the status of their application.



City of North Pole, Alaska
Fiscal Note Year: 2023
Ordinance: 23-14

Originator/Sponsor: Chad Heineken, North Pole Fire Chief

Date: October 11, 2023

Does the Ordinance or Resolution have a fiscal impact? Yes ☒ X

<u>Fund- Dept.</u>	<u>Account Description</u>	<u>Account #</u>	<u>Debit</u>	<u>Credit</u>	<u>Effect</u>
FD Grant Fund	Marathon Grant Expenses	31-09-9-9001	4,500.00		Increase
FD Grant Fund	Marathon Grant Revenue	31-39-5082		4,500.00	Increase
		Total	4,500.00	4,500.00	

Prepared By: Tricia Fogarty **Date:** October 11, 2023

Finance Approval: Tricia Fogarty **Date:** October 11, 2023



October 2, 2023

North Pole Fire Department
110 Lewis St.
North Pole, AK 99705

Re: Rescue Equipment - Portable Tools

Dear Sir or Madam:

Marathon Corporation's Community Investment Program is committed to collaborating with our stakeholders to invest in organizations and initiatives that make a positive, meaningful impact in communities where we operate.

We are pleased to announce that Marathon will support your organization with a grant in the amount of \$4,500 for the above referenced purpose. Enclosed, please find our check.

This grant is subject to the terms set forth in the attached Grant Terms. By accepting the grant funds, North Pole Fire Department indicates it agrees to said Terms.

To gather data on our collective Community Investment impact, you may be contacted in the future to participate in our impact report to share relevant updates, results and outcomes for relevant program years.

If you have any questions, please contact Sarah Toland, Advance Administrative Assistant, at (419) 421-3807 or stoland@marathonpetroleum.com, who will be coordinating our support of this grant.

We are proud to support your organization. Best wishes for success in your work.

Sincerely,
Marathon Community Investment Programs

GRANT TERMS

Grantor: Marathon Community Investment Programs (the "Grantor")

Grant Recipient: NORTH POLE FIRE DEPARTMENT (the "Grantee")

Grant Amount: \$4,500

Grant Purpose: Rescue Equipment - Portable Tools (the "Purpose")

- a. **Tax Status:** The Grantee represents and warrants that it is exempt under Internal Revenue Code Section 501(c)(3) and classified under Code Section 509(a)(1), (2), or (3), or exempt under Code Section 4940(d)(2).
- b. **Expenditure of Funds:** The grant funds must be used exclusively for the Purpose stated and may not be used for any other purpose unless the Grantee obtains the Grantor's prior approval in writing. However, if applying the funds towards the Purpose would require the Grantee to distribute the grant funds without the Grantee's discretion to another entity or individual, this grant will be deemed general and unrestricted with a non-binding recommendation that the grant funds be used for the Purpose. Additionally, the Grantee will not use any of the grant funds to satisfy a charitable pledge or obligation of any person or organization other than the Grantor.
- c. **Responsibility:** Grantee understands and agrees to assume all risk and danger related to the Project and further agree to assume all responsibility for, and all risk of damage to, property or injury to person that may occur as a result of the Project.
- d. **Return of Grant Funds:** The Grantee agrees to return any grant funds not expended for the purposes described above to the Grantor, c/o Foundation Source at 55 Walls Drive, 3rd Floor, Fairfield, CT 06824-5163. The Grantee may also be required to return the enclosed grant if the Grantee is no longer recognized by the Internal Revenue Service as having the above described tax-exempt status.
- e. **Other Terms:** These Grant Terms encompass the entire agreement between the parties and supersede all previous understandings and agreements between the parties, whether oral or written. This grant is subject to these Grant Terms; by cashing the grant check, the Grantee indicates its agreement to these terms. If check is not cashed within 180 days, it will be voided.

Marathon Community Investment Programs

Foundation Source, Administrator 402991

Reference No.	Description	Date	Amount
577248	Grant Purpose: Rescue Equipment - Portable Tools		4,500.00
Check Date	Check No.	Payee	Check Amount
10/02/2023	402991	NORTH POLE FIRE DEPARTMENT	\$4,500.00

Marathon Community Investment Programs

Foundation Source, Administrator
 501 Silverside Road, Suite 123
 Wilmington, DE 19809
 (800) 839-1754

WEBSTER BANK
 360 HAMILTON AVENUE
 WHITE PLAINS, NY 10601
 50-7044/2219

402991

10/02/2023

PAY ****Four Thousand Five Hundred Dollars And 00 Cents****

\$4,500.00

VOID AFTER 180 DAYS

To The NORTH POLE FIRE DEPARTMENT
 Order Of: 110 LEWIS ST
 NORTH POLE, AK 99705


 Erin Harrigan

Memo:

⑈402991⑈ ⑆221970443⑆ 3310001201⑈

**CITY OF NORTH POLE
ORDINANCE 23-15**

**AN ORDINANCE OF THE NORTH POLE CITY COUNCIL
ESTABLISHING THE 2024 OPERATING AND CAPITAL BUDGET AND
LEVYING THE MILL RATE**

WHEREAS, pursuant to City of North Pole Home Rule Charter Section VI the Mayor has proposed an operating budget with anticipated income and expenditures of the City during the next fiscal year; and

WHEREAS, pursuant to Title 4 Revenue and Finance Chapter 25 the Mayor has proposed capital and vehicle fleet- reserve fund budgets for the City and City Utility that are contingent upon council approval of the ordinance reinstating the funding mechanism: and

WHEREAS, The City of North Pole operates a water and sewer utility through an enterprise fund and thus the Mayor has proposed an operating and capital budget for the Utility with anticipated income and expenditures of the City during the next fiscal year; and

WHEREAS, The City of North Pole has established budgets for the City Debt Service, Non-Major and Community Funds that are outside of the general operating, capital and vehicle fleet-reserve budgets; and

WHEREAS, The Budget is a living document that needs to be adjusted as needed to reflect actual conditions; and,

WHEREAS, The 2024 Budget reflects a 3.5 mill rate; and

WHEREAS, The 2024 Budget reflects sales tax rate of 5.5 percent with a cap of 16.50 per transaction; and

WHEREAS, The 2024 Budget has no increases to the sales tax or the mill rate.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of North Pole:

Section 1. This ordinance is of a special nature and shall not be included in the North Pole Code of Ordinances.

Section 2. There is hereby appropriated to the 2024 General Fund Operating Budget (Fund 1) from the following sources of revenue for the City of North Pole in the amount indicated to the departments named for the purpose of conducting the business of said departments of the City of North Pole, Alaska, for the fiscal year commencing January 1, 2024, and ending December 31, 2024

Revenue Source	Mayor Recommended	Council Appropriation
Taxes: Property	1,225,000	1,225,000
Taxes: General Sales	5,405,000	5,405,000
Taxes: Alcohol	300,000	300,000
Taxes: Online	495,886	495,886
Taxes: Tobacco	75,000	75,000
Taxes: State collected Shared Taxes	14,000	14,000
Licenses and Permits	34,000	34,000
Fees & Services	806,500	806,500
Fines & Penalties	140,000	140,000
Intergovernmental Revenue	205,000	205,000
Other: Miscellaneous	296,000	296,000
Transfers in From Fund Balance (FB)		
Transfer In (from other funds)		
Total	8,996,386	8,996,386

Section 3. There is hereby appropriated to the 2024 General Fund Operating Budget (Fund 1) expenditures for the City of North Pole in the amount indicated.

Department Expenditures	Mayor Recommended	Council Appropriated
Administration	756,750	756,750
Clerk & HR	349,500	349,500
Police Department	3,206,538	3,206,538
Fire Department	3,232,298	3,232,298
Public Works	1,451,300	1,451,300
Total	8,996,386	8,996,386

Section 4. There is hereby appropriated to the 2024 Major Enterprise Operating, Capital and Fleet Budget from the following sources of revenue for the City of North Pole Utilities in the amount indicated to the departments named for the purpose of conducting the business of said Utility Departments of the City of North Pole, Alaska, for the fiscal year commencing January 1, 2024 and ending December 31, 2024. A Major Enterprise Fund is used to account for operations that are financed and operated in a manner similar to a private business enterprise.

Fund #	Description	Mayors Recommendations		Council Appropriations	
		Revenue	Expenditures	Revenues	Expenditures
25	Utility Fund Fleet	0	0	0	0
41	Utility Fund Water	1,763,000	1,763,000	1,763,000	1,763,000
42	Utility Fund Sewer	1,197,500	1,197,500	1,197,500	1,197,500
43	Utility Capital Projects	0	0	0	0
51	Water Fund Reserves	384,000	384,000	384,000	384,000
52	Sewer Fund Reserves	245,000	245,000	245,000	245,000
Total		3,589,500	3,589,500	3,589,500	3,589,500

Section 5. There is hereby appropriated to the 2024 North Pole City Budget revenue and expenditures for the following Capital and Vehicle Replacement-Reserve Funds in the amount indicated. The following Funds are committed by Ordinance and can only be used for the specific purpose as defined by City Code.

Fund #	Description	Mayors Recommendations		Council Appropriations	
		Revenue	Expenditures	Revenues	Expenditures
20	Capital Projects Reserves	43,500	43,500	43,500	43,500
21	Admin Fleet Fund	0	0	0	0
22	Fire Fleet Fund	150,000	150,000	150,000	150,000
23	Police Fleet Fund	137,000	137,000	137,000	137,000
24	Public Works Fleet Fund	87,000	87,000	87,000	87,000
Total		417,500	417,500	417,500	417,500

Section 6. There is hereby appropriated to the 2024 North Pole City Budget revenue and expenditures for the following Non-Major Funds in the amounts indicated. Non-Major Funds are established to finance a particular activity and are created from receipts of designated and restricted funds.

Fund	Description	Mayors Recommendations		Council Appropriations	
		Revenue	Expenditures	Revenues	Expenditures
04	Building Department	497,800	497,800	497,800	497,800
10	Litigation Fund	63,500	63,500	63,500	63,500
12	ABADE- Dept of Justice	35,000	35,000	63,500	63,500
13	ABADE – State Forfeitures	6,500	6,500	6,500	6,500
15	Impound Lot	50,000	50,000	50,000	50,000
Total		652,800	652,800	652,800	652,800

Section 7. There is hereby appropriated to the 2024 North Pole City Budget revenue and expenditures for the following Debt Service Fund in the amounts indicated. The Debt Service Fund is used to account for the accumulation of resources for, and the payment of, general obligation bond and special assessment debt principle, interest and related cost for issuance that are not accounted for elsewhere.

Fund	Description	Mayor Recommendation		Council Appropriations	
		Revenue	Expenditures	Revenues	Expenditures
3	Assessment Fund	103,000	103,000	103,000	103,000
Total		103,000	103,000	103,000	103,000

Section 8. There is hereby appropriated to the 2024 North Pole City Budget revenue and expenditures for the following Community Purpose Funds in the amounts indicated. Community Purpose Funds are established to finance a particular activity or event and are created from receipts of designated funds.

Fund	Description	Mayors Recommendations		Council Appropriations	
		Revenue	Expenditures	Revenues	Expenditures
05	Bed Tax Grant Fund	210,000	210,000	210,000	210,000
08	North Pole Festival Fund	0	0	0	0
Total		210,000	210,000	210,000	210,000

Section 9. There is hereby appropriated to the 2024 North Pole City Budget revenue and expenditures for the following Grant Funds in the amounts indicated. The Grant Funds are used to account for the tracking of Grant projects and revenues and expenditures.

Fund	Description	Mayors Recommendations		Council Appropriations	
		Revenue	Expenditures	Revenues	Expenditures
30	Administration Grants	0	0	0	0
31	Fire Department Grants	0	0	0	0
32	Police Department Grants	90,110	90,110	90,110	90,110
33	Public Works Grants	0	0	0	0
11	Bryne Jag Grant	142,126	142,126	142,126	142,126
Total		232,236	232,236	232,236	232,236

Section 10. Supplemental: See appendix 2024 A for the budget breakdown of revenues and expenditures per individual account line.

Section 11. Effective date. This ordinance shall become effective January 1, 2024.

PASSED AND APPROVED by a duly constituted quorum of the North Pole City Council this
__day of December, 2023.

ATTEST:

Emily Braniff, CMC
City Clerk

PASSED/FAILED Yes: No: Absent:

GENERAL FUND
REVENUE

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Requested Budget	2024 Mayors Proposed Budget
Fund: 01 - General Fund									
01-31-3000	Alcohol Tax	300,000.00	355,800.79	318,000.00	363,359.91	300,000.00	275,638.47	300,000.00	300,000.00
01-31-3050	Property Tax	1,040,000.00	1,088,073.10	1,193,500.00	1,201,267.01	1,131,000.00	697,689.49	1,175,000.00	1,225,000.00
01-31-3100	Sales Tax	3,840,000.00	4,671,797.34	4,150,764.00	5,055,331.30	4,990,000.00	3,633,300.41	5,110,000.00	5,400,000.00
01-31-3150	Sales Tax Misc Vendors	2,500.00	11,926.65	5,000.00	9,599.56	10,000.00	3,632.11	5,000.00	5,000.00
01-31-3160	Sales Tax Online	0.00	283,505.76	420,000.00	532,266.72	500,000.00	444,333.58	600,000.00	495,886.00
01-31-3180	State: Shared Taxes	16,000.00	13,906.35	16,000.00	13,706.95	13,000.00	13,651.47	14,000.00	14,000.00
01-31-3200	Tobacco Tax	135,000.00	157,038.80	115,000.00	120,639.11	150,000.00	70,303.89	85,000.00	75,000.00
01-34-4000	Business Licenses	20,000.00	22,555.00	5,000.00	22,550.00	30,000.00	23,780.00	25,000.00	25,000.00
01-34-4050	Fireworks Permit	12,000.00	12,000.00	9,000.00	12,000.00	9,000.00	6,000.00	6,000.00	9,000.00
01-35-5000	Ambulance Fees CY	120,000.00	95,566.09	105,000.00	83,815.40	105,000.00	83,465.19	100,000.00	80,000.00
01-35-5050	Ambulance Services	480,000.00	570,399.00	650,500.00	675,738.50	680,000.00	709,437.50	700,000.00	720,000.00
01-35-5100	Fingerprinting	0.00	630.00	500.00	1,735.00	1,000.00	5,440.00	7,500.00	5,000.00
01-35-5150	Fire Reports	500.00	156.50	200.00	200.00	0.00	150.00	100.00	0.00
01-35-5200	Police Reports	1,000.00	1,305.00	1,000.00	1,837.85	1,500.00	960.00	1,000.00	1,500.00
01-36-6000	Citations CY	138,000.00	66,249.20	100,000.00	75,311.50	75,000.00	54,712.00	75,000.00	90,000.00
01-36-6050	Citations PY	40,000.00	46,658.35	50,000.00	94,107.68	50,000.00	56,048.79	75,000.00	50,000.00
01-37-7000	Corp of Engineers Contract	88,000.00	87,523.12	90,000.00	75,644.12	90,000.00	76,008.12	80,000.00	80,000.00
01-37-7100	EMPG Grant	25,000.00	13,756.73	38,750.00	8,669.20	10,000.00	7,733.66	10,000.00	10,000.00
01-37-7200	Liquor License Sharing	9,000.00	4,000.00	6,500.00	6,700.00	7,000.00	4,600.00	7,500.00	5,000.00
01-37-7250	State Revenue Sharing	90,000.00	84,904.69	85,000.00	126,466.19	85,000.00	104,124.78	105,000.00	110,000.00
01-39-9000	Fire Department Revenue	5,000.00	5,600.00	5,200.00	5,926.00	5,500.00	6,005.93	6,000.00	6,000.00
01-39-9050	Interest Income	35,000.00	7,700.80	37,500.00	38,007.32	125,000.00	219,115.45	200,000.00	280,000.00
01-39-9100	Miscellaneous Revenue	25,000.00	22,584.42	25,000.00	14,896.69	15,000.00	17,221.00	15,000.00	10,000.00
01-39-9195	COVID Local Fiscal Recovery	0.00	0.00	254,311.00	255,544.98	0.00	0.00	242,570.00	0.00
01-39-9500	PERS on Behalf Revenue	0.00	0.00	0.00	161,020.98	0.00	0.00	0.00	0.00
01-39-9980	Transfer In Fund Balance	7,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01-39-9990	Transfer In	0.00	36,198.33	25,000.00	18,363.47	0.00	0.00	0.00	0.00
Totals		6,429,000.00	7,659,836.02	7,706,725.00	8,974,705.44	8,383,000.00	6,513,351.84	8,944,670.00	8,996,386.00

Administration
Department

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 01 - Admin									
01-51-1-0010	Wages: Full Time	290,000.00	246,356.16	307,111.00	249,844.00	302,450.00	245,323.04	318,000.00	329,000.00
01-51-1-0030	Benefits	7,110.00	6,549.45	7,795.00	8,507.51	11,500.00	6,421.20	9,000.00	12,000.00
01-51-1-0040	PERS	64,250.00	54,637.68	67,565.00	54,707.88	66,550.00	51,499.26	70,000.00	70,000.00
01-51-1-0050	PERS on Behalf	0.00	0.00	0.00	14,078.82	0.00	0.00	0.00	0.00
01-51-1-0060	Leave Cash Out	6,200.00	0.00	6,500.00	4,781.40	6,500.00	4,752.53	7,000.00	10,000.00
01-51-1-0070	Overtime: Regular	500.00	0.00	500.00	0.00	500.00	0.00	500.00	500.00
01-51-1-0080	Wages: Temp/Overhire	500.00	7,986.00	5,000.00	22,548.60	500.00	0.00	500.00	500.00
01-51-1-0130	Health Insurance	41,600.00	79,557.14	83,000.00	68,882.86	83,500.00	67,200.00	83,200.00	84,000.00
	Salaries & Benefits								506,000.00
01-51-2-2000	Advertising	4,000.00	4,000.00	5,000.00	1,701.50	2,500.00	172.56	1,500.00	2,000.00
01-51-2-2050	Audit & Finance	32,000.00	27,024.50	32,000.00	30,528.00	32,000.00	66,367.00	40,000.00	48,000.00
01-51-2-2100	Credit Card Fees	10,000.00	11,849.88	17,700.00	16,627.77	12,000.00	11,549.66	20,000.00	15,000.00
01-51-2-2150	Insurance	13,000.00	15,136.68	18,500.00	22,958.78	20,000.00	8,100.14	10,000.00	10,000.00
01-51-2-2200	IT Services	10,000.00	9,280.52	10,000.00	11,164.93	10,000.00	8,997.10	12,000.00	12,000.00
01-51-2-2250	Legal Fees	16,000.00	4,732.70	20,000.00	16,335.00	15,000.00	5,065.00	10,000.00	7,000.00
01-51-2-2300	Maintenance Contracts	12,500.00	6,043.50	22,500.00	22,434.94	15,000.00	13,558.82	15,000.00	15,000.00
01-51-2-2350	Professional Services	4,500.00	2,188.19	4,500.00	2,306.09	3,000.00	2,234.14	2,500.00	2,500.00
	Purchased Services								111,500.00
01-51-3-3000	Bad Debt	0.00	0.00	0.00	3,639.49	0.00	0.00	0.00	0.00
01-51-3-3050	Electric	9,000.00	7,386.05	10,000.00	10,182.61	10,000.00	8,266.61	10,000.00	11,000.00
01-51-3-3100	Heating Fuel	9,000.00	7,997.44	17,000.00	15,708.28	15,000.00	6,694.47	15,000.00	16,000.00
01-51-3-3200	Phone/ Data	2,500.00	2,430.05	2,000.00	3,003.48	3,000.00	1,089.52	2,000.00	2,000.00
01-51-3-3300	Postage	1,500.00	1,289.18	1,000.00	1,290.75	1,000.00	939.98	1,000.00	1,000.00
01-51-3-3350	Office Equipment & Supplies	7,000.00	7,684.49	13,000.00	10,345.86	5,000.00	2,681.90	5,000.00	6,000.00
01-51-3-3400	Operational Supplies	2,000.00	1,220.35	2,500.00	1,291.84	3,000.00	1,655.63	3,000.00	2,000.00
01-51-3-3500	Promotions & Apparel	1,500.00	5,175.03	2,500.00	500.00	3,500.00	3,469.98	5,000.00	5,000.00
01-51-3-3550	Publications & Subscriptions	500.00	298.86	500.00	633.77	750.00	3,214.30	4,000.00	4,000.00

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
	Operational Expenses								47,000.00
01-51-4-4000	Lease & Rentals Payments	5,750.00	5,667.00	5,500.00	4,871.09	5,500.00	2,702.00	3,000.00	3,000.00
	Leases & Rentals								3,000.00
01-51-5-5000	Memberships & Dues	3,500.00	3,504.00	6,000.00	6,197.99	6,500.00	3,307.09	7,000.00	7,500.00
01-51-5-5050	Recruitment	250.00	0.00	250.00	188.00	250.00	0.00	250.00	250.00
01-51-5-5100	Travel & Training	14,000.00	4,819.68	20,000.00	17,598.97	20,000.00	12,484.56	20,000.00	20,000.00
	Travel, Training & Memberships								27,750.00
01-51-6-6050	Vehicle Gas & Oil	600.00	1,499.12	2,400.00	1,071.60	2,000.00	0.00	2,000.00	2,000.00
	Vehicle, Equipment Expenses								2,000.00
01-51-7-7000	Building Maintenance	3,000.00	1,119.19	3,000.00	5,180.93	5,000.00	8,141.80	10,000.00	10,000.00
	Infrastruture Outlay								10,000.00
01-51-9-9180	COVID Local Recovery	0.00	0.00	244,850.00	255,544.98	250,000.00	10,692.30	242,570.00	0.00
01-51-9-9200	Miscellaneous Expense	5,000.00	5,377.70	7,500.00	3,146.65	10,000.00	2,958.83	5,000.00	6,000.00
01-51-9-9501	Tyler Conversion	0.00	0.00	0.00	0.00	0.00	-765.40	0.00	0.00
01-51-9-9990	Transfer Out	0.00	43,522.92	14,300.00	48,050.68	7,500.00	0.00	43,500.00	43,500.00
	Other Expenses								49,500.00
	Total								756,750.00

City Clerk
&
Human Resources

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
01-52-5-5000	Memberships & Dues	750.00	490.00	650.00	834.98	1,000.00	387.00	1,000.00	1,000.00
01-52-5-5050	Recruitment	0.00	600.87	1,000.00	255.92	500.00	40.00	500.00	500.00
01-52-5-5100	Travel & Training	7,500.00	1,695.84	7,000.00	6,267.48	8,000.00	3,336.18	13,000.00	13,000.00
01-52-5-8000	Council Travel & Training	10,000.00	0.00	3,500.00	3,015.06	3,000.00	628.20	3,000.00	5,000.00
	Travel, Training & Memberships								19,500.00
01-52-6-6050	Vehicle Gas & Oil	300.00	0.00	300.00	0.00	100.00	0.00	100.00	100.00
	Vehicle, Equipment Expenses								100.00
01-52-7-7000	Building Maintenance	0.00	0.00	18,000.00	18,557.46	0.00	1,199.79	0.00	0.00
	Infrastructure Outlay								0.00
01-52-9-8000	Election Expense	11,000.00	3,674.90	3,850.00	3,846.74	3,700.00	52.74	4,000.00	4,000.00
01-52-9-9200	Miscellaneous Expense	3,000.00	712.69	3,000.00	2,044.06	2,000.00	989.37	2,000.00	2,000.00
	Other Expenses								6,000.00
	Total								349,500.00

Police Department

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 01 - Police Department									
01-53-1-0010	Wages: Full Time	1,062,159.00	962,196.09	1,156,333.00	1,076,227.58	1,139,760.00	848,613.14	1,459,697.00	1,537,028.00
01-53-1-0020	Wages: Holiday Pay	15,000.00	13,755.23	17,500.00	14,708.58	17,500.00	10,015.08	17,500.00	18,500.00
01-53-1-0030	Benefits	80,898.00	67,223.35	88,832.00	76,436.40	82,000.00	63,436.14	95,852.00	101,104.00
01-53-1-0040	PERS	245,115.00	224,925.97	279,234.00	246,492.05	294,637.00	193,280.53	335,545.00	358,056.00
01-53-1-0050	PERS on Behalf	0.00	0.00	0.00	63,611.81	0.00	0.00	0.00	0.00
01-53-1-0060	Leave Cash Out	24,000.00	22,816.61	24,000.00	23,180.60	24,000.00	16,485.18	24,000.00	24,000.00
01-53-1-0070	Overtime: Regular	31,000.00	29,806.54	31,000.00	9,990.57	32,000.00	2,455.82	32,000.00	32,000.00
01-53-1-0080	Overtime: Training	21,000.00	6,095.95	2,500.00	2,980.39	41,000.00	34,795.25	16,000.00	16,000.00
01-53-1-0130	Health Insurance	291,200.00	275,142.85	312,000.00	278,608.18	312,000.00	205,546.65	291,200.00	312,000.00
01-53-1-0200	Temp/Overhire	0.00	0.00	0.00	0.00	25,000.00	11,805.00	54,000.00	54,000.00
	Salaries & Benefits								2,452,688.00
01-53-2-2000	Advertising	300.00	95.00	300.00	95.00	300.00	0.00	300.00	300.00
01-53-2-2050	Audit & Finance	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	5,000.00
01-53-2-2100	Credit Card Fees	700.00	218.09	700.00	147.39	700.00	0.00	700.00	700.00
01-53-2-2150	Insurance	115,000.00	105,107.19	117,550.00	117,545.89	120,750.00	125,344.64	120,000.00	120,000.00
01-53-2-2200	IT Services	25,000.00	21,568.76	25,000.00	18,604.26	27,500.00	18,463.50	27,500.00	27,500.00
01-53-2-2250	Legal Fees	2,500.00	2,204.50	3,500.00	2,160.58	3,500.00	2,485.50	3,500.00	3,500.00
01-53-2-2300	Maintenance Contracts	4,000.00	3,774.25	14,350.00	8,387.36	10,700.00	6,874.52	8,000.00	8,000.00
01-53-2-2350	Professional Services	2,000.00	2,835.76	9,250.00	9,177.29	30,500.00	2,495.99	9,200.00	9,200.00
01-53-2-2500	Dispatch Contract	150,906.00	159,272.75	152,723.00	150,906.00	140,000.00	0.00	148,000.00	148,000.00
	Purchased Services								322,200.00
01-53-3-3050	Electric	18,000.00	17,476.03	21,000.00	17,644.64	21,000.00	13,646.68	21,000.00	19,000.00
01-53-3-3100	Heating Fuel	9,000.00	8,595.04	14,500.00	14,385.26	17,000.00	8,539.61	17,000.00	17,000.00
01-53-3-3200	Phone/Data	18,500.00	21,333.99	22,800.00	23,050.93	21,000.00	13,650.10	21,000.00	21,000.00
01-53-3-3300	Postage	850.00	849.38	850.00	1,272.71	900.00	796.88	900.00	900.00
01-53-3-3350	Office Equipment & Supplies	3,000.00	19,417.92	3,000.00	3,080.56	3,000.00	1,665.43	3,000.00	3,000.00
01-53-3-3400	Operational Supplies	4,000.00	1,214.68	4,000.00	2,609.97	4,000.00	1,736.08	4,000.00	4,000.00

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
01-53-3-3450	Uniforms	7,000.00	5,311.67	5,600.00	3,908.74	8,000.00	6,883.68	7,000.00	7,000.00
01-53-3-3500	Promotions & Apparel	1,000.00	1,126.95	1,100.00	1,066.48	1,000.00	146.70	2,000.00	2,000.00
01-53-3-3550	Publications & Subscriptions	4,000.00	3,091.65	4,500.00	4,307.61	5,000.00	2,875.76	5,000.00	5,000.00
	Operational Expenses								78,900.00
01-53-4-4000	Lease & Rentals Payments	1,800.00	445.83	1,800.00	0.00	0.00	0.00	0.00	0.00
	Lease & Rentals								0.00
01-53-5-5000	Memberships & Dues	1,000.00	914.80	1,500.00	1,355.73	1,000.00	182.37	1,000.00	1,000.00
01-53-5-5050	Recruitment	6,000.00	1,590.00	14,500.00	14,282.66	18,000.00	16,376.14	15,000.00	15,000.00
01-53-5-5100	Travel & Training	44,500.00	10,965.77	37,000.00	35,247.32	62,000.00	21,276.32	37,000.00	37,000.00
	Travel, Training & Memberships								53,000.00
01-53-6-6000	Equipment Repair & Maintenance	3,500.00	543.95	3,500.00	2,452.52	3,500.00	1,500.70	3,500.00	3,500.00
01-53-6-6050	Vehicle Gas & Oil	30,000.00	29,075.53	36,500.00	36,996.54	42,000.00	22,307.39	42,000.00	42,000.00
01-53-6-6100	Vehicle Repair & Maintenance	20,000.00	11,950.41	20,000.00	16,693.48	25,000.00	13,038.90	25,000.00	25,000.00
	Vehicle, Equipment Expenses								70,500.00
01-53-7-7000	Building Maintenance	6,000.00	678,427.53	258,500.00	256,069.55	33,000.00	3,430.29	8,000.00	8,000.00
	Infrastructure Outlay								8,000.00
01-53-9-9000	Citations State Admin Fee	5,000.00	5,383.10	8,500.00	4,929.64	5,000.00	4,721.10	5,500.00	5,500.00
01-53-9-9050	Equipment Outlay	45,375.00	29,779.30	61,286.00	55,989.95	45,753.00	21,940.85	45,750.00	65,750.00
01-53-9-9150	Investigation Expense	7,000.00	1,163.18	7,000.00	11,251.84	8,000.00	2,531.98	8,000.00	8,000.00
01-53-9-9200	Miscellaneous Expense	5,000.00	5,731.36	5,000.00	3,874.18	5,000.00	2,701.33	5,000.00	5,000.00
01-53-9-9980	Transfer Out-Fund Balance	0.00	0.00	-247,500.00	0.00	0.00	0.00	0.00	0.00
01-53-9-9990	Transfer Out	59,850.00	50,323.38	127,000.00	127,000.00	137,000.00	0.00	137,000.00	137,000.00
	Other Expenses								221,250.00
	Total								3,206,538.00

FIRE DEPARTMENT

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 01 - Fire Department									
01-54-1-0010	Wages: Full Time	1,061,470.00	898,857.98	1,146,052.00	1,093,240.54	1,295,400.00	992,812.07	1,350,910.00	1,337,400.00
01-54-1-0020	Wages: Holiday Pay	18,540.00	16,924.80	20,950.00	15,656.76	27,000.00	14,740.54	27,045.00	26,775.00
01-54-1-0030	Benefits	90,000.00	76,005.23	113,708.00	105,852.12	114,700.00	115,353.76	118,736.00	117,549.00
01-54-1-0040	PERS	245,782.00	214,317.55	257,956.50	243,897.12	263,800.00	222,304.49	272,548.00	269,823.00
01-54-1-0050	PERS on Behalf	0.00	0.00	0.00	62,827.36	0.00	0.00	0.00	0.00
01-54-1-0060	Leave Cash Out	30,000.00	28,255.29	40,000.00	31,912.40	55,200.00	4,288.59	60,850.00	60,242.00
01-54-1-0070	Overtime: Regular	38,000.00	46,042.47	50,000.00	41,222.04	65,000.00	35,906.02	234,460.00	232,115.00
01-54-1-0080	Wages: Part Time	97,024.00	76,968.27	171,852.50	166,801.05	167,000.00	151,888.94	137,344.00	137,344.00
01-54-1-0120	ESC	300.00	0.00	300.00	0.00	0.00	0.00	0.00	0.00
01-54-1-0130	Health Insurance	312,000.00	265,542.85	321,800.00	305,542.86	374,400.00	289,600.00	378,144.00	374,400.00
	Salaries & Benefits								2,555,648.00
01-54-2-2000	Advertising	350.00	0.00	0.00	0.00	200.00	0.00	0.00	0.00
01-54-2-2050	Audit & Finance	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	5,000.00
01-54-2-2100	Credit Card Fees	400.00	86.38	150.00	100.79	0.00	3.68	100.00	100.00
01-54-2-2150	Insurance	44,000.00	49,111.69	50,993.00	50,993.69	55,000.00	50,425.86	60,000.00	60,000.00
01-54-2-2200	IT Services	22,000.00	23,579.40	27,000.00	29,056.04	24,000.00	22,513.90	27,000.00	27,000.00
01-54-2-2250	Legal Fees	3,500.00	2,320.17	1,500.00	614.17	2,000.00	117.50	2,000.00	2,000.00
01-54-2-2300	Maintenance Contracts	11,000.00	11,151.93	18,590.00	12,394.63	22,000.00	13,903.23	18,000.00	18,000.00
01-54-2-2350	Professional Services	6,000.00	5,036.81	4,240.00	4,007.15	40,000.00	45,255.18	15,000.00	15,000.00
01-54-2-2400	Ambulance Billing Service	7,500.00	5,609.08	5,800.00	4,439.52	15,000.00	4,626.59	10,000.00	10,000.00
01-54-2-2500	Dispatch Contract	101,000.00	85,762.25	100,607.00	100,604.00	105,000.00	0.00	110,000.00	110,000.00
	Purchased Services								247,100.00
01-54-3-3050	Electric	22,000.00	19,391.45	22,000.00	19,913.18	22,000.00	14,968.95	25,000.00	25,000.00
01-54-3-3070	EMS Supplies	25,000.00	25,013.35	30,000.00	29,301.14	32,000.00	24,954.58	34,000.00	34,000.00
01-54-3-3100	Heating Fuel	20,500.00	17,155.88	29,000.00	27,388.75	24,000.00	12,062.73	29,000.00	29,000.00
01-54-3-3200	Phone/Data	18,360.00	15,377.53	7,360.00	7,308.55	6,500.00	6,871.97	10,500.00	10,500.00
01-54-3-3300	Postage	650.00	375.60	650.00	427.86	500.00	415.21	650.00	650.00

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
01-54-3-3350	Office Equipment & Supplies	7,000.00	6,757.82	7,000.00	6,628.23	5,000.00	2,835.80	5,000.00	5,000.00
01-54-3-3400	Operational Supplies	9,000.00	2,923.95	4,000.00	2,624.46	4,000.00	2,104.67	5,500.00	5,500.00
01-54-3-3450	Uniforms	9,000.00	93,559.25	9,000.00	8,979.23	9,000.00	4,849.58	9,000.00	9,000.00
01-54-3-3550	Publications & Subscriptions	400.00	272.90	1,400.00	1,187.94	1,400.00	1,259.94	1,400.00	1,300.00
	Operational Expenses								119,950.00
01-54-5-5000	Memberships & Dues	500.00	100.00	500.00	575.00	500.00	200.00	600.00	600.00
01-54-5-5050	Recruitment	17,400.00	15,365.00	21,400.00	19,579.74	23,500.00	7,712.00	25,500.00	25,500.00
01-54-5-5100	Travel & Training	19,000.00	15,536.60	16,000.00	15,261.19	15,000.00	15,444.77	30,000.00	30,000.00
	Travel, Training & Memberships								56,100.00
01-54-6-6000	Equipment Repair & Maintenance	8,000.00	8,307.42	10,000.00	9,306.68	9,700.00	6,121.59	10,000.00	10,000.00
01-54-6-6050	Vehicle Gas & Oil	18,000.00	16,640.51	29,000.00	27,415.27	23,200.00	20,187.94	29,000.00	29,000.00
01-54-6-6100	Vehicle Maintenance	15,000.00	16,141.12	45,000.00	31,967.08	30,000.00	36,910.99	35,000.00	35,000.00
	Vehicle, Equipment Expenses								74,000.00
01-54-7-7000	Building Maintenance	16,000.00	4,843.33	10,000.00	3,669.45	10,000.00	8,139.98	12,000.00	12,000.00
	Infrastructue Outlay								12,000.00
01-54-9-9050	Equipment Outlay	6,000.00	3,636.35	5,000.00	4,385.34	5,000.00	2,789.54	15,000.00	10,000.00
01-54-9-9100	Prevention & Public Education	2,500.00	2,478.80	3,500.00	3,482.36	3,500.00	2,687.07	3,500.00	3,500.00
01-54-9-9200	Miscellaneous Expense	4,000.00	2,160.22	4,000.00	2,460.78	2,500.00	2,832.97	4,000.00	4,000.00
01-54-9-9990	Transfer Out	121,087.00	50,323.38	121,087.00	121,087.00	139,000.00	0.00	150,000.00	150,000.00
	Other Expenses								167,500.00
	Total								3,232,298.00

PUBLIC WORKS

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 01 - Public Works									
01-58-1-0010	Wages: Full Time	212,020.00	200,864.46	246,266.00	195,447.91	300,000.00	219,306.47	328,000.00	320,000.00
01-58-1-0020	Wages: Holiday Pay	500.00	0.00	1,100.00	417.45	500.00	0.00	500.00	500.00
01-58-1-0030	Benefits	17,675.00	17,623.41	30,600.00	28,151.27	61,000.00	40,955.25	58,000.00	58,000.00
01-58-1-0040	PERS	46,650.00	47,336.04	48,995.00	53,898.73	70,000.00	51,971.90	72,000.00	70,000.00
01-58-1-0050	PERS on Behalf	0.00	0.00	0.00	14,009.35	0.00	0.00	0.00	0.00
01-58-1-0060	Leave Cash Out	5,375.00	1,608.18	11,566.00	10,992.65	11,000.00	8,407.08	19,000.00	19,000.00
01-58-1-0070	Overtime: Regular	5,000.00	14,833.47	19,500.00	14,423.54	22,000.00	16,928.86	22,000.00	22,000.00
01-58-1-0080	Wages:Temp/Overhire	39,760.00	17,892.00	53,400.00	47,760.20	54,400.00	51,609.00	68,000.00	68,000.00
01-58-1-0120	ESC	2,200.00	1,248.00	1,280.00	0.00	2,380.00	0.00	0.00	0.00
01-58-1-0130	Health Insurance	66,300.00	46,182.23	68,100.00	65,667.71	87,800.00	63,000.48	90,000.00	90,000.00
	Salaries & Benefits								647,500.00
01-58-2-2000	Advertising	750.00	682.05	1,000.00	1,156.11	2,101.00	1,335.06	3,000.00	3,000.00
01-58-2-2050	Audit & Finance	2,500.00	2,500.00	3,000.00	3,000.00	3,000.00	3,000.00	5,000.00	5,000.00
01-58-2-2150	Insurance	15,000.00	12,322.59	15,000.00	14,845.36	15,000.00	15,760.74	18,000.00	18,000.00
01-58-2-2200	IT Services	500.00	0.00	0.00	0.00	500.00	0.00	1,000.00	1,000.00
01-58-2-2250	Legal Fees	750.00	489.31	2,250.00	2,268.75	1,000.00	10,267.50	4,000.00	4,000.00
01-58-2-2300	Maintenance Contracts	2,000.00	1,725.00	3,600.00	3,498.25	3,000.00	2,814.19	4,000.00	4,000.00
01-58-2-2350	Professional Services	3,500.00	3,635.81	3,900.00	3,830.19	3,500.00	4,422.77	35,000.00	35,000.00
01-58-2-2400	Snow Removal	100,000.00	128,712.50	723,000.00	570,434.00	198,399.00	118,720.00	170,000.00	170,000.00
	Purchased Services								240,000.00
01-58-3-3050	Electric	4,500.00	5,453.36	6,000.00	6,561.50	7,000.00	4,843.58	7,000.00	7,000.00
01-58-3-3070	Radar Signs Electric	300.00	327.65	350.00	329.42	400.00	221.53	400.00	400.00
01-58-3-3090	Street Lights Electric	35,000.00	34,906.58	25,700.00	31,820.47	35,000.00	22,567.82	40,000.00	40,000.00
01-58-3-3100	Heating Fuel	6,500.00	5,943.82	19,500.00	14,055.19	21,370.00	6,296.94	22,000.00	22,000.00
01-58-3-3200	Phone/Data	5,000.00	5,298.89	5,000.00	6,935.89	5,000.00	5,132.82	7,000.00	7,000.00
01-58-3-3300	Postage	200.00	33.47	300.00	7.91	200.00	3.15	200.00	200.00
01-58-3-3350	Office Equipment & Supplies	500.00	0.00	650.00	565.84	500.00	348.32	500.00	500.00

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
01-58-3-3400	Operational Supplies	12,000.00	10,834.88	12,000.00	13,125.20	12,000.00	12,280.67	15,000.00	15,000.00
01-58-3-3450	Uniforms	500.00	880.81	1,850.00	946.50	1,050.00	1,604.94	1,200.00	1,200.00
01-58-3-3500	Promotions & Apparel	0.00	0.00	0.00	0.00	200.00	1,177.60	1,500.00	1,500.00
01-58-3-3550	Publications & Subscriptions	100.00	0.00	100.00	44.97	3,100.00	0.00	500.00	500.00
	Operational Expenses								95,300.00
01-58-5-5000	Memberships & Dues	250.00	0.00	3,250.00	3,194.00	100.00	0.00	1,500.00	1,500.00
01-58-5-5050	Recruitment	500.00	712.32	1,000.00	1,006.00	1,000.00	125.00	1,000.00	1,000.00
01-58-5-5100	Travel & Training	1,000.00	0.00	1,000.00	765.60	18,000.00	2,201.40	5,000.00	5,000.00
	Travel & Training & Memberships								7,500.00
01-58-6-6000	Equipment Repair & Maintenance	8,000.00	6,189.69	8,000.00	4,082.67	8,000.00	4,141.12	8,000.00	8,000.00
01-58-6-6050	Vehicle Gas & Oil	9,000.00	9,693.35	16,000.00	17,227.61	14,000.00	11,530.30	14,000.00	14,000.00
01-58-6-6100	Vehicle Repair & Maintenance	7,500.00	8,603.87	9,000.00	6,632.26	7,000.00	2,787.47	7,000.00	12,000.00
	Vehicle, Equipment Expenses								34,000.00
01-58-7-7000	Building Maintenance	7,500.00	11,682.15	14,600.00	11,346.24	10,000.00	2,603.87	10,000.00	10,000.00
01-58-7-7050	Street Light Maintenance	12,000.00	1,250.00	7,400.00	515.16	10,000.00	20,559.40	46,000.00	54,000.00
01-58-7-7100	Street Maintenance	200,000.00	214,130.57	200,000.00	116,862.59	150,000.00	129,087.50	175,000.00	175,000.00
	Infrastructure Outlay								239,000.00
01-58-9-9000	Fees: AK RR Permits	8,000.00	8,000.00	25,500.00	12,092.00	8,000.00	0.00	8,000.00	8,000.00
01-58-9-9030	Beautification	15,000.00	6,354.63	14,400.00	13,071.30	10,000.00	14,735.71	45,000.00	40,000.00
01-58-9-9040	Christmas Decorations	3,000.00	2,109.49	3,600.00	1,399.77	3,000.00	0.00	3,000.00	3,000.00
01-58-9-9050	Equipment Outlay	10,000.00	38,274.96	25,000.00	23,587.68	10,000.00	9,660.00	15,000.00	15,000.00
01-58-9-9120	FMATS Match Participation	600.00	558.00	600.00	558.00	110,000.00	104,589.00	15,000.00	15,000.00
01-58-9-9200	Miscellaneous Expense	1,500.00	1,307.30	1,500.00	1,821.85	1,500.00	770.04	2,000.00	2,000.00
01-58-9-9500	Parks/Trails/Grounds Supplies	15,000.00	13,449.47	15,000.00	8,725.09	15,000.00	14,627.31	18,000.00	18,000.00
	Transfer Out	21,780.00	23,121.55	186,197.00	25,526.92	55,000.00	0.00	87,000.00	87,000.00
	Other Expenses								188,000.00
	Total								1,451,300.00

ENTERPRISE FUND

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
Fund: 41 - WATER FUND									
41-35-5010	Tie-in Fees	1,000.00	9,825.00	1,000.00	6,515.00	5,000.00	3,750.00	5,000.00	5,000.00
41-36-6000	Late Fees / LD	3,000.00	4,524.27	3,000.00	14,797.82	11,000.00	9,203.09	11,000.00	11,000.00
41-39-9050	Interest Income - AMLIP	0.00	201.09	0.00	22,847.10	2,000.00	70,573.16	79,000.00	79,000.00
41-39-9500	PERS on Behalf Revenue	0.00	0.00	0.00	16,858.80	0.00	0.00	0.00	0.00
41-39-9990	Transfer In	181,019.00	0.00	137,529.00	0.00	181,054.00	0.00	51,000.00	51,000.00
41-41-3010	Water Usage Revenue	900,000.00	1,213,315.62	1,154,918.00	1,296,436.12	1,377,446.00	1,037,816.27	1,556,000.00	1,556,000.00
41-41-3060	Lab Testing	2,000.00	0.00	2,000.00	0.00	2,000.00	0.00	2,000.00	2,000.00
41-41-3110	Reimbursable Water Breaks	5,000.00	1,500.00	5,000.00	2,025.15	5,000.00	16,668.87	17,000.00	17,000.00
41-41-3160	Reimbursable Legal Fees	2,000.00	0.00	2,000.00	4,170.73	2,000.00	388.50	2,000.00	2,000.00
41-41-3210	Miscellaneous	1,000.00	53,060.25	1,000.00	-18,331.24	1,000.00	5,877.59	40,000.00	40,000.00
		1,763,000.00							
41-10-1-0010	Wages: Full Time	345,364.98	273,698.76	284,895.00	269,492.70	355,000.00	271,988.51	360,000.00	364,000.00
41-10-1-0020	Wages: Holiday Pay	0.00	60.68	1,000.00	297.08	1,000.00	273.17	1,000.00	1,000.00
41-10-1-0030	Benefits	12,238.54	14,544.41	19,150.00	17,314.76	14,000.00	7,117.78	32,000.00	33,000.00
41-10-1-0040	PERS	75,980.52	61,938.53	64,217.00	-70,456.74	78,000.00	60,721.69	79,000.00	80,000.00
41-10-1-0050	PERS on Behalf	0.00	0.00	0.00	16,858.80	0.00	0.00	0.00	0.00
41-10-1-0060	Leave Cash Out	16,976.60	5,919.07	15,427.00	15,373.87	10,500.00	5,952.61	15,000.00	21,000.00
41-10-1-0070	Overtime: Regular	2,000.00	8,264.88	5,500.00	5,292.22	8,000.00	3,742.38	7,000.00	7,000.00
41-10-1-0080	Temp/Overhire	0.00	0.00	6,500.00	5,911.75	0.00	10,340.20	24,000.00	24,000.00
41-10-1-0130	Health Insurance	79,708.36	67,196.34	71,200.00	68,505.45	76,000.00	69,373.62	88,000.00	88,000.00
Salaries & Benefits		618,000.00							
41-10-2-0040	PERS Gasb 68	0.00	7,435.00	0.00	142,275.00	0.00	0.00	0.00	0.00
41-10-2-0050	OPED Gasb 75	0.00	-104,649.00	0.00	-200,015.00	0.00	0.00	0.00	0.00
41-10-2-2000	Advertising	2,500.00	0.00	2,500.00	936.73	1,000.00	885.36	1,500.00	1,500.00
41-10-2-2050	Audit & Finance	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	12,000.00	12,000.00
41-10-2-2070	Billing Service Fees	4,000.00	8,623.60	8,000.00	7,862.85	9,000.00	9,190.45	11,000.00	11,000.00
41-10-2-2100	Credit Card Fees	15,000.00	10,069.07	21,300.00	27,125.28	17,000.00	32,270.83	40,000.00	40,000.00

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
41-10-9-9000	Deferred Maintenance Expense	50,000.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
41-10-9-9100	Depreciation	0.00	2,531,803.90	0.00	5,597,519.05	0.00	0.00	0.00	0.00
41-10-9-9200	Miscellaneous	5,000.00	248.47	1,000.00	40.01	500.00	182.28	1,000.00	1,000.00
41-10-9-9210	Permits	0.00	0.00	13,000.00	5,000.49	5,000.00	0.00	5,000.00	5,000.00
41-10-9-9250	Reimbursable Water Breaks	5,000.00	14,048.82	1,300.00	0.00	10,000.00	0.00	5,000.00	5,000.00
41-10-9-9290	ADWF Loan #633011 Pincipal	25,000.00	0.00	25,250.00	0.00	25,000.00	25,000.00	25,000.00	25,000.00
41-10-9-9300	ADWF Loan #633011 Interest	2,000.00	2,250.00	2,500.00	1,875.00	2,500.00	1,500.00	2,500.00	2,500.00
41-10-9-9501	Tyler Conversion	0.00	-67,556.00	0.00	0.00	0.00	0.00	0.00	0.00
41-10-9-9960	Vehicle Purchase	0.00	0.00	103,510.00	0.00	0.00	0.00	0.00	0.00
41-10-9-9990	Transfer Out	0.00	0.00	198,048.00	0.00	0.00	0.00	0.00	0.00
	Other Expenses								38,500.00
	Total								1,763,000.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 42 - SEWER FUND									
42-35-5010	Tie-In	1,000.00	1,250.00	1,500.00	3,735.00	1,500.00	3,000.00	5,000.00	5,000.00
42-35-6090	Sewer FRR	0.00	7,429.46	0.00	72,937.92	0.00	27,029.22	73,000.00	73,000.00
42-39-9500	PERS on Behalf Revenue	0.00	0.00	0.00	10,385.22	0.00	0.00	0.00	0.00
42-39-9990	Transfers In	667,805.00	0.00	194,499.00	0.00	194,918.00	0.00	245,500.00	245,500.00
42-42-3010	Sewer Usage Revenue	601,160.00	620,763.27	626,255.00	621,903.62	690,382.00	507,139.46	761,000.00	761,000.00
42-42-3060	Lab Testing	1,000.00	0.00	1,500.00	0.00	1,500.00	0.00	1,500.00	1,500.00
42-42-3080	SID Pretreatment Program	60,000.00	72,123.10	60,000.00	94,716.23	80,000.00	92,638.02	109,000.00	109,000.00
42-42-3160	Reimbursable Legal Fees	2,000.00	0.00	2,000.00	683.27	2,000.00	388.50	2,000.00	2,000.00
42-42-3210	Miscellaneous	500.00	1,108.03	500.00	310.44	500.00	137.54	500.00	500.00
									1,197,500.00
42-12-1-0010	Wages: Full Time	213,393.93	188,177.30	199,180.00	183,376.92	145,000.00	124,740.11	165,000.00	168,000.00
42-12-1-0020	Wages: Holiday Pay	0.00	26.00	1,000.00	297.07	1,000.00	117.05	1,000.00	1,000.00
42-12-1-0030	Benefits	8,185.61	9,947.76	15,676.00	12,347.56	9,300.00	20,328.19	15,000.00	33,000.00
42-12-1-0040	PERS	46,946.66	42,635.62	44,846.00	-39,723.26	32,000.00	27,820.55	37,000.00	37,000.00
42-12-1-0050	PERS on Behalf	0.00	5,166.00	0.00	10,385.22	0.00	0.00	0.00	0.00
42-12-1-0060	Leave Cash Out	7,360.80	4,005.63	10,952.00	4,968.90	4,500.00	2,551.11	10,000.00	10,000.00
42-12-1-0070	Overtime: Regular	200.00	4,605.92	4,300.00	3,507.08	10,500.00	1,603.91	7,000.00	7,000.00
42-12-1-0080	Wages: Temp/Overhire	0.00	-72,722.00	0.00	5,911.75	6,500.00	5,170.10	13,000.00	12,000.00
42-12-1-0130	Health Insurance	49,238.00	50,510.62	55,360.00	51,361.82	39,500.00	31,019.57	40,000.00	40,000.00
Salaries & Benefits									308,000.00
42-12-2-2000	Advertising	1,000.00	69.70	1,000.00	730.37	500.00	0.00	500.00	500.00
42-12-2-2050	Audit & Finance	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	12,000.00	12,000.00
42-12-2-2070	Billing Service Fees	3,000.00	4,273.91	4,500.00	3,529.33	4,500.00	3,675.38	4,500.00	4,500.00
42-12-2-2100	Credit Card Fees	15,000.00	10,437.64	14,100.00	13,984.23	15,000.00	11,205.37	15,000.00	15,000.00
42-12-2-2150	Insurance	35,000.00	19,511.80	30,000.00	23,329.71	30,000.00	25,594.58	33,000.00	33,000.00
42-12-2-2200	IT Services	1,000.00	766.40	2,300.00	2,305.40	2,000.00	1,087.00	1,500.00	1,500.00
42-12-2-2220	Laboratory Services	25,000.00	21,827.50	28,900.00	26,344.50	35,000.00	22,450.00	30,000.00	30,000.00

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
42-12-2-2250	Legal Fees	3,500.00	3,963.51	3,500.00	2,647.57	3,500.00	2,268.37	5,000.00	5,000.00
42-12-2-2300	Maintenance Contracts	5,000.00	4,915.00	12,000.00	12,421.44	12,000.00	9,521.23	15,000.00	15,000.00
42-12-2-2350	Professional Services	25,000.00	29,225.93	38,800.00	68,371.52	50,000.00	99,984.25	307,000.00	307,000.00
	Purchased Services								423,500.00
42-12-3-3000	Bad Debts	2,500.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00	2,500.00
42-12-3-3050	Electric	75,000.00	85,346.68	103,000.00	109,504.64	130,000.00	57,376.55	120,000.00	120,000.00
42-12-3-3100	Heating Fuel	15,000.00	18,858.15	21,700.00	19,434.42	24,000.00	8,893.71	22,000.00	22,000.00
42-12-3-3200	Phone/Data	15,000.00	18,857.60	17,500.00	16,560.85	17,500.00	11,718.96	16,000.00	16,000.00
42-12-3-3300	Postage	2,000.00	1,202.81	2,000.00	815.60	2,000.00	470.04	1,500.00	1,500.00
42-12-3-3350	Office Equipment & Supplies	1,500.00	887.51	3,000.00	2,723.61	1,500.00	1,353.77	1,500.00	1,500.00
42-12-3-3400	Operational Supplies	50,000.00	75,189.37	117,000.00	55,440.59	127,000.00	31,934.11	50,000.00	50,000.00
42-12-3-3450	Uniforms	500.00	0.00	500.00	581.80	500.00	50.00	500.00	500.00
42-12-3-3500	Promotions & Apparel	0.00	0.00	10.00	5.57	0.00	0.00	500.00	500.00
42-12-3-3550	Publications & Subscriptions	500.00	495.00	990.00	89.94	500.00	167.94	500.00	500.00
	Operational Expenses								215,000.00
42-12-5-5000	Memberships & Dues	1,000.00	178.00	1,500.00	688.00	1,500.00	48.75	500.00	500.00
42-12-5-5050	Recruitment	1,000.00	30.60	1,500.00	1,286.40	1,500.00	125.00	1,500.00	1,500.00
42-12-5-5100	Travel & Training	2,500.00	203.70	6,000.00	4,790.85	5,000.00	4,382.10	4,000.00	4,000.00
	Travel, Training & Memberships								6,000.00
42-12-6-6000	Equipment Repair & Maintenance	5,000.00	577.13	15,000.00	8,670.09	5,000.00	38,933.84	25,000.00	25,000.00
42-12-6-6050	Vehicle Gas & Oil	8,500.00	14,016.75	15,500.00	15,826.92	12,000.00	12,112.46	15,000.00	15,000.00
42-12-6-6100	Vehicle Repair & Maintenance	10,000.00	4,230.33	12,500.00	8,259.63	12,500.00	3,202.21	13,000.00	13,000.00
	Vehicle, Equipment Expenses								53,000.00
42-12-7-7000	Building Maintance	7,500.00	3,306.00	7,500.00	3,948.54	5,000.00	3,106.56	5,000.00	5,000.00
42-12-7-7050	Equipment Outlay	10,000.00	0.00	26,000.00	499.00	6,000.00	1,164.82	6,000.00	6,000.00
	Infrastructure Outlay								11,000.00
42-12-9-9000	Deferred Maintenance Expense	25,000.00	0.00	25,000.00	0.00	15,000.00	0.00	0.00	0.00
42-12-9-9100	Depreciation	0.00	1,098,390.65	6,200.00	890,940.08	15,000.00	0.00	0.00	0.00
42-12-9-9160	River Flow Analysis	0.00	15,312.54	3,500.00	0.00	0.00	0.00	0.00	0.00

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
42-12-9-9200	Miscellaneous Expenses	5,000.00	141.55	5,000.00	88.24	5,000.00	129.37	5,000.00	5,000.00
42-12-9-9210	Permits	0.00	0.00	2,000.00	4,319.40	4,000.00	0.00	4,000.00	4,000.00
42-12-9-9220	Pretreatment Program	60,000.00	72,406.50	60,000.00	93,920.25	80,000.00	75,037.50	85,000.00	85,000.00
42-12-9-9250	Sludge Disposal	0.00	182,662.40	0.00	0.00	0.00	0.00	0.00	0.00
42-12-9-9300	Hwy Park Bond Principal 92-06	13,624.00	0.00	36,965.00	0.00	37,000.00	0.00	37,000.00	30,000.00
42-12-9-9310	Hwy Park Bond Interest 92-06	23,341.00	20,813.80	0.00	20,016.82	0.00	0.00	20,000.00	7,000.00
42-12-9-9350	ACWF Loan #633291 - Principal	27,000.00	0.00	27,000.00	0.00	27,000.00	28,693.92	27,000.00	27,000.00
42-12-9-9360	ACWF Loan #633291 - Interest	7,250.00	5,948.15	7,250.00	5,530.35	7,500.00	5,107.37	7,500.00	7,500.00
42-12-9-9400	ACWF Loan #633031 - Principal	11,600.00	0.00	11,600.00	0.00	12,000.00	11,587.66	12,000.00	12,000.00
42-12-9-9410	ACWF Loan #633031 - Interest	3,325.00	2,781.20	3,325.00	2,607.37	3,500.00	2,434.19	3,500.00	3,500.00
42-12-9-9501	Tyler Conversion	0.00	67,556.00	0.00	0.00	0.00	0.00	0.00	0.00
	Other Expenses								181,000.00
	Total								1,197,500.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 51 - WATER RESERVE FUND									
51-35-3210	Miscellaneous	0.00	-1,401.78	0.00	0.00	0.00	0.00	0.00	0.00
51-35-6010	Water Base	75,540.00	147,373.16	181,000.00	159,410.25	181,000.00	126,459.60	189,000.00	189,000.00
51-35-6060	Water FRR	96,495.00	115,693.72	125,000.00	132,595.46	125,000.00	129,669.62	195,000.00	195,000.00
	Totals								384,000.00
51-10-9-9980	Transfer to Fund Balance	78,660.00	0.00	212,625.00	0.00	168,000.00	0.00	51,000.00	51,000.00
51-10-9-9990	Transfer Out	93,375.00	0.00	381,575.00	0.00	138,000.00	0.00	333,000.00	333,000.00
	Totals								384,000.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 52 - SEWER RESERVE FUND									
52-35-6010	Sewer Base	64,200.00	70,410.06	79,300.00	76,981.34	79,300.00	57,550.74	87,000.00	87,000.00
52-35-6060	Sewer FRR	82,763.00	85,991.30	85,000.00	15,769.63	85,000.00	6,872.39	51,000.00	51,000.00
52-35-6090	Sewer FRR Industrial	13,181.00	0.00	6,250.00	7,403.89	6,250.00	37,259.69	55,000.00	55,000.00
52-39-9990	Fund Balance	17,000.00	0.00	0.00	0.00	0.00	0.00	52,000.00	52,000.00
	Totals								245,000.00
52-12-9-9980	Transfer to Retained Earnings	24,042.00	0.00	24,042.00	0.00	170,550.00	0.00	0.00	0.00
52-12-9-9990	Transfer Out	153,102.00	0.00	204,708.00	0.00	0.00	0.00	245,000.00	245,000.00
	Totals								245,000.00

DEBT SERVICE

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
Fund: 03 - ASSESSMENT FUND									
03-39-3000	Assessment Principal Dist 1	800.00	806.98	0.00	0.00	0.00	0.00	0.00	0.00
03-39-3010	Assessment Principal Dist 2	3,350.00	4,214.49	0.00	2,191.91	38,190.00	5,588.00	4,500.00	4,500.00
03-39-3020	Assessment Principal Dist 3	45,405.00	42,337.46	0.00	54,071.27	16,375.00	15,990.02	16,000.00	16,000.00
03-39-3050	Assessment Interest Dist 1	250.00	40.35	0.00	0.00	0.00	0.00	0.00	0.00
03-39-3060	Assessment Interest Dist 2	6,250.00	2,610.94	0.00	451.02	1,900.00	7,078.89	7,000.00	7,000.00
03-39-3070	Assessment Interest Dist 3	20,000.00	5,407.79	0.00	8,421.14	820.00	6,683.89	7,000.00	7,000.00
03-39-3100	Assessment Penalty Dist 1	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
03-39-3110	Assessment Penalty Dist 2	1,550.00	519.36	0.00	14.73	850.00	1,985.12	2,000.00	2,000.00
03-39-3120	Assessment Penalty Dist 3	5,500.00	2,763.21	0.00	5,618.03	2,500.00	2,391.52	2,500.00	2,500.00
03-39-9050	Interest Income	1,500.00	18.25	0.00	1,950.98	3,000.00	6,025.50	7,500.00	7,500.00
03-39-9980	Transfer In Fund Balance	38,795.00	0.00	0.00	0.00	48,365.00	0.00	56,500.00	56,500.00
									103,000.00
03-10-2-2100	Credit Card Fees	1,500.00	344.78	0.00	332.96	750.00	68.16	500.00	500.00
03-10-2-2250	Legal Fees	3,000.00	748.75	0.00	100.00	500.00	25.00	250.00	250.00
	Purchased Services								750.00
03-10-9-9000	HWY Park Rev. Bond Prin 92-08	16,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
03-10-9-9010	HWY Park Rev Bond Int 92-08	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
03-10-9-9100	Stillmeyer Bond Principal	70,000.00	85,000.00	0.00	90,000.00	95,000.00	90,000.00	90,000.00	90,000.00
03-10-9-9110	Stillmeyer Bond Interest	32,000.00	19,900.00	0.00	16,500.00	15,500.00	12,000.00	12,000.00	12,000.00
03-10-9-9200	Miscellaneous Expense	0.00	80.27	0.00	1,040.00	250.00	23.23	250.00	250.00
03-10-9-9501	Tyler Conversion	0.00	0.00	0.00	73,092.51	0.00	0.00	0.00	0.00
03-10-9-9980	Transfer Out Fund Balance	0.00	0.00	0.00	-73,092.51	0.00	0.00	0.00	0.00
	Other Expenses								102,250.00
	Totals								103,000.00

*BUILDING
DEPARTMENT*

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 04 - BUILDING DEPARTMENT FUND									
04-39-3000	Commercial Plan Check Fee	17,500.00	24,092.26	75,000.00	25,008.82	98,000.00	45,807.04	180,000.00	181,800.00
04-39-3050	Commerical Building Permit Fee	22,903.00	58,968.58	100,000.00	53,805.66	130,000.00	45,571.21	200,000.00	200,000.00
04-39-3080	Developer Agreement Revenue	5,000.00	0.00	5,000.00	5,555.00	5,000.00	0.00	5,000.00	5,000.00
04-39-3100	Residential Plan Check Fee	20,000.00	29,750.10	45,000.00	29,349.89	60,000.00	17,746.92	50,000.00	50,000.00
04-39-3150	Residential Building Permit Fe	28,000.00	78,755.13	60,000.00	39,877.56	78,000.00	33,591.61	60,000.00	60,000.00
04-39-3400	Road Excavation Bond	20,000.00	8,000.00	20,000.00	0.00	0.00	0.00	0.00	0.00
04-39-3450	Special Inspection Fee	1,000.00	0.00	1,000.00	0.00	1,000.00	0.00	1,000.00	1,000.00
04-39-9980	Transfer In Fund Balance	0.00	0.00	58,209.00	0.00	50,200.00	0.00	0.00	0.00
	Total								497,800.00
04-10-1-0010	Wages: Full Time	29,045.81	29,047.27	29,865.00	19,949.81	50,000.00	32,308.31	57,000.00	55,000.00
04-10-1-0030	Benefits	635.60	671.27	822.00	566.53	8,700.00	1,624.75	4,700.00	5,500.00
04-10-1-0040	PERS	6,390.08	6,411.35	6,581.00	4,395.91	14,000.00	7,110.08	4,000.00	4,000.00
04-10-1-0060	Leave Cash Out	929.03	929.92	1,151.00	4,528.30	1,900.00	432.18	4,200.00	4,200.00
04-10-1-0070	Overtime: Regular	0.00	0.00	50.00	31.52	0.00	0.00	200.00	200.00
04-10-1-0080	Temp/Overhire	0.00	0.00	0.00	0.00	13,000.00	10,340.20	3,900.00	3,900.00
04-10-1-0130	Health Insurance	5,051.49	5,068.29	6,240.00	4,564.29	12,500.00	8,282.54	13,000.00	13,000.00
	Salaries & Benefits								85,800.00
04-10-2-2000	Advertising	0.00	0.00	0.00	0.00	500.00	0.00	500.00	500.00
04-10-2-2050	Audit & Finance	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	2,000.00	2,000.00
04-10-2-2100	Credit Card Fees	3,000.00	2,365.42	2,750.00	109.40	3,500.00	0.00	1,000.00	1,000.00
04-10-2-2250	Legal Fees	1,500.00	4,796.00	3,000.00	2,168.33	3,000.00	315.00	2,000.00	2,000.00
04-10-2-2300	Maintenance Contracts	2,000.00	2,165.00	4,750.00	4,565.16	4,000.00	4,007.91	500.00	3,500.00
04-10-2-2350	Professional Services	2,500.00	0.00	2,500.00	0.00	2,500.00	0.00	1,000.00	1,000.00
	Purchased Services								10,000.00
04-10-3-3300	Postage	500.00	0.51	500.00	0.00	500.00	1.89	500.00	500.00
04-10-3-3350	Office Equipment & Supplies	5,000.00	2,292.19	5,000.00	1,906.43	3,000.00	1,036.85	2,000.00	2,000.00
04-10-3-3400	Operational Supplies	1,000.00	478.47	1,000.00	154.86	500.00	26.36	500.00	500.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
	Operational Expenses								3,000.00
04-10-5-5000	Memberships & Dues	500.00	19.50	500.00	19.50	100.00	0.00	100.00	100.00
04-10-5-5050	Recruitment	0.00	0.00	1,600.00	1,542.18	1,000.00	125.00	400.00	400.00
04-10-5-5100	Travel & Training	1,000.00	0.00	1,000.00	481.08	2,000.00	259.02	2,000.00	2,000.00
	Travel, Training & Memberships								2,500.00
04-10-9-9000	Commercial Plan Review	15,000.00	23,785.00	75,000.00	18,132.57	78,000.00	48,305.22	144,000.00	144,000.00
04-10-9-9010	Commercial Inspections	20,000.00	43,981.00	100,000.00	12,555.82	104,000.00	24,096.30	160,000.00	160,000.00
04-10-9-9020	Developer Agreement Expense	5,000.00	0.00	7,500.00	7,431.50	5,000.00	641.50	2,500.00	2,500.00
04-10-9-9030	Residential Plan Review	18,750.00	27,007.65	45,000.00	18,063.77	48,000.00	14,653.71	40,000.00	40,000.00
04-10-9-9040	Residential Inspections	25,000.00	25,401.90	60,000.00	26,524.65	63,000.00	18,101.48	48,000.00	48,000.00
04-10-9-9120	Road Excavation Bond Return	25,000.00	0.00	20,000.00	0.00	0.00	5,000.00	0.00	0.00
04-10-9-9150	Special Inspections	1,000.00	0.00	1,000.00	0.00	1,000.00	0.00	1,000.00	1,000.00
04-10-9-9200	Miscellaneous Expense	1,000.00	0.00	1,000.00	36.43	1,000.00	288.54	1,000.00	1,000.00
	Other Expenses								396,500.00
	Total								497,800.00

NON-MAJOR FUNDS

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 10 - LITIGATION FUND									
10-39-9980	Transfer In Fund Balance	75,000.00	0.00	-28,326.00	0.00	75,000.00	0.00	63,500.00	63,500.00
									63,500.00
10-10-2-2250	Legal Fees	1,800.00	4,212.25	1,800.00	0.00	1,800.00	233.15	500.00	500.00
10-10-9-9200	Miscellaneous Expense	3,200.00	7,112.56	3,200.00	3,001.20	3,200.00	2,500.00	3,000.00	3,000.00
10-11-2-2250	PFOS/PFOA Legal Fees	70,000.00	45,580.10	173,326.00	99,888.39	70,000.00	42,342.99	60,000.00	60,000.00
									63,500.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 12 - JUSTICE - ASSET FORFEITURE									
12-39-9000	Revenue	30,000.00	0.00	30,000.00	18,489.17	30,000.00	2,786.33	35,000.00	35,000.00
12-39-9980	Transfer In Fund Balance	0.00	0.00	25,300.00	0.00	25,300.00	0.00	0.00	0.00
									35,000.00
12-10-9-9100	Bank Fees	0.00	0.00	0.00	0.00	0.00	13.29	0.00	0.00
12-10-9-9200	Expenses	55,300.00	0.00	55,300.00	9,006.91	55,300.00	7,715.49	35,000.00	35,000.00
									35,000.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 13 - STATE FORFEITURES									
13-39-9000	State Forfeiture Revenue	5,000.00	0.00	5,000.00	0.00	10,000.00	0.00	6,500.00	6,500.00
13-39-9980	Transfer In Fund Balance	0.00	0.00	9,263.00	0.00	0.00	0.00	0.00	0.00
									6,500.00
13-10-9-6000	State Forfeiture Expenses	14,263.00	354.04	14,263.00	2,051.80	10,000.00	0.00	6,500.00	6,500.00
									6,500.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 15 - IMPOUND LOT									
15-39-9000	Impound Fee	10,000.00	29,175.00	10,000.00	24,040.00	0.00	52,878.00	50,000.00	50,000.00
15-39-9980	Transfer In Fund Balance	0.00	0.00	70,850.00	0.00	15,000.00	0.00	0.00	0.00
									50,000.00
15-10-2-2100	Credit Card Fees	500.00	561.12	500.00	126.91	500.00	1,016.52	500.00	500.00
15-10-2-2120	Hearing Fees	500.00	0.00	500.00	0.00	250.00	0.00	0.00	0.00
15-10-2-2250	Legal Fees	2,000.00	0.00	2,000.00	0.00	1,300.00	0.00	0.00	0.00
15-10-2-2350	Professional Services	40,000.00	0.00	65,000.00	0.00	0.00	0.00	0.00	0.00
15-10-2-2450	Towing Fees	500.00	0.00	500.00	0.00	500.00	0.00	0.00	0.00
15-10-3-3300	Postage	250.00	0.00	250.00	0.00	250.00	0.00	0.00	0.00
15-10-9-9200	Miscellaneous Expense	1,082.00	0.00	1,100.00	0.00	1,200.00	0.00	0.00	0.00
15-10-9-9250	Impound Refund	1,000.00	0.00	1,000.00	0.00	1,000.00	0.00	0.00	0.00
15-10-9-9980	Transfer Out-Fund Balance	10,000.00	0.00	10,000.00	0.00	10,000.00	0.00	49,500.00	49,500.00
									50,000.00

*COMMUNITY
PURPOSE FUNDS*

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 05 - BED TAX FUND									
05-39-9000	Bed Taxes	90,900.00	144,793.32	45,450.00	183,634.73	290,750.00	94,655.06	210,000.00	210,000.00
									210,000.00
05-10-2-2000	Advertising	600.00	166.68	300.00	0.00	200.00	0.00	150.00	150.00
05-10-9-5000	Grant Disbursement Expense	84,300.00	58,383.47	42,150.00	45,572.21	276,130.00	130,000.00	199,500.00	199,350.00
05-10-9-9990	Transfer Out	6,000.00	36,198.33	3,000.00	18,363.47	14,420.00	0.00	10,500.00	10,500.00
									210,000.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 08 - NORTH POLE FESTIVAL FUND									
08-39-9990	Transfer In	0.00	0.00	-4,300.00	0.00	7,500.00	0.00	0.00	0.00
08-10-9-9000	Summer - Festival Expenditures	0.00	0.00	0.00	1,942.45	7,500.00	0.00	0.00	0.00

RESERVE FUNDS

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 20 - GF CAPITAL PROJECT RESERVE									
20-39-9100	Misc Revenue	0.00	6,866.84	0.00	20,113.12	0.00	31,742.00	43,500.00	43,500.00
20-39-9990	Transfer In	0.00	43,522.92	0.00	48,050.68	45,000.00	0.00	0.00	0.00
									43,500.00
20-10-9-9110	Expense	41,000.00	80,197.00	0.00	0.00	45,000.00	0.00	43,500.00	43,500.00
									43,500.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 22 - FIRE FLEET RESERVES									
22-39-9000	Vehicle Sale	0.00	0.00	0.00	4,200.00	0.00	0.00	0.00	0.00
22-39-9980	Transfer In Fund Balance	0.00	0.00	0.00	0.00	125,000.00	0.00	0.00	0.00
22-39-9990	Transfer In	0.00	65,723.90	121,087.00	121,087.00	125,000.00	0.00	150,000.00	150,000.00
									150,000.00
22-10-9-9220	Vehicle Purchase	0.00	866,278.00	70,000.00	67,764.75	250,000.00	60,830.00	59,226.00	59,226.00
22-10-9-9980	Transfer Out-Fund Balance	0.00	0.00	51,087.00	0.00	0.00	0.00	90,774.00	90,774.00
									150,000.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 23 - POLICE FLEET RESERVES									
23-39-9000	Vehicle Sale	2,500.00	36,399.41	0.00	18,555.50	2,500.00	0.00	0.00	0.00
23-39-9980	Transfer In Fund Balance	0.00	0.00	0.00	0.00	137,000.00	0.00	0.00	0.00
23-39-9990	Transfer In	65,500.00	50,323.38	0.00	127,000.00	500.00	0.00	137,000.00	137,000.00
									137,000.00
23-10-9-9220	Vehicle Purchase	68,000.00	123,446.50	0.00	95,783.45	140,000.00	126,216.89	137,000.00	137,000.00
									137,000.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 24 - PUBLIC WORKS FLEET RESERVES									
24-39-9000	Vehicle Sale	1,500.00	470.00	0.00	0.00	0.00	0.00	0.00	0.00
24-39-9980	Transfer In Fund Balance	0.00	0.00	0.00	0.00	104,824.00	0.00	0.00	0.00
24-39-9990	Transfer In	0.00	23,121.55	186,197.00	25,526.92	55,000.00	0.00	87,000.00	87,000.00
									87,000.00
24-10-9-9220	Vehicle Purchase	0.00	98,868.00	186,197.00	128,773.00	87,000.00	69,455.00	87,000.00	87,000.00
24-10-9-9980	Transfer Out-Fund Balance	23,280.00	0.00	-186,197.00	0.00	72,824.00	0.00	0.00	0.00
									87,000.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 25 - UTILITY FLEET RESERVES									
25-39-9000	Vehicle Sale	0.00	9,660.00	0.00	0.00	0.00	0.00	0.00	0.00

GRANTS

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 11 - JAG -LE DRUG TASK FORCE GRANT									
11-39-9000	Grant Revenue	40,000.00	110,018.71	71,420.00	124,187.45	113,036.00	67,474.82	142,126.00	142,126.00
									142,126.00
11-10-1-0010	Wages: Full Time	0.00	70,897.11	45,410.00	80,399.50	75,654.00	84,592.95	92,508.00	92,508.00
11-10-1-0020	Wages: Holiday Pay	0.00	1,128.00	0.00	394.28	0.00	0.00	0.00	0.00
11-10-1-0030	Benefits	0.00	4,662.60	4,675.00	5,480.71	4,500.00	6,215.97	6,725.00	6,725.00
11-10-1-0040	PERS	0.00	15,616.71	14,835.00	17,996.24	16,882.00	19,996.53	22,093.00	22,093.00
11-10-1-0070	Overtime: Regular	0.00	0.00	550.00	0.00	0.00	0.00	0.00	0.00
11-10-1-0130	Health Insurance	0.00	17,714.29	5,950.00	19,734.72	16,000.00	17,653.35	20,800.00	20,800.00
									142,126.00

		2021 Total Budget	2021 Total Activity	2022 Total Budget	2022 Total Activity	2023 Total Budget	2023 YTD Activity as of 10-27-23	2024 Dept. Head Requested Budget	2024 Mayors Proposed Budget
Fund: 31 - FIRE DEPARTMENT GRANTS									
31-38-1180	Firehouse Subs PS Grant	0.00	0.00	0.00	0.00	0.00	30,876.05	0.00	0.00
31-39-5080	Firehouse Sub - Grant Exp	0.00	0.00	0.00	0.00	0.00	-33,276.05	0.00	0.00
									0.00
31-09-9-9000	Volunteer Fire Grant Expense	0.00	0.00	0.00	0.00	6,000.00	6,000.00	0.00	0.00
									0.00

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
Fund: 32 - POLICE DEPARTMENT GRANTS									
32-39-0050	CESF Grant Revenue	0.00	40,682.00	0.00	0.00	0.00	0.00	0.00	0.00
32-39-0058	SHSP ENW 2017 SS00048 S01	8,298.00	0.00	8,298.00	0.00	0.00	0.00	0.00	0.00
32-39-0059	SHSP ENW 2018 SS 00045 S01	67,323.00	17,355.36	67,323.00	0.00	0.00	0.00	0.00	0.00
32-39-0070	SHSP 20 Grant Revenue	0.00	69,855.01	-5,000.00	0.00	0.00	8,749.42	0.00	0.00
32-39-0080	SHSP 21 Grant Revenue	0.00	0.00	112,880.00	45,593.65	112,880.00	26,333.35	68,350.00	68,350.00
32-39-9021	NRA Grant Rev	0.00	0.00	10,000.00	0.00	10,000.00	0.00	21,760.00	21,760.00
32-39-9030	SHSP 2022 Rev	0.00	0.00	0.00	0.00	115,000.00	0.00	0.00	0.00
									90,110.00
32-07-9-9000	CESF Grant Expenditures	0.00	40,682.00	0.00	0.00	0.00	0.00	0.00	0.00
32-07-9-9001	SHSP 2017 Overtime	4,848.00	0.00	4,848.00	0.00	0.00	0.00	0.00	0.00
32-07-9-9002	SHSP 2017 Alaska Shield Travel	3,450.00	0.00	3,450.00	0.00	0.00	0.00	0.00	0.00
32-07-9-9003	SHSP 2018 Security Cameras	35,000.00	0.00	35,000.00	0.00	0.00	0.00	0.00	0.00
32-07-9-9004	SHSP 2018 Mobile Raidos	27,475.00	17,355.36	27,475.00	0.00	0.00	0.00	0.00	0.00
32-07-9-9005	SHSP 2018 AK Shield 2019 OT	4,848.00	0.00	4,848.00	0.00	0.00	0.00	0.00	0.00
32-09-9-9000	SHSP 2020 Mobile Radios	0.00	23,402.68	0.00	0.00	10,000.00	6,439.40	69,863.00	20,380.00
32-09-9-9005	SHSP 2020 Training	0.00	0.00	0.00	0.00	5,000.00	3,620.52	1,400.00	1,380.00
32-09-9-9006	NRA Grant Expenses	0.00	0.00	0.00	0.00	10,000.00	10,000.00	0.00	0.00
32-10-9-9000	SHSP 2021 Equipment Expense	0.00	0.00	95,000.00	45,593.65	95,000.00	36,647.35	58,350.00	58,350.00
32-10-9-9010	SHSP 2021 P25 Mobile Radio	0.00	0.00	17,880.00	0.00	17,880.00	12,878.80	10,000.00	10,000.00
32-10-9-9012	SHSP 2022 Security Systme	0.00	0.00	0.00	0.00	35,000.00	0.00	0.00	0.00
32-10-9-9014	SHSP 2022 Video Security System	0.00	0.00	0.00	0.00	75,000.00	0.00	0.00	0.00
Other Expenses									90,110.00
Totals									90,110.00

		2021	2021	2022	2022	2023	2023	2024 Dept.	2024
		Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget
Fund: 33 - PUBLIC WORKS GRANTS & DONATION									
33-38-3000	FNSB Beautification Grant Rev	10,000.00	0.00	29,000.00	0.00	19,000.00	0.00	0.00	0.00
33-38-3001	ADEC Grant Revenue	0.00	0.00	0.00	0.00	46,905.00	40,470.00	0.00	0.00
33-38-3100	Exercise Trail Donations	0.00	200.00	0.00	0.00	0.00	0.00	0.00	0.00
33-40-3150	NP Memorial Park Donations	0.00	200.00	0.00	100.00	0.00	470.00	0.00	0.00
33-50-9980	Transfer In Fund Balance	55,000.00	0.00	55,000.00	0.00	55,000.00	0.00	0.00	0.00
	Totals								0.00
33-01-9-5000	FNSB Beautification 2023/2024	0.00	0.00	9,000.00	0.00	10,000.00	0.00	0.00	0.00
33-01-9-5010	FNSB Beautification 2022/2023	10,000.00	0.00	20,000.00	0.00	9,000.00	12,000.00	0.00	0.00
33-01-9-5011	ADEC Admin/Indirect Cost	0.00	0.00	0.00	0.00	4,264.00	0.00	0.00	0.00
33-01-9-5012	ADEC Stormwater Drainage Study	0.00	0.00	0.00	0.00	42,641.00	42,641.00	0.00	0.00
33-04-9-5150	NP Memorial Park Expenses	55,000.00	444.19	55,000.00	0.00	55,000.00	136.57	0.00	0.00
	Totals								0.00

ORDINANCE NO. 2023-16

AN ORDINANCE OF THE CITY OF NORTH POLE AMENDING THE PAY
POLICY FOR CITY OF NORTH POLE EMPLOYEES

WHEREAS, changes to the North Pole Municipal Code are a continually changing requirement;
and

WHEREAS, the City of North Pole wishes to remain up to date with its compensation for its
employees; and

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of North Pole:

Section 1. This ordinance is of a general and permanent nature and shall be codified.

Section 2. Title 2 Chapter 36 section 470: Pay, is hereby amended in the North Pole Code of
Ordinances as follows: [new text in blue, deleted text in ~~striketrough~~]. See attached.

Section 3. Effective Date. This ordinance shall become effective DECEMBER 31, 2023.

ADOPTED THE ____ DAY OF NOVEMBER 2023.

Mayor Michael W Welch

ATTEST:

Emily Braniff, CMC
City Clerk

PASSED/FAILED Yes: No: Absent:

2.36.470 Pay.

A. All City employees in the City service excluding the Mayor, contractual employees, casual employees and temporary employees shall be paid the monthly/hourly wage in accordance with the position classification title and date of hire or range, except that employees being promoted to positions of higher pay shall receive a start date adjustment that places them at the increased salary closest to their subsequent pay scale salary. Such adjustment shall be recorded in the employee's personnel file and shall be used throughout the employee's tenure of that position.

B. Employees (excluding Fire Department personnel) working a regularly scheduled evening shift shall earn a pay differential hourly rate of \$1 (one dollar) an hour for hours worked from 3:00 p.m. to 10:00 p.m.

C. Employees (excluding Fire Department personnel) working a regularly scheduled night shift shall earn a pay differential hourly rate of \$2 (two dollars) an hour for hours worked from 10:00 p.m. to 8:00 a.m.

D. The City Council shall every three years review the pay scale to recommend cost of living increase adjustments as warranted and shall communicate back to the employees the outcome of the review. Department heads will report market surveys to the City Council annually in advance of the normal budget cycle. All market surveys will use the same data source.

E. Employees will advance to the next pay step on the first full pay period of each year, except for those new employees hired within the last quarter of the year. Employees hired within the last quarter of the year will not be eligible for their annual step salary increases until the first full pay period in January following their one-year anniversary. [Employees over step 20 on the payscale will receive a 1% increase on the first full pay period of each year.](#)

F. Professional Development Step Salary Increases. Employees may earn horizontal step increases for professional development as follows:

Criteria for professional development will be developed by department heads coordinated with the Mayor and approved by the City Council. Current employees who meet the professional development criteria for advancement at the time of adoption of Ordinance 04-05 will be grandfathered in for longevity requirements. Initial placement in professional development track will not be cumulative and will result in two step advancements only. Police Sergeants are eligible for professional development advancement.

Accounts Receivable/Receptionist Clerk:

Clerk I

2 Steps

Clerk II	2 Steps
Clerk III	2 Steps
Clerk IV	2 Steps
Accountant/Accounts Specialist/Deputy Accountant:	
Deputy Accountant I	2 Steps
Deputy Accountant II	2 Steps
Deputy Accountant III	2 Steps
Deputy Accountant IV	2 Steps
City Clerk:	
Clerk I	2 Steps
Clerk II	2 Steps
Clerk III	2 Steps
Clerk IV	2 Steps
Admin/Exec. Assistant/Evidence:	
Admin/Exec. Assistant/Evidence I	2 Steps
Admin/Exec. Assistant/Evidence II	2 Steps
Admin/Exec. Assistant/Evidence III	2 Steps
Admin/Exec. Assistant/Evidence IV	2 Steps
Human Resources Generalist/Deputy City Clerk:	
Human Resources Generalist/Deputy City Clerk I	2 Steps
Human Resources Generalist/Deputy City Clerk II	2 Steps
Human Resources Generalist/Deputy City Clerk III	2 Steps
Human Resources Generalist/Deputy City Clerk IV	2 Steps
Firefighter Personnel:	
Firefighter I	2 Steps
Firefighter II	2 Steps
Firefighter III	2 Steps

Firefighter IV	2 Steps
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Police Officer:

Police Officer I	2 Steps
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Police Officer II	2 Steps
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Police Officer III	2 Steps
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Police Officer IV	2 Steps
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Public Works Assistant:

Public Works Assistant I	2 Steps
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Public Works Assistant II	2 Steps
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Public Works Assistant III	2 Steps
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Public Works Assistant IV	2 Steps
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Utility Assistant:

Utility Assistant I	2 Steps
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Utility Operator I	2 Steps
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Utility Operator II	2 Steps
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Water Treatment Level III	1 Step
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G. Newly hired employees shall be employed at the starting rate of the appropriate salary range. On approval of the Mayor, the department head may direct the starting salary above the minimum.

H. Promotions. An employee who has received a promotion shall move up the pay scale but may not exceed a \$500 (five hundred dollars) a month increase.

Police Department

	Step	\$1.00	\$2.00	\$3.00	\$4.00	\$5.00	\$6.00	\$7.00	\$8.00	\$9.00	\$10.00	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00	\$16.00	\$17.00	\$18.00	\$19.00	\$20.00
											Year/Step										
Chief	\$43.53	\$43.53	\$44.84	\$46.18	\$47.57	\$48.99	\$50.46	\$51.98	\$53.54	\$55.14	\$56.80	\$57.65	\$58.51	\$59.39	\$60.28	\$61.19	\$62.10	\$63.04	\$63.98	\$64.94	\$65.91
		\$7,545.20	\$7,771.56	\$8,004.70	\$8,244.84	\$8,492.19	\$8,746.95	\$9,009.36	\$9,279.64	\$9,558.03	\$9,844.77	\$9,992.45	\$10,142.33	\$10,294.47	\$10,448.88	\$10,605.62	\$10,764.70	\$10,926.17	\$11,090.07	\$11,256.42	\$11,425.26
		\$90,542.40	\$92,258.67	\$96,056.42	\$98,938.13	\$101,906.27	\$104,963.46	\$108,112.26	\$111,355.73	\$114,696.40	\$118,137.30	\$119,909.35	\$121,708.00	\$123,532.62	\$125,386.62	\$127,267.42	\$129,176.42	\$131,114.08	\$133,080.79	\$135,077.00	\$137,103.15
Lieutenant	\$40.01	\$40.01	\$41.21	\$42.45	\$43.72	\$45.03	\$46.38	\$47.77	\$49.21	\$50.68	\$52.20	\$52.99	\$53.78	\$54.59	\$55.41	\$56.24	\$57.08	\$57.94	\$58.81	\$59.69	\$60.58
		\$6,935.07	\$7,143.12	\$7,357.41	\$7,578.13	\$7,805.48	\$8,039.64	\$8,280.83	\$8,529.26	\$8,785.13	\$9,048.69	\$9,184.42	\$9,322.19	\$9,462.02	\$9,603.95	\$9,748.01	\$9,894.23	\$10,042.64	\$10,193.28	\$10,346.18	\$10,501.37
		\$83,220.80	\$85,717.42	\$88,288.95	\$90,937.62	\$93,665.74	\$96,475.72	\$99,269.99	\$102,151.09	\$105,121.62	\$108,184.27	\$110,213.03	\$111,866.23	\$113,544.22	\$115,247.38	\$116,976.10	\$118,730.74	\$120,511.70	\$122,319.37	\$124,154.16	\$126,016.48
Sergeant	\$37.00	\$37.00	\$38.11	\$39.25	\$40.43	\$41.64	\$42.89	\$44.18	\$45.51	\$46.87	\$48.28	\$49.00	\$49.74	\$50.48	\$51.24	\$52.01	\$52.79	\$53.58	\$54.38	\$55.20	\$56.03
		\$6,413.23	\$6,605.73	\$6,803.91	\$7,008.02	\$7,218.26	\$7,434.81	\$7,657.86	\$7,887.59	\$8,124.22	\$8,367.95	\$8,493.46	\$8,620.87	\$8,750.18	\$8,881.43	\$9,014.65	\$9,149.87	\$9,287.12	\$9,426.43	\$9,567.82	\$9,711.34
		\$76,960.00	\$79,268.80	\$81,646.86	\$84,096.27	\$86,619.16	\$89,217.73	\$91,894.26	\$94,651.09	\$97,490.63	\$100,415.24	\$101,921.57	\$103,450.40	\$105,002.15	\$106,577.19	\$108,175.84	\$109,798.48	\$111,445.46	\$113,117.14	\$114,813.90	\$116,536.11
Detective/Corporal	\$35.00	\$35.00	\$36.05	\$37.13	\$38.25	\$39.39	\$40.57	\$41.79	\$43.05	\$44.34	\$45.67	\$46.35	\$47.05	\$47.75	\$48.47	\$49.20	\$49.93	\$50.68	\$51.44	\$52.22	\$53.00
		\$6,066.67	\$6,248.67	\$6,436.13	\$6,629.21	\$6,828.09	\$7,032.93	\$7,243.92	\$7,461.23	\$7,685.07	\$7,915.62	\$8,034.36	\$8,154.87	\$8,277.20	\$8,401.35	\$8,527.38	\$8,655.29	\$8,785.12	\$8,916.89	\$9,050.65	\$9,186.40
		\$72,800.00	\$74,984.00	\$77,233.52	\$79,550.53	\$81,937.04	\$84,395.15	\$86,927.01	\$89,524.82	\$92,220.86	\$94,987.49	\$96,412.30	\$97,858.48	\$99,326.36	\$100,816.26	\$102,328.50	\$103,863.43	\$105,421.38	\$107,002.70	\$108,607.74	\$110,236.86
Officer	\$32.00	\$32.00	\$32.96	\$33.95	\$34.97	\$36.02	\$37.10	\$38.21	\$39.36	\$40.54	\$41.75	\$42.38	\$43.01	\$43.66	\$44.31	\$44.98	\$45.65	\$46.34	\$47.03	\$47.74	\$48.46
		\$5,546.67	\$5,713.07	\$5,884.46	\$6,060.99	\$6,242.82	\$6,430.11	\$6,623.01	\$6,821.70	\$7,026.35	\$7,237.14	\$7,345.70	\$7,455.88	\$7,567.72	\$7,681.24	\$7,796.46	\$7,913.40	\$8,032.11	\$8,152.59	\$8,274.88	\$8,399.00
		\$66,560.00	\$68,556.80	\$70,613.50	\$72,731.91	\$74,913.87	\$77,161.28	\$79,476.12	\$81,860.40	\$84,316.22	\$86,845.70	\$88,148.39	\$89,470.61	\$90,812.67	\$92,174.86	\$93,557.49	\$94,960.85	\$96,385.26	\$97,831.04	\$99,298.51	\$100,787.98
Recruit	\$30.00	\$30.00	\$30.90																		
		\$4,507.00	\$4,642.21																		
Evidence Custodian	\$24.00	\$24.00	\$24.72	\$25.46	\$26.23	\$27.01	\$27.82	\$28.66	\$29.52	\$30.40	\$31.31	\$31.78	\$32.26	\$32.74	\$33.24	\$33.73	\$34.24	\$34.75	\$35.28	\$35.80	\$36.34
		\$4,160.00	\$4,284.80	\$4,413.34	\$4,545.74	\$4,682.12	\$4,822.58	\$4,967.26	\$5,116.28	\$5,269.76	\$5,427.86	\$5,589.27	\$5,691.01	\$5,795.79	\$5,900.93	\$6,007.34	\$6,115.05	\$6,224.08	\$6,334.44	\$6,446.16	\$6,559.25
		\$49,920.00	\$51,417.60	\$52,960.13	\$54,548.93	\$56,185.40	\$57,870.96	\$59,607.09	\$61,395.30	\$63,237.16	\$65,134.28	\$66,111.29	\$67,102.96	\$68,109.51	\$69,131.15	\$70,168.12	\$71,220.64	\$72,288.95	\$73,373.28	\$74,473.88	\$75,590.99
Executive Assistant	\$22.60	\$22.60	\$22.28	\$23.98	\$24.70	\$25.44	\$26.20	\$26.99	\$27.80	\$28.63	\$29.49	\$29.89	\$30.38	\$30.83	\$31.30	\$31.77	\$32.24	\$32.73	\$33.22	\$33.72	\$34.22
		\$3,917.33	\$4,034.85	\$4,155.50	\$4,280.58	\$4,409.99	\$4,541.26	\$4,677.59	\$4,817.83	\$4,962.36	\$5,111.23	\$5,187.90	\$5,265.72	\$5,344.70	\$5,424.87	\$5,506.25	\$5,588.84	\$5,672.67	\$5,757.76	\$5,844.13	\$5,931.79
		\$47,008.00	\$48,418.24	\$49,870.79	\$51,366.91	\$52,907.92	\$54,495.16	\$56,130.01	\$57,813.91	\$59,548.33	\$61,334.78	\$62,154.80	\$63,188.62	\$64,136.45	\$65,098.50	\$66,074.98	\$67,066.10	\$68,072.09	\$69,093.17	\$70,129.57	\$71,181.51
Administrative Assistant	\$19.00	\$19.00	\$19.67	\$20.16	\$20.76	\$21.38	\$22.02	\$22.68	\$23.37	\$24.02	\$24.70	\$25.16	\$25.54	\$25.92	\$26.31	\$26.70	\$27.10	\$27.51	\$27.92	\$28.34	\$28.77
		\$3,293.80	\$3,391.79	\$3,493.54	\$3,598.35	\$3,706.30	\$3,817.49	\$3,932.01	\$4,049.97	\$4,171.47	\$4,296.62	\$4,361.07	\$4,426.48	\$4,492.88	\$4,560.27	\$4,628.68	\$4,698.11	\$4,768.58	\$4,840.11	\$4,912.71	\$4,986.40
		\$39,516.00	\$40,701.48	\$41,923.52	\$43,180.20	\$44,475.61	\$45,809.87	\$47,184.17	\$48,598.70	\$50,057.69	\$51,559.42	\$52,232.81	\$53,117.80	\$53,914.57	\$54,723.29	\$55,544.14	\$56,377.30	\$57,222.96	\$58,081.30	\$58,952.52	\$59,836.81

Police Department
Pay Scale with 3% Cola

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		Minimum	3%	3%	3%	3%	3%	3%	3%	3%	3%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
											Year/Step										
Police Chief	Hourly	\$ 44.84	\$ 46.19	\$ 47.57	\$ 49.00	\$ 50.47	\$ 51.98	\$ 53.54	\$ 55.15	\$ 56.80	\$ 58.51	\$ 59.38	\$ 60.27	\$ 61.18	\$ 62.10	\$ 63.03	\$ 63.97	\$ 64.93	\$ 65.91	\$ 66.90	\$ 67.90
	Monthly	\$ 7,772	\$ 8,005	\$ 8,246	\$ 8,493	\$ 8,748	\$ 9,010	\$ 9,280	\$ 9,559	\$ 9,846	\$ 10,141	\$ 10,293	\$ 10,448	\$ 10,604	\$ 10,763	\$ 10,925	\$ 11,089	\$ 11,255	\$ 11,424	\$ 11,595	\$ 11,769
	Annually	\$ 93,267	\$ 96,065	\$ 98,947	\$ 101,916	\$ 104,973	\$ 108,122	\$ 111,366	\$ 114,707	\$ 118,148	\$ 121,693	\$ 123,518	\$ 125,371	\$ 127,251	\$ 129,160	\$ 131,097	\$ 133,064	\$ 135,060	\$ 137,086	\$ 139,142	\$ 141,229
Lieutenant	Hourly	\$ 41.21	\$ 42.45	\$ 43.72	\$ 45.03	\$ 46.38	\$ 47.77	\$ 49.21	\$ 50.68	\$ 52.20	\$ 53.77	\$ 54.58	\$ 55.39	\$ 56.23	\$ 57.07	\$ 57.93	\$ 58.79	\$ 59.68	\$ 60.57	\$ 61.48	\$ 62.40
	Monthly	\$ 7,143	\$ 7,357	\$ 7,578	\$ 7,805	\$ 8,040	\$ 8,281	\$ 8,529	\$ 8,785	\$ 9,049	\$ 9,320	\$ 9,460	\$ 9,602	\$ 9,746	\$ 9,892	\$ 10,040	\$ 10,191	\$ 10,344	\$ 10,499	\$ 10,656	\$ 10,816
	Annually	\$ 85,717	\$ 88,288	\$ 90,937	\$ 93,665	\$ 96,475	\$ 99,369	\$ 102,350	\$ 105,421	\$ 108,583	\$ 111,841	\$ 113,519	\$ 115,221	\$ 116,950	\$ 118,704	\$ 120,485	\$ 122,292	\$ 124,126	\$ 125,988	\$ 127,878	\$ 129,796
Sergeant	Hourly	\$ 38.11	\$ 39.25	\$ 40.43	\$ 41.64	\$ 42.89	\$ 44.18	\$ 45.51	\$ 46.87	\$ 48.28	\$ 49.72	\$ 50.47	\$ 51.23	\$ 52.00	\$ 52.78	\$ 53.57	\$ 54.37	\$ 55.19	\$ 56.01	\$ 56.85	\$ 57.71
	Monthly	\$ 6,606	\$ 6,804	\$ 7,008	\$ 7,218	\$ 7,435	\$ 7,658	\$ 7,888	\$ 8,124	\$ 8,368	\$ 8,619	\$ 8,748	\$ 8,879	\$ 9,013	\$ 9,148	\$ 9,285	\$ 9,424	\$ 9,566	\$ 9,709	\$ 9,855	\$ 10,003
	Annually	\$ 79,269	\$ 81,647	\$ 84,096	\$ 86,619	\$ 89,218	\$ 91,894	\$ 94,651	\$ 97,491	\$ 100,415	\$ 103,428	\$ 104,979	\$ 106,554	\$ 108,152	\$ 109,775	\$ 111,421	\$ 113,092	\$ 114,789	\$ 116,511	\$ 118,258	\$ 120,032
Detective/Corporal	Hourly	\$ 36.05	\$ 37.13	\$ 38.25	\$ 39.39	\$ 40.57	\$ 41.79	\$ 43.05	\$ 44.34	\$ 45.67	\$ 47.04	\$ 47.74	\$ 48.46	\$ 49.19	\$ 49.92	\$ 50.67	\$ 51.43	\$ 52.20	\$ 52.99	\$ 53.78	\$ 54.59
	Monthly	\$ 6,249	\$ 6,436	\$ 6,629	\$ 6,828	\$ 7,033	\$ 7,244	\$ 7,461	\$ 7,685	\$ 7,916	\$ 8,153	\$ 8,275	\$ 8,400	\$ 8,526	\$ 8,653	\$ 8,783	\$ 8,915	\$ 9,049	\$ 9,184	\$ 9,322	\$ 9,462
	Annually	\$ 74,984	\$ 77,234	\$ 79,551	\$ 81,937	\$ 84,395	\$ 86,927	\$ 89,535	\$ 92,221	\$ 94,987	\$ 97,837	\$ 99,305	\$ 100,794	\$ 102,306	\$ 103,841	\$ 105,398	\$ 106,979	\$ 108,584	\$ 110,213	\$ 111,866	\$ 113,544
Officer	Hourly	\$ 34.93	\$ 35.98	\$ 37.06	\$ 38.17	\$ 39.31	\$ 40.49	\$ 41.71	\$ 42.96	\$ 44.25	\$ 45.58	\$ 46.26	\$ 46.95	\$ 47.66	\$ 48.37	\$ 49.10	\$ 49.83	\$ 50.58	\$ 51.34	\$ 52.11	\$ 52.89
	Monthly	\$ 6,055	\$ 6,236	\$ 6,423	\$ 6,616	\$ 6,814	\$ 7,019	\$ 7,229	\$ 7,446	\$ 7,670	\$ 7,900	\$ 8,018	\$ 8,139	\$ 8,261	\$ 8,385	\$ 8,510	\$ 8,638	\$ 8,768	\$ 8,899	\$ 9,033	\$ 9,168
	Annually	\$ 72,654	\$ 74,834	\$ 77,079	\$ 79,391	\$ 81,773	\$ 84,226	\$ 86,753	\$ 89,356	\$ 92,036	\$ 94,798	\$ 96,219	\$ 97,663	\$ 99,128	\$ 100,615	\$ 102,124	\$ 103,656	\$ 105,211	\$ 106,789	\$ 108,391	\$ 110,016
Recruit	Hourly	\$ 30.90	\$ 31.83																		
	Monthly	\$ 4,507	\$ 4,642																		
Evidence Custodian	Hourly	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.01	\$ 27.82	\$ 28.66	\$ 29.52	\$ 30.40	\$ 31.31	\$ 32.25	\$ 32.74	\$ 33.23	\$ 33.73	\$ 34.23	\$ 34.75	\$ 35.27	\$ 35.80	\$ 36.33	\$ 36.88	\$ 37.43
	Monthly	\$ 4,285	\$ 4,413	\$ 4,546	\$ 4,682	\$ 4,823	\$ 4,967	\$ 5,116	\$ 5,270	\$ 5,428	\$ 5,591	\$ 5,675	\$ 5,760	\$ 5,846	\$ 5,934	\$ 6,023	\$ 6,113	\$ 6,205	\$ 6,298	\$ 6,392	\$ 6,488
	Annually	\$ 51,418	\$ 52,960	\$ 54,549	\$ 56,185	\$ 57,871	\$ 59,607	\$ 61,395	\$ 63,237	\$ 65,134	\$ 67,088	\$ 68,095	\$ 69,116	\$ 70,153	\$ 71,205	\$ 72,273	\$ 73,357	\$ 74,458	\$ 75,574	\$ 76,708	\$ 77,859
Executive Assistant	Hourly	\$ 26.85	\$ 27.66	\$ 28.49	\$ 29.34	\$ 30.22	\$ 31.13	\$ 32.06	\$ 33.02	\$ 34.01	\$ 35.03	\$ 35.56	\$ 36.09	\$ 36.63	\$ 37.18	\$ 37.74	\$ 38.31	\$ 38.88	\$ 39.46	\$ 40.06	\$ 40.66
	Monthly	\$ 4,654	\$ 4,794	\$ 4,937	\$ 5,086	\$ 5,238	\$ 5,395	\$ 5,557	\$ 5,724	\$ 5,896	\$ 6,072	\$ 6,164	\$ 6,256	\$ 6,350	\$ 6,445	\$ 6,542	\$ 6,640	\$ 6,739	\$ 6,841	\$ 6,943	\$ 7,047
	Annually	\$ 55,848	\$ 57,523	\$ 59,249	\$ 61,027	\$ 62,857	\$ 64,743	\$ 66,685	\$ 68,686	\$ 70,747	\$ 72,869	\$ 73,962	\$ 75,071	\$ 76,198	\$ 77,340	\$ 78,501	\$ 79,678	\$ 80,873	\$ 82,086	\$ 83,318	\$ 84,567
Administrative Assistant	Hourly	\$ 19.57	\$ 20.16	\$ 20.76	\$ 21.38	\$ 22.03	\$ 22.69	\$ 23.37	\$ 24.07	\$ 24.79	\$ 25.53	\$ 25.92	\$ 26.31	\$ 26.70	\$ 27.10	\$ 27.51	\$ 27.92	\$ 28.34	\$ 28.76	\$ 29.20	\$ 29.63
	Monthly	\$ 3,392	\$ 3,494	\$ 3,599	\$ 3,707	\$ 3,818	\$ 3,932	\$ 4,050	\$ 4,172	\$ 4,297	\$ 4,426	\$ 4,492	\$ 4,560	\$ 4,628	\$ 4,698	\$ 4,768	\$ 4,840	\$ 4,912	\$ 4,986	\$ 5,061	\$ 5,137
	Annually	\$ 40,706	\$ 41,927	\$ 43,185	\$ 44,480	\$ 45,815	\$ 47,189	\$ 48,605	\$ 50,063	\$ 51,565	\$ 53,112	\$ 53,908	\$ 54,717	\$ 55,538	\$ 56,371	\$ 57,216	\$ 58,074	\$ 58,946	\$ 59,830	\$ 60,727	\$ 61,638

Fire Department

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
																				Maximum
Fire Chief	\$ 82,223	\$ 84,690	\$ 87,230	\$ 89,847	\$ 92,543	\$ 95,319	\$ 98,179	\$ 101,124	\$ 104,161	\$ 107,289	\$ 110,503	\$ 113,809	\$ 117,214	\$ 120,724	\$ 124,344	\$ 128,079	\$ 131,934	\$ 135,914	\$ 140,024	\$ 144,270
	\$ 6,852	\$ 7,057	\$ 7,269	\$ 7,487	\$ 7,712	\$ 7,943	\$ 8,182	\$ 8,427	\$ 8,682	\$ 8,944	\$ 9,214	\$ 9,493	\$ 9,780	\$ 10,075	\$ 10,379	\$ 10,691	\$ 11,011	\$ 11,339	\$ 11,675	\$ 12,019
	\$ 39.53	\$ 40.72	\$ 41.94	\$ 43.20	\$ 44.49	\$ 45.83	\$ 47.20	\$ 48.62	\$ 49.35	\$ 50.09	\$ 50.84	\$ 51.60	\$ 52.37	\$ 53.16	\$ 53.96	\$ 54.77	\$ 55.59	\$ 56.42	\$ 57.27	\$ 58.13
Deputy Chief	\$ 74,906	\$ 77,153	\$ 79,468	\$ 81,852	\$ 84,307	\$ 86,837	\$ 89,442	\$ 92,125	\$ 94,900	\$ 97,778	\$ 100,733	\$ 103,778	\$ 106,915	\$ 110,146	\$ 113,474	\$ 116,904	\$ 120,441	\$ 124,089	\$ 127,853	\$ 131,738
Assistant Chief	\$ 6,242	\$ 6,429	\$ 6,622	\$ 6,821	\$ 7,026	\$ 7,236	\$ 7,453	\$ 7,677	\$ 7,909	\$ 8,038	\$ 8,148	\$ 8,270	\$ 8,394	\$ 8,520	\$ 8,648	\$ 8,778	\$ 8,910	\$ 9,043	\$ 9,179	\$ 9,317
	\$ 36.01	\$ 37.09	\$ 38.21	\$ 39.35	\$ 40.53	\$ 41.75	\$ 43.00	\$ 44.29	\$ 44.96	\$ 45.63	\$ 46.31	\$ 47.01	\$ 47.71	\$ 48.43	\$ 49.16	\$ 49.89	\$ 50.64	\$ 51.40	\$ 52.17	\$ 52.95
Admin Asst.	\$ 38,713	\$ 39,874	\$ 41,071	\$ 42,303	\$ 43,572	\$ 44,879	\$ 46,225	\$ 47,612	\$ 48,326	\$ 49,051	\$ 49,787	\$ 50,534	\$ 51,292	\$ 52,061	\$ 52,842	\$ 53,635	\$ 54,439	\$ 55,256	\$ 56,085	\$ 56,926
	\$ 3,226	\$ 3,323	\$ 3,423	\$ 3,525	\$ 3,631	\$ 3,740	\$ 3,852	\$ 3,968	\$ 4,027	\$ 4,088	\$ 4,149	\$ 4,211	\$ 4,274	\$ 4,338	\$ 4,404	\$ 4,470	\$ 4,537	\$ 4,605	\$ 4,674	\$ 4,744
	\$ 18.61	\$ 19.17	\$ 19.75	\$ 20.34	\$ 20.95	\$ 21.58	\$ 22.22	\$ 22.89	\$ 23.23	\$ 23.58	\$ 23.94	\$ 24.30	\$ 24.66	\$ 25.03	\$ 25.40	\$ 25.79	\$ 26.17	\$ 26.57	\$ 26.96	\$ 27.37
Recept admin	\$ 35,427	\$ 36,490	\$ 37,585	\$ 38,712	\$ 39,873	\$ 41,070	\$ 42,302	\$ 43,571	\$ 44,224	\$ 44,888	\$ 45,561	\$ 46,244	\$ 46,938	\$ 47,642	\$ 48,357	\$ 49,082	\$ 49,818	\$ 50,566	\$ 51,324	\$ 52,094
	\$ 2,952	\$ 3,041	\$ 3,132	\$ 3,226	\$ 3,323	\$ 3,422	\$ 3,525	\$ 3,631	\$ 3,685	\$ 3,741	\$ 3,797	\$ 3,854	\$ 3,912	\$ 3,970	\$ 4,030	\$ 4,090	\$ 4,152	\$ 4,214	\$ 4,277	\$ 4,341
	\$ 17.03	\$ 17.54	\$ 18.07	\$ 18.61	\$ 19.17	\$ 19.75	\$ 20.34	\$ 20.95	\$ 21.26	\$ 21.58	\$ 21.90	\$ 22.23	\$ 22.57	\$ 22.90	\$ 23.25	\$ 23.60	\$ 23.95	\$ 24.31	\$ 24.68	\$ 25.05
Captain-BC	\$ 70,556	\$ 72,673	\$ 74,853	\$ 77,098	\$ 79,411	\$ 81,794	\$ 84,248	\$ 86,775	\$ 88,077	\$ 89,398	\$ 90,739	\$ 92,100	\$ 93,481	\$ 94,884	\$ 96,307	\$ 97,751	\$ 99,218	\$ 100,706	\$ 102,216	\$ 103,750
	\$ 6,880	\$ 6,056	\$ 6,238	\$ 6,425	\$ 6,618	\$ 6,816	\$ 7,021	\$ 7,231	\$ 7,340	\$ 7,450	\$ 7,562	\$ 7,675	\$ 7,790	\$ 7,907	\$ 8,026	\$ 8,146	\$ 8,268	\$ 8,392	\$ 8,518	\$ 8,646
	\$ 25.52	\$ 26.29	\$ 27.07	\$ 27.89	\$ 28.72	\$ 29.58	\$ 30.47	\$ 31.39	\$ 31.86	\$ 32.33	\$ 32.82	\$ 33.31	\$ 33.81	\$ 34.32	\$ 34.83	\$ 35.36	\$ 35.89	\$ 36.42	\$ 36.97	\$ 37.53
Lieutenant	\$ 63,510	\$ 65,415	\$ 67,328	\$ 69,390	\$ 71,481	\$ 73,625	\$ 75,824	\$ 78,109	\$ 79,381	\$ 80,470	\$ 81,677	\$ 82,903	\$ 84,146	\$ 85,408	\$ 86,689	\$ 87,990	\$ 89,309	\$ 90,649	\$ 92,009	\$ 93,389
	\$ 5,293	\$ 5,451	\$ 5,615	\$ 5,783	\$ 5,957	\$ 6,135	\$ 6,320	\$ 6,509	\$ 6,602	\$ 6,706	\$ 6,806	\$ 6,909	\$ 7,012	\$ 7,117	\$ 7,224	\$ 7,332	\$ 7,442	\$ 7,554	\$ 7,667	\$ 7,782
	\$ 22.97	\$ 23.66	\$ 24.37	\$ 25.10	\$ 25.85	\$ 26.63	\$ 27.43	\$ 28.25	\$ 28.68	\$ 29.11	\$ 29.54	\$ 29.99	\$ 30.44	\$ 30.89	\$ 31.36	\$ 31.83	\$ 32.30	\$ 32.79	\$ 33.28	\$ 33.78
Engineer	\$ 58,611	\$ 60,369	\$ 62,190	\$ 64,046	\$ 65,967	\$ 67,946	\$ 69,985	\$ 72,084	\$ 72,165	\$ 74,263	\$ 75,377	\$ 76,507	\$ 77,655	\$ 78,820	\$ 80,002	\$ 81,202	\$ 82,420	\$ 83,657	\$ 84,911	\$ 86,185
	\$ 4,884	\$ 5,031	\$ 5,182	\$ 5,337	\$ 5,497	\$ 5,662	\$ 5,832	\$ 6,007	\$ 6,097	\$ 6,189	\$ 6,281	\$ 6,376	\$ 6,471	\$ 6,568	\$ 6,667	\$ 6,767	\$ 6,868	\$ 6,971	\$ 7,076	\$ 7,183
	\$ 21.20	\$ 21.84	\$ 22.49	\$ 23.17	\$ 23.86	\$ 24.58	\$ 25.31	\$ 26.07	\$ 26.46	\$ 26.86	\$ 27.26	\$ 27.67	\$ 28.09	\$ 28.51	\$ 28.94	\$ 29.37	\$ 29.81	\$ 30.26	\$ 30.71	\$ 31.17
Firefighter	\$ 55,599	\$ 57,267	\$ 58,985	\$ 60,755	\$ 62,577	\$ 64,455	\$ 66,388	\$ 68,380	\$ 69,406	\$ 70,447	\$ 71,503	\$ 72,576	\$ 73,665	\$ 74,770	\$ 75,891	\$ 77,029	\$ 78,185	\$ 79,358	\$ 80,548	\$ 81,756
	\$ 4,633	\$ 4,772	\$ 4,915	\$ 5,063	\$ 5,215	\$ 5,371	\$ 5,532	\$ 5,698	\$ 5,784	\$ 5,871	\$ 5,959	\$ 6,048	\$ 6,139	\$ 6,231	\$ 6,324	\$ 6,419	\$ 6,515	\$ 6,613	\$ 6,712	\$ 6,813
	\$ 20.11	\$ 20.71	\$ 21.33	\$ 21.97	\$ 22.63	\$ 23.31	\$ 24.01	\$ 24.73	\$ 25.10	\$ 25.48	\$ 25.86	\$ 26.25	\$ 26.64	\$ 27.04	\$ 27.45	\$ 27.86	\$ 28.28	\$ 28.70	\$ 29.13	\$ 29.57
Recruit FF	\$ 41,070	\$ 42,302																		
	\$ 3,423	\$ 3,525																		
	\$ 14.85	\$ 15.30																		
Overhire	\$ 17.52																			

North Pole Fire Department
14 Day FLSA with Overtime Line

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		Minimum	3%	3%	3%	3%	3%	3%	3%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	Maximum
Fire Chief	Annual	\$ 90,501	\$ 93,216	\$ 96,013	\$ 98,893	\$ 101,860	\$ 104,915	\$ 108,063	\$ 111,305	\$ 112,974	\$ 114,669	\$ 116,389	\$ 118,135	\$ 119,907	\$ 121,705	\$ 123,531	\$ 125,384	\$ 127,265	\$ 129,174	\$ 131,111	\$ 133,078
	Monthly	\$ 7,542	\$ 7,768	\$ 8,001	\$ 8,241	\$ 8,488	\$ 8,743	\$ 9,005	\$ 9,275	\$ 9,415	\$ 9,556	\$ 9,699	\$ 9,845	\$ 9,992	\$ 10,142	\$ 10,294	\$ 10,449	\$ 10,605	\$ 10,764	\$ 10,926	\$ 11,090
	Hourly	\$ 43.51	\$ 44.82	\$ 46.16	\$ 47.54	\$ 48.97	\$ 50.44	\$ 51.95	\$ 53.51	\$ 54.31	\$ 55.13	\$ 55.96	\$ 56.80	\$ 57.65	\$ 58.51	\$ 59.39	\$ 60.28	\$ 61.19	\$ 62.10	\$ 63.03	\$ 63.98
DC/AC Chief	Annual	\$ 84,998	\$ 87,548	\$ 90,174	\$ 92,880	\$ 95,666	\$ 98,536	\$ 101,492	\$ 104,537	\$ 106,105	\$ 107,696	\$ 109,312	\$ 110,952	\$ 112,616	\$ 114,305	\$ 116,020	\$ 117,760	\$ 119,526	\$ 121,319	\$ 123,139	\$ 124,986
	Monthly	\$ 7,083	\$ 7,296	\$ 7,515	\$ 7,740	\$ 7,972	\$ 8,211	\$ 8,458	\$ 8,711	\$ 8,842	\$ 8,975	\$ 9,109	\$ 9,246	\$ 9,385	\$ 9,525	\$ 9,668	\$ 9,813	\$ 9,961	\$ 10,110	\$ 10,262	\$ 10,416
	Hourly	\$ 40.86	\$ 42.09	\$ 43.35	\$ 44.65	\$ 45.99	\$ 47.37	\$ 48.79	\$ 50.26	\$ 51.01	\$ 51.78	\$ 52.55	\$ 53.34	\$ 54.14	\$ 54.95	\$ 55.78	\$ 56.62	\$ 57.46	\$ 58.33	\$ 59.20	\$ 60.09
Admin Asst.	Annual	\$ 42,303	\$ 43,572	\$ 44,879	\$ 46,226	\$ 47,612	\$ 49,041	\$ 50,512	\$ 52,027	\$ 52,808	\$ 53,600	\$ 54,404	\$ 55,220	\$ 56,048	\$ 56,889	\$ 57,742	\$ 58,608	\$ 59,488	\$ 60,380	\$ 61,286	\$ 62,205
	Monthly	\$ 3,525	\$ 3,631	\$ 3,740	\$ 3,852	\$ 3,968	\$ 4,087	\$ 4,209	\$ 4,336	\$ 4,401	\$ 4,467	\$ 4,534	\$ 4,602	\$ 4,671	\$ 4,741	\$ 4,812	\$ 4,884	\$ 4,957	\$ 5,032	\$ 5,107	\$ 5,184
	Hourly	\$ 20.34	\$ 20.95	\$ 21.58	\$ 22.22	\$ 22.89	\$ 23.58	\$ 24.28	\$ 25.01	\$ 25.39	\$ 25.77	\$ 26.16	\$ 26.55	\$ 26.95	\$ 27.35	\$ 27.76	\$ 28.18	\$ 28.60	\$ 29.03	\$ 29.46	\$ 29.91
Recept admin	Annual	\$ 36,490	\$ 37,585	\$ 38,712	\$ 39,873	\$ 41,070	\$ 42,302	\$ 43,571	\$ 44,878	\$ 45,551	\$ 46,234	\$ 46,928	\$ 47,632	\$ 48,346	\$ 49,071	\$ 49,807	\$ 50,555	\$ 51,313	\$ 52,083	\$ 52,864	\$ 53,657
	Monthly	\$ 3,041	\$ 3,132	\$ 3,226	\$ 3,323	\$ 3,422	\$ 3,525	\$ 3,631	\$ 3,740	\$ 3,796	\$ 3,853	\$ 3,911	\$ 3,969	\$ 4,029	\$ 4,089	\$ 4,151	\$ 4,213	\$ 4,276	\$ 4,340	\$ 4,405	\$ 4,471
	Hourly	\$ 17.54	\$ 18.07	\$ 18.61	\$ 19.17	\$ 19.75	\$ 20.34	\$ 20.95	\$ 21.58	\$ 21.90	\$ 22.23	\$ 22.56	\$ 22.90	\$ 23.24	\$ 23.59	\$ 23.95	\$ 24.31	\$ 24.67	\$ 25.04	\$ 25.42	\$ 25.80
Captain-BC	Base Annual	\$ 72,672	\$ 74,852	\$ 77,098	\$ 79,411	\$ 81,793	\$ 84,247	\$ 86,774	\$ 89,377	\$ 90,718	\$ 92,079	\$ 93,460	\$ 94,862	\$ 96,285	\$ 97,729	\$ 99,195	\$ 100,683	\$ 102,193	\$ 103,726	\$ 105,282	\$ 106,861
	W/Overtime	\$ 80,275	\$ 82,683	\$ 85,164	\$ 87,719	\$ 90,350	\$ 93,061	\$ 95,853	\$ 98,728	\$ 100,209	\$ 101,712	\$ 103,238	\$ 104,786	\$ 106,358	\$ 107,954	\$ 109,573	\$ 111,216	\$ 112,885	\$ 114,578	\$ 116,297	\$ 118,041
	Monthly	\$ 6,056	\$ 6,238	\$ 6,425	\$ 6,618	\$ 6,816	\$ 7,021	\$ 7,231	\$ 7,448	\$ 7,560	\$ 7,673	\$ 7,788	\$ 7,905	\$ 8,024	\$ 8,144	\$ 8,266	\$ 8,390	\$ 8,516	\$ 8,644	\$ 8,774	\$ 8,905
	Hourly	\$ 26.29	\$ 27.07	\$ 27.89	\$ 28.72	\$ 29.58	\$ 30.47	\$ 31.39	\$ 32.33	\$ 32.81	\$ 33.30	\$ 33.80	\$ 34.31	\$ 34.83	\$ 35.35	\$ 35.88	\$ 36.42	\$ 36.96	\$ 37.52	\$ 38.08	\$ 38.65
Lieutenant	Base Annual	\$ 65,415	\$ 67,378	\$ 69,399	\$ 71,481	\$ 73,625	\$ 75,834	\$ 78,109	\$ 80,453	\$ 81,659	\$ 82,884	\$ 84,128	\$ 85,389	\$ 86,670	\$ 87,970	\$ 89,290	\$ 90,629	\$ 91,989	\$ 93,368	\$ 94,769	\$ 96,191
	W/Overtime	\$ 72,259	\$ 74,427	\$ 76,660	\$ 78,959	\$ 81,328	\$ 83,768	\$ 86,281	\$ 88,870	\$ 90,203	\$ 91,556	\$ 92,929	\$ 94,323	\$ 95,738	\$ 97,174	\$ 98,631	\$ 100,111	\$ 101,613	\$ 103,137	\$ 104,684	\$ 106,254
	Monthly	\$ 5,451	\$ 5,615	\$ 5,783	\$ 5,957	\$ 6,135	\$ 6,320	\$ 6,509	\$ 6,704	\$ 6,805	\$ 6,907	\$ 7,011	\$ 7,116	\$ 7,223	\$ 7,331	\$ 7,441	\$ 7,552	\$ 7,666	\$ 7,781	\$ 7,897	\$ 8,016
	Hourly	\$ 23.66	\$ 24.37	\$ 25.10	\$ 25.85	\$ 26.63	\$ 27.43	\$ 28.25	\$ 29.10	\$ 29.54	\$ 29.98	\$ 30.43	\$ 30.89	\$ 31.35	\$ 31.82	\$ 32.30	\$ 32.78	\$ 33.27	\$ 33.77	\$ 34.28	\$ 34.79
Engineer	Base Annual	\$ 60,369	\$ 62,180	\$ 64,046	\$ 65,967	\$ 67,946	\$ 69,985	\$ 72,084	\$ 74,247	\$ 75,360	\$ 76,491	\$ 77,638	\$ 78,803	\$ 79,985	\$ 81,185	\$ 82,402	\$ 83,638	\$ 84,893	\$ 86,166	\$ 87,459	\$ 88,771
	W/Overtime	\$ 66,685	\$ 68,686	\$ 70,746	\$ 72,869	\$ 75,055	\$ 77,306	\$ 79,626	\$ 82,014	\$ 83,245	\$ 84,493	\$ 85,761	\$ 87,047	\$ 88,353	\$ 89,678	\$ 91,023	\$ 92,389	\$ 93,774	\$ 95,181	\$ 96,609	\$ 98,058
	Monthly	\$ 5,031	\$ 5,182	\$ 5,337	\$ 5,497	\$ 5,662	\$ 5,832	\$ 6,007	\$ 6,187	\$ 6,280	\$ 6,374	\$ 6,470	\$ 6,567	\$ 6,665	\$ 6,765	\$ 6,867	\$ 6,970	\$ 7,074	\$ 7,181	\$ 7,288	\$ 7,398
	Hourly	\$ 21.84	\$ 22.49	\$ 23.17	\$ 23.86	\$ 24.58	\$ 25.31	\$ 26.07	\$ 26.85	\$ 27.26	\$ 27.67	\$ 28.08	\$ 28.50	\$ 28.93	\$ 29.36	\$ 29.80	\$ 30.25	\$ 30.71	\$ 31.17	\$ 31.63	\$ 32.11
Firefighter	Base Annual	\$ 57,267	\$ 58,985	\$ 60,755	\$ 62,577	\$ 64,454	\$ 66,388	\$ 68,380	\$ 70,431	\$ 71,488	\$ 72,560	\$ 73,648	\$ 74,753	\$ 75,874	\$ 77,012	\$ 78,168	\$ 79,340	\$ 80,530	\$ 81,738	\$ 82,964	\$ 84,209
	W/Overtime	\$ 63,258	\$ 65,156	\$ 67,111	\$ 69,124	\$ 71,198	\$ 73,334	\$ 75,534	\$ 77,800	\$ 78,967	\$ 80,151	\$ 81,353	\$ 82,574	\$ 83,812	\$ 85,070	\$ 86,346	\$ 87,641	\$ 88,955	\$ 90,290	\$ 91,644	\$ 93,019
	Monthly	\$ 4,772	\$ 4,915	\$ 5,063	\$ 5,215	\$ 5,371	\$ 5,532	\$ 5,698	\$ 5,869	\$ 5,957	\$ 6,047	\$ 6,137	\$ 6,229	\$ 6,323	\$ 6,418	\$ 6,514	\$ 6,612	\$ 6,711	\$ 6,812	\$ 6,914	\$ 7,017
	Hourly	\$ 20.71	\$ 21.33	\$ 21.97	\$ 22.63	\$ 23.31	\$ 24.01	\$ 24.73	\$ 25.47	\$ 25.86	\$ 26.24	\$ 26.64	\$ 27.04	\$ 27.44	\$ 27.86	\$ 28.27	\$ 28.70	\$ 29.13	\$ 29.56	\$ 30.01	\$ 30.46
Recruit FF	Base Annual	\$ 42,302	\$ 43,571																		
	W/Overtime	\$ 46,728	\$ 48,130																		
	Monthly	\$ 3,525	\$ 3,631																		
	Hourly	\$ 15.30	\$ 15.76																		
Overhire	Hourly	\$ 18.04																			

Administration

Position		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
											Year/Step										
Mayor	Hourly	33.17	33.83	34.51	35.20	36.90	36.62	37.35	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.34	45.54	46.45	47.37	48.32
	Monthly	5,750.00	5,865.00	5,982.30	6,101.95	6,223.98	6,348.46	6,475.43	6,604.94	6,737.04	6,871.78	6,974.86	7,079.48	7,185.67	7,293.46	7,402.86	7,513.90	7,626.61	7,741.01	7,857.13	7,974.98
	Annual	69,000.00	70,380.00	71,787.60	73,223.35	74,687.82	76,181.58	77,705.21	79,259.31	80,844.50	82,461.30	83,698.21	84,953.78	86,228.00	87,521.51	88,834.33	90,166.85	91,519.35	92,892.14	94,285.52	95,699.81
City Clerk	32.48	32.48	33.45	34.46	35.49	36.56	37.65	38.78	39.95	41.14	42.38	42.39	43.02	43.67	44.32	44.99	45.66	46.35	47.04	47.75	48.47
		5630	5,799	5,973	6,152	6,336	6,527	6,722	6,924	7,132	7,239	7,347	7,458	7,569	7,683	7,798	7,915	8,034	8,154	8,277	8,401
		67,558	69,585	71,673	73,823	76,038	78,319	80,668	83,088	85,581	86,865	88,168	89,490	90,833	92,195	93,578	94,982	96,406	97,852	99,320	100,810
City Manager	42.96	42.96	44.25	45.58	46.94	48.35	49.80	51.30	52.84	54.42	56.05	56.89	57.75	58.61	59.49	60.39	61.29	62.21	63.14	64.09	65.05
		7446	7,670	7,900	8,137	8,381	8,632	8,891	9,158	9,432	9,716	9,862	10,010	10,160	10,312	10,467	10,624	10,783	10,945	11,109	11,276
		89,357	92,038	94,799	97,643	100,572	103,589	106,697	109,898	113,195	116,590	118,339	120,114	121,916	123,745	125,601	127,485	129,397	131,338	133,308	135,308
Chief Financial Officer	36.64	36.64	37.74	38.87	40.04	41.24	42.48	43.75	45.06	46.41	47.81	48.53	49.26	50.00	50.75	51.51	52.28	53.07	53.86	54.67	55.49
		6352	6,543	6,739	6,941	7,149	7,364	7,585	7,812	8,047	8,288	8,442	8,538	8,666	8,796	8,928	9,062	9,198	9,336	9,476	9,618
		76,224	78,511	80,866	83,292	85,791	88,365	91,015	93,746	96,558	99,455	100,947	102,461	103,998	105,558	107,141	108,748	110,380	112,035	113,716	115,422
HR Generalist/Specialist	25.44	25.44	26.20	26.99	27.80	28.63	29.49	30.37	31.28	32.22	33.19	33.69	34.70	35.74	36.81	37.91	39.05	40.22	41.43	42.67	43.95
		4,409	4,541	4,678	4,818	4,962	5,111	5,265	5,423	5,585	5,753	5,839	6,014	6,195	6,380	6,572	6,769	6,972	7,181	7,397	7,619
		52,908	54,495	56,130	57,814	59,548	61,335	63,175	65,070	67,022	69,033	70,068	72,170	74,336	76,566	78,863	81,229	83,665	86,175	88,761	91,423
HR Manager	32.06	32.06	33.02	34.01	35.03	36.08	37.17	38.28	39.43	40.61	41.82	42.46	43.10	43.74	44.40	45.06	45.74	46.43	47.12	47.83	48.55
		5557	5,724	5,895	6,072	6,255	6,442	6,635	6,834	7,040	7,251	7,359	7,470	7,582	7,696	7,811	7,928	8,047	8,168	8,290	8,415
		66,685	68,685	70,746	72,868	75,054	77,306	79,625	82,014	84,474	87,009	88,314	89,638	90,983	92,348	93,733	95,139	96,566	98,014	99,485	100,977
Deputy Accountant	29.97	29.97	30.87	31.80	32.75	33.73	34.74	35.79	36.86	37.97	39.10	39.69	40.29	40.89	41.50	42.13	42.76	43.40	44.05	44.71	45.38
		5,195	5,351	5,511	5,676	5,847	6,022	6,203	6,389	6,581	6,778	6,880	6,983	7,088	7,194	7,302	7,411	7,523	7,635	7,750	7,866
		62,338	64,208	66,134	68,118	70,162	72,266	74,434	76,667	78,967	81,336	82,556	83,795	85,052	86,328	87,622	88,937	90,271	91,625	92,999	94,394
AP/Sales Tax Clerk	22.60	22.60	23.28	23.98	24.70	25.44	26.20	26.99	27.80	28.63	29.49	29.93	30.38	30.83	31.30	31.77	32.24	32.73	33.22	33.72	34.22
		3,917	4,035	4,156	4,281	4,409	4,541	4,678	4,818	4,962	5,111	5,188	5,266	5,345	5,425	5,506	5,589	5,673	5,758	5,844	5,932
		47,008	48,418	49,871	51,367	52,908	54,495	56,130	57,814	59,548	61,335	62,255	63,189	64,136	65,098	66,075	67,066	68,072	69,093	70,130	71,182

Administration
Pay Scale with 3% Cola

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		Minimum	3%	3%	3%	3%	3%	3%	3%	3%	3%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
Mayor	Hourly	\$ 35.17	35.87	36.59	37.32	38.07	38.83														
	Monthly	\$ 6,096.13	\$ 6,218.06	\$ 6,342.42	\$ 6,469.27	\$ 6,598.65	\$ 6,730.62														
	Annual	\$ 73,153.60	\$ 74,616.67	\$ 76,109.01	\$ 77,631.19	\$ 79,183.81	\$ 80,767.49														
City Clerk	Hourly	\$ 35.51	\$ 36.58	\$ 37.67	\$ 38.80	\$ 39.97	\$ 41.17	\$ 42.40	\$ 43.67	\$ 44.98	\$ 46.33	\$ 47.03	\$ 47.73	\$ 48.45	\$ 49.18	\$ 49.91	\$ 50.66	\$ 51.42	\$ 52.19	\$ 52.98	\$ 53.77
	Monthly	\$ 6,155.07	\$ 6,339.72	\$ 6,529.91	\$ 6,725.81	\$ 6,927.58	\$ 7,135.41	\$ 7,349.47	\$ 7,569.96	\$ 7,797.05	\$ 8,030.97	\$ 8,151.43	\$ 8,273.70	\$ 8,397.81	\$ 8,523.77	\$ 8,651.63	\$ 8,781.41	\$ 8,913.13	\$ 9,046.82	\$ 9,182.53	\$ 9,320.26
	Annual	\$ 73,860.80	\$ 76,076.62	\$ 78,358.92	\$ 80,709.69	\$ 83,130.98	\$ 85,624.91	\$ 88,193.66	\$ 90,839.47	\$ 93,564.65	\$ 96,371.59	\$ 97,817.17	\$ 99,284.42	\$ 100,773.69	\$ 102,285.29	\$ 103,819.57	\$ 105,376.87	\$ 106,957.52	\$ 108,561.88	\$ 110,190.31	\$ 111,843.17
City Manager	Hourly	\$ 44.25	\$ 45.58	\$ 46.94	\$ 48.35	\$ 49.80	\$ 51.30	\$ 52.84	\$ 54.42	\$ 56.05	\$ 57.74	\$ 58.60	\$ 59.48	\$ 60.37	\$ 61.28	\$ 62.20	\$ 63.13	\$ 64.08	\$ 65.04	\$ 66.02	\$ 67.01
	Monthly	\$ 7,670.00	\$ 7,900.10	\$ 8,137.10	\$ 8,381.22	\$ 8,632.65	\$ 8,891.63	\$ 9,158.38	\$ 9,433.13	\$ 9,716.13	\$ 10,007.61	\$ 10,157.72	\$ 10,310.09	\$ 10,464.74	\$ 10,621.71	\$ 10,781.04	\$ 10,942.75	\$ 11,106.90	\$ 11,273.50	\$ 11,442.60	\$ 11,614.24
	Annual	\$ 92,040.00	\$ 94,801.20	\$ 97,645.24	\$ 100,574.59	\$ 103,591.83	\$ 106,699.59	\$ 109,900.57	\$ 113,197.59	\$ 116,593.52	\$ 120,091.32	\$ 121,892.69	\$ 123,721.08	\$ 125,576.90	\$ 127,460.55	\$ 129,372.46	\$ 131,313.05	\$ 133,282.74	\$ 135,281.99	\$ 137,311.22	\$ 139,370.88
CFO	Hourly	\$ 37.74	\$ 38.87	\$ 40.04	\$ 41.24	\$ 42.48	\$ 43.75	\$ 45.06	\$ 46.42	\$ 47.81	\$ 49.24	\$ 49.98	\$ 50.73	\$ 51.49	\$ 52.26	\$ 53.05	\$ 53.84	\$ 54.65	\$ 55.47	\$ 56.30	\$ 57.15
	Monthly	\$ 6,541.60	\$ 6,737.85	\$ 6,939.98	\$ 7,148.18	\$ 7,362.63	\$ 7,583.51	\$ 7,811.01	\$ 8,045.34	\$ 8,286.70	\$ 8,535.30	\$ 8,663.33	\$ 8,793.28	\$ 8,925.18	\$ 9,059.06	\$ 9,194.95	\$ 9,332.87	\$ 9,472.86	\$ 9,614.96	\$ 9,759.18	\$ 9,905.57
	Annual	\$ 78,499.20	\$ 80,854.18	\$ 83,279.80	\$ 85,778.20	\$ 88,351.54	\$ 91,002.09	\$ 93,732.15	\$ 96,544.11	\$ 99,440.44	\$ 102,423.65	\$ 103,960.01	\$ 105,519.41	\$ 107,102.20	\$ 108,708.73	\$ 110,339.36	\$ 111,994.45	\$ 113,674.37	\$ 115,379.48	\$ 117,110.18	\$ 118,866.83
Deputy Accountant	Hourly	\$ 30.87	\$ 31.80	\$ 32.75	\$ 33.73	\$ 34.74	\$ 35.79	\$ 36.86	\$ 37.97	\$ 39.11	\$ 40.28	\$ 40.88	\$ 41.50	\$ 42.12	\$ 42.75	\$ 43.39	\$ 44.04	\$ 44.70	\$ 45.37	\$ 46.05	\$ 46.74
	Monthly	\$ 5,350.80	\$ 5,511.32	\$ 5,676.66	\$ 5,846.96	\$ 6,022.37	\$ 6,203.04	\$ 6,389.14	\$ 6,580.81	\$ 6,778.23	\$ 6,981.58	\$ 7,086.30	\$ 7,192.60	\$ 7,300.49	\$ 7,409.99	\$ 7,521.14	\$ 7,633.96	\$ 7,748.47	\$ 7,864.70	\$ 7,982.67	\$ 8,102.41
	Annual	\$ 64,209.60	\$ 66,135.89	\$ 68,119.96	\$ 70,163.56	\$ 72,268.47	\$ 74,436.52	\$ 76,669.62	\$ 78,969.71	\$ 81,338.80	\$ 83,778.96	\$ 85,035.65	\$ 86,311.18	\$ 87,605.85	\$ 88,919.94	\$ 90,253.74	\$ 91,607.54	\$ 92,981.66	\$ 94,376.38	\$ 95,792.03	\$ 97,228.91
AP/Sales Tax	Hourly	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55	\$ 26.31	\$ 27.10	\$ 27.92	\$ 28.75	\$ 29.62	\$ 30.51	\$ 30.96	\$ 31.43	\$ 31.90	\$ 32.38	\$ 32.86	\$ 33.36	\$ 33.86	\$ 34.36	\$ 34.88	\$ 35.40
	Monthly	\$ 4,052.53	\$ 4,174.11	\$ 4,299.33	\$ 4,428.31	\$ 4,561.16	\$ 4,698.00	\$ 4,838.94	\$ 4,984.10	\$ 5,133.63	\$ 5,287.64	\$ 5,366.95	\$ 5,447.46	\$ 5,529.17	\$ 5,612.10	\$ 5,696.29	\$ 5,781.73	\$ 5,868.46	\$ 5,956.48	\$ 6,045.83	\$ 6,136.52
	Annual	\$ 48,630.40	\$ 50,089.31	\$ 51,591.99	\$ 53,139.75	\$ 54,733.94	\$ 56,375.96	\$ 58,067.24	\$ 59,809.26	\$ 61,603.54	\$ 63,451.64	\$ 64,403.42	\$ 65,369.47	\$ 66,350.01	\$ 67,345.26	\$ 68,355.44	\$ 69,380.77	\$ 70,421.48	\$ 71,477.80	\$ 72,549.97	\$ 73,638.22
HR Manager	Hourly	\$ 33.02	\$ 34.01	\$ 35.03	\$ 36.08	\$ 37.16	\$ 38.28	\$ 39.43	\$ 40.61	\$ 41.83	\$ 43.08	\$ 43.73	\$ 44.39	\$ 45.05	\$ 45.73	\$ 46.41	\$ 47.11	\$ 47.82	\$ 48.53	\$ 49.26	\$ 50.00
	Monthly	\$ 5,723.47	\$ 5,895.17	\$ 6,072.03	\$ 6,254.19	\$ 6,441.81	\$ 6,635.07	\$ 6,834.12	\$ 7,039.14	\$ 7,250.32	\$ 7,467.83	\$ 7,579.84	\$ 7,693.54	\$ 7,808.94	\$ 7,926.08	\$ 8,044.97	\$ 8,165.64	\$ 8,288.13	\$ 8,412.45	\$ 8,538.64	\$ 8,666.72
	Annual	\$ 68,681.60	\$ 70,742.05	\$ 72,864.31	\$ 75,050.24	\$ 77,301.75	\$ 79,620.80	\$ 82,009.42	\$ 84,469.70	\$ 87,003.80	\$ 89,613.91	\$ 90,958.12	\$ 92,322.49	\$ 93,707.33	\$ 95,112.94	\$ 96,539.63	\$ 97,987.73	\$ 99,457.54	\$ 100,949.41	\$ 102,463.65	\$ 104,000.60
Deputy Clerk/ HR	Hourly	\$ 29.83	\$ 30.72	\$ 31.65	\$ 32.60	\$ 33.57	\$ 34.58	\$ 35.62	\$ 36.69	\$ 37.79	\$ 38.92	\$ 39.51	\$ 40.10	\$ 40.70	\$ 41.31	\$ 41.93	\$ 42.56	\$ 43.20	\$ 43.84	\$ 44.50	\$ 45.17
	Monthly	\$ 5,170.53	\$ 5,325.65	\$ 5,485.42	\$ 5,649.98	\$ 5,819.48	\$ 5,994.07	\$ 6,173.89	\$ 6,359.10	\$ 6,549.88	\$ 6,746.37	\$ 6,847.57	\$ 6,950.28	\$ 7,054.54	\$ 7,160.35	\$ 7,267.76	\$ 7,376.78	\$ 7,487.43	\$ 7,599.74	\$ 7,713.74	\$ 7,829.44
	Annual	\$ 62,046.40	\$ 63,907.79	\$ 65,825.03	\$ 67,799.78	\$ 69,833.77	\$ 71,928.78	\$ 74,086.65	\$ 76,309.25	\$ 78,598.52	\$ 80,956.48	\$ 82,170.83	\$ 83,403.39	\$ 84,654.44	\$ 85,924.26	\$ 87,213.12	\$ 88,521.32	\$ 89,849.14	\$ 91,196.87	\$ 92,564.83	\$ 93,953.30
HR Gen/Specialist	Hourly	\$ 26.20	\$ 26.99	\$ 27.80	\$ 28.63	\$ 29.49	\$ 30.37	\$ 31.28	\$ 32.22	\$ 33.19	\$ 34.19	\$ 34.70	\$ 35.22	\$ 35.75	\$ 36.28	\$ 36.83	\$ 37.38	\$ 37.94	\$ 38.51	\$ 39.09	\$ 39.67
	Monthly	\$ 4,541.33	\$ 4,677.57	\$ 4,817.90	\$ 4,962.44	\$ 5,111.31	\$ 5,264.65	\$ 5,422.59	\$ 5,585.27	\$ 5,752.83	\$ 5,925.41	\$ 6,014.29	\$ 6,104.51	\$ 6,196.07	\$ 6,289.01	\$ 6,383.35	\$ 6,479.10	\$ 6,576.29	\$ 6,674.93	\$ 6,775.05	\$ 6,876.68
	Annual	\$ 54,496.00	\$ 56,130.88	\$ 57,814.81	\$ 59,549.25	\$ 61,335.73	\$ 63,175.80	\$ 65,071.07	\$ 67,023.21	\$ 69,033.90	\$ 71,104.92	\$ 72,171.49	\$ 73,254.07	\$ 74,352.88	\$ 75,468.17	\$ 76,600.19	\$ 77,749.20	\$ 78,915.43	\$ 80,099.16	\$ 81,300.65	\$ 82,520.16

Public Works/Utilities

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Director of City Services	Hourly	39.53	40.72	41.94	43.20	44.49	45.83	47.20	48.62	50.08	51.58	53.13	53.44	53.93	54.74	55.56	56.40	57.24	58.10	58.97	59.86
	Monthly	6,851.87	7,057.42	7,269.15	7,487.23	7,711.84	7,943.19	8,181.49	8,426.93	8,679.74	8,940.13	9,074.23	9,210.35	9,348.50	9,488.73	9,631.06	9,775.53	9,922.16	10,070.99	10,222.06	10,375.39
	Annual	82,222.40	84,689.07	87,229.74	89,846.64	92,542.04	95,318.30	98,177.85	101,123.18	104,156.88	107,281.58	108,890.81	110,524.17	112,182.03	113,864.76	115,572.73	117,306.32	119,065.92	120,851.91	122,664.69	124,504.66
Public Works Supervisor		36.01	37.09	38.20	39.35	40.53	41.75	43.00	44.29	45.62	46.98	47.69	48.44	49.13	49.87	50.62	51.38	52.15	52.93	53.72	54.53
		6,241.73	6,428.99	6,621.85	6,820.51	7,025.13	7,235.88	7,452.96	7,676.53	7,906.84	8,144.05	8,266.21	8,390.20	8,516.05	8,643.70	8,773.45	8,905.05	9,038.63	9,174.21	9,311.82	9,451.30
		74,900.80	77,147.82	79,462.36	81,846.13	84,301.51	86,830.56	89,435.47	92,118.53	94,882.09	97,728.56	99,194.48	100,682.40	102,192.64	103,725.53	105,281.41	106,860.63	108,463.54	110,090.49	111,741.85	113,417.08
Public Works Assistant		26.00	26.78	27.58	28.41	29.26	30.14	31.05	31.98	32.94	33.93	34.43	34.95	35.47	36.01	36.55	37.09	37.65	38.23	38.79	39.37
		4,506.67	4,641.87	4,781.12	4,924.56	5,072.29	5,224.16	5,381.20	5,542.63	5,708.91	5,880.18	5,968.38	6,057.91	6,148.77	6,241.01	6,334.62	6,429.64	6,526.09	6,623.98	6,723.34	6,824.19
		54,080.00	55,702.40	57,373.47	59,094.68	60,867.52	62,693.53	64,574.35	66,511.58	68,506.93	70,562.13	71,620.57	72,694.87	73,785.30	74,892.08	76,015.46	77,155.69	78,313.03	79,487.72	80,680.04	81,890.24
Utility Supervisor		36.01	37.09	38.20	39.35	40.53	41.75	43.00	44.29	45.62	46.98	47.69	48.44	49.13	49.87	50.62	51.38	52.15	52.93	53.72	54.53
		6,241.73	6,428.99	6,621.85	6,820.51	7,025.13	7,235.88	7,452.96	7,676.53	7,906.84	8,144.05	8,266.21	8,390.20	8,516.05	8,643.70	8,773.45	8,905.05	9,038.63	9,174.21	9,311.82	9,451.30
		74,900.80	77,147.82	79,462.36	81,846.13	84,301.51	86,830.56	89,435.47	92,118.53	94,882.09	97,728.56	99,194.48	100,682.40	102,192.64	103,725.53	105,281.41	106,860.63	108,463.54	110,090.49	111,741.85	113,417.08
Utility Operator		31.00	31.93	32.89	33.87	34.89	35.94	37.02	38.13	39.27	40.45	41.08	41.67	42.30	42.92	43.57	44.25	44.89	45.56	46.25	46.94
		5,373.33	5,534.53	5,700.57	5,871.59	6,047.73	6,229.17	6,416.04	6,608.53	6,806.78	7,010.98	7,116.15	7,232.89	7,351.23	7,441.29	7,552.82	7,666.11	7,781.19	7,897.82	8,016.29	8,136.53
		64,480.00	66,414.40	68,406.83	70,459.04	72,572.81	74,749.99	76,992.39	79,302.27	81,681.33	84,131.77	85,393.75	86,674.66	87,974.78	89,294.49	90,633.82	91,993.32	93,373.22	94,773.82	96,195.43	97,638.36
Utility Assistant		26.00	26.78	27.58	28.41	29.26	30.14	31.05	31.98	32.94	33.93	34.43	34.95	35.47	36.01	36.55	37.09	37.65	38.23	38.79	39.37
		4,506.67	4,641.87	4,781.12	4,924.56	5,072.29	5,224.16	5,381.20	5,542.63	5,708.91	5,880.18	5,968.38	6,057.91	6,148.77	6,241.01	6,334.62	6,429.64	6,526.09	6,623.98	6,723.34	6,824.19
		54,080.00	55,702.40	57,373.47	59,094.68	60,867.52	62,693.53	64,574.35	66,511.58	68,506.93	70,562.13	71,620.57	72,694.87	73,785.30	74,892.08	76,015.46	77,155.69	78,313.03	79,487.72	80,680.04	81,890.24
Utility & Building Clerk		23.00	23.66	23.34	24.01	24.76	25.50	26.27	27.06	27.87	28.71	29.14	29.57	30.02	30.47	30.93	31.39	31.86	32.34	32.82	33.31
		3,813.33	3,927.73	4,045.57	4,166.92	4,291.04	4,420.70	4,553.72	4,689.92	4,830.62	4,975.54	5,080.17	5,135.92	5,202.81	5,280.35	5,369.06	5,440.47	5,522.07	5,604.00	5,688.98	5,774.31
		45,760.00	47,132.00	48,546.78	50,003.19	51,503.26	53,048.38	54,629.83	56,279.05	57,967.40	59,706.42	60,602.02	61,511.08	62,433.74	63,370.23	64,320.77	65,285.58	66,264.87	67,258.84	68,267.72	69,291.74
Utility Accountant/Accounts Specialist		29.97	30.87	31.80	32.75	33.73	34.74	35.79	36.86	37.97	39.16	39.69	40.29	40.89	41.50	42.13	42.76	43.40	44.05	44.71	45.38
		2,397.40	2,469.53	2,543.61	2,619.92	2,698.52	2,779.48	2,862.86	2,948.75	3,037.21	3,128.32	3,175.25	3,222.88	3,271.22	3,320.26	3,370.00	3,420.65	3,471.95	3,524.03	3,576.89	3,630.53
		62,332.60	64,207.72	66,133.96	68,112.98	70,146.52	72,236.36	74,384.33	76,592.39	78,867.11	81,336.43	82,556.48	83,794.32	85,051.74	86,327.52	87,622.43	88,936.77	90,270.82	91,624.88	92,999.36	94,394.28

City Services
Pay Scale with 3% Cola

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Position		Minimum	3%	3%	3%	3%	3%	3%	3%	3%	3%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
Director of City Services	Hourly	\$ 40.72	\$ 41.94	\$ 43.20	\$ 44.50	\$ 45.83	\$ 47.21	\$ 48.62	\$ 50.08	\$ 51.58	\$ 53.13	\$ 53.93	\$ 54.74	\$ 55.56	\$ 56.39	\$ 57.24	\$ 58.10	\$ 58.97	\$ 59.85	\$ 60.75	\$ 61.66
	Monthly	\$ 7,058.13	\$ 7,269.88	\$ 7,487.97	\$ 7,712.61	\$ 7,943.99	\$ 8,182.31	\$ 8,427.78	\$ 8,680.61	\$ 8,941.03	\$ 9,209.26	\$ 9,347.40	\$ 9,487.61	\$ 9,629.93	\$ 9,774.38	\$ 9,920.99	\$ 10,069.81	\$ 10,220.85	\$ 10,374.17	\$ 10,529.78	\$ 10,687.73
	Annual	\$ 84,697.60	\$ 87,238.53	\$ 89,855.68	\$ 92,551.35	\$ 95,327.89	\$ 98,187.73	\$ 101,133.36	\$ 104,167.36	\$ 107,292.39	\$ 110,511.16	\$ 112,168.82	\$ 113,851.36	\$ 115,559.13	\$ 117,292.51	\$ 119,051.90	\$ 120,837.68	\$ 122,650.25	\$ 124,490.00	\$ 126,357.35	\$ 128,252.71
Public Works Supervisor	Hourly	\$ 37.09	\$ 38.20	\$ 39.35	\$ 40.53	\$ 41.75	\$ 43.00	\$ 44.29	\$ 45.62	\$ 46.98	\$ 48.39	\$ 49.12	\$ 49.86	\$ 50.60	\$ 51.36	\$ 52.13	\$ 52.92	\$ 53.71	\$ 54.52	\$ 55.33	\$ 56.16
	Monthly	\$ 6,428.93	\$ 6,621.80	\$ 6,820.46	\$ 7,025.07	\$ 7,235.82	\$ 7,452.90	\$ 7,676.48	\$ 7,906.78	\$ 8,143.98	\$ 8,388.30	\$ 8,514.12	\$ 8,641.84	\$ 8,771.46	\$ 8,903.04	\$ 9,036.58	\$ 9,172.13	\$ 9,309.71	\$ 9,449.36	\$ 9,591.10	\$ 9,734.96
	Annual	\$ 77,147.20	\$ 79,461.62	\$ 81,845.46	\$ 84,300.83	\$ 86,829.85	\$ 89,434.75	\$ 92,117.79	\$ 94,881.33	\$ 97,727.76	\$ 100,659.60	\$ 102,169.49	\$ 103,702.03	\$ 105,257.56	\$ 106,836.43	\$ 108,438.97	\$ 110,065.56	\$ 111,716.54	\$ 113,392.29	\$ 115,093.18	\$ 116,819.57
Public Works Assistant	Hourly	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26	\$ 30.14	\$ 31.05	\$ 31.98	\$ 32.94	\$ 33.92	\$ 34.94	\$ 35.47	\$ 36.00	\$ 36.54	\$ 37.09	\$ 37.64	\$ 38.21	\$ 38.78	\$ 39.36	\$ 39.95	\$ 40.55
	Monthly	\$ 4,641.87	\$ 4,781.12	\$ 4,924.56	\$ 5,072.29	\$ 5,224.46	\$ 5,381.20	\$ 5,542.63	\$ 5,708.91	\$ 5,880.18	\$ 6,056.58	\$ 6,147.43	\$ 6,239.64	\$ 6,333.24	\$ 6,428.24	\$ 6,524.66	\$ 6,622.53	\$ 6,721.87	\$ 6,822.70	\$ 6,925.04	\$ 7,028.91
	Annual	\$ 55,702.40	\$ 57,373.47	\$ 59,094.68	\$ 60,867.52	\$ 62,693.54	\$ 64,574.35	\$ 66,511.58	\$ 68,506.93	\$ 70,562.13	\$ 72,679.00	\$ 73,769.18	\$ 74,875.72	\$ 75,998.86	\$ 77,138.84	\$ 78,295.92	\$ 79,470.36	\$ 80,662.42	\$ 81,872.35	\$ 83,100.44	\$ 84,346.94
Utility Supervisor	Hourly	\$ 37.09	\$ 38.20	\$ 39.35	\$ 40.53	\$ 41.75	\$ 43.00	\$ 44.29	\$ 45.62	\$ 46.98	\$ 48.39	\$ 49.12	\$ 49.86	\$ 50.60	\$ 51.36	\$ 52.13	\$ 52.92	\$ 53.71	\$ 54.52	\$ 55.33	\$ 56.16
	Monthly	\$ 6,428.93	\$ 6,621.80	\$ 6,820.46	\$ 7,025.07	\$ 7,235.82	\$ 7,452.90	\$ 7,676.48	\$ 7,906.78	\$ 8,143.98	\$ 8,388.30	\$ 8,514.12	\$ 8,641.84	\$ 8,771.46	\$ 8,903.04	\$ 9,036.58	\$ 9,172.13	\$ 9,309.71	\$ 9,449.36	\$ 9,591.10	\$ 9,734.96
	Annual	\$ 77,147.20	\$ 79,461.62	\$ 81,845.46	\$ 84,300.83	\$ 86,829.85	\$ 89,434.75	\$ 92,117.79	\$ 94,881.33	\$ 97,727.76	\$ 100,659.60	\$ 102,169.49	\$ 103,702.03	\$ 105,257.56	\$ 106,836.43	\$ 108,438.97	\$ 110,065.56	\$ 111,716.54	\$ 113,392.29	\$ 115,093.18	\$ 116,819.57
Utility Operator	Hourly	\$ 31.93	\$ 32.89	\$ 33.87	\$ 34.89	\$ 35.94	\$ 37.02	\$ 38.13	\$ 39.27	\$ 40.45	\$ 41.66	\$ 42.29	\$ 42.92	\$ 43.56	\$ 44.22	\$ 44.88	\$ 45.55	\$ 46.24	\$ 46.93	\$ 47.64	\$ 48.35
	Monthly	\$ 5,534.53	\$ 5,700.57	\$ 5,871.59	\$ 6,047.73	\$ 6,229.17	\$ 6,416.04	\$ 6,608.52	\$ 6,806.78	\$ 7,010.98	\$ 7,221.31	\$ 7,329.63	\$ 7,439.57	\$ 7,551.17	\$ 7,664.44	\$ 7,779.40	\$ 7,896.09	\$ 8,014.53	\$ 8,134.75	\$ 8,256.77	\$ 8,380.63
	Annual	\$ 66,414.40	\$ 68,406.83	\$ 70,459.04	\$ 72,572.81	\$ 74,749.99	\$ 76,992.49	\$ 79,302.27	\$ 81,681.33	\$ 84,131.77	\$ 86,655.73	\$ 87,955.56	\$ 89,274.90	\$ 90,614.02	\$ 91,973.23	\$ 93,352.83	\$ 94,753.12	\$ 96,174.42	\$ 97,617.04	\$ 99,081.29	\$ 100,567.51
Utility Assisstant	Hourly	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26	\$ 30.14	\$ 31.05	\$ 31.98	\$ 32.94	\$ 33.92	\$ 34.94	\$ 35.47	\$ 36.00	\$ 36.54	\$ 37.09	\$ 37.64	\$ 38.21	\$ 38.78	\$ 39.36	\$ 39.95	\$ 40.55
	Monthly	\$ 4,641.87	\$ 4,781.12	\$ 4,924.56	\$ 5,072.29	\$ 5,224.46	\$ 5,381.20	\$ 5,542.63	\$ 5,708.91	\$ 5,880.18	\$ 6,056.58	\$ 6,147.43	\$ 6,239.64	\$ 6,333.24	\$ 6,428.24	\$ 6,524.66	\$ 6,622.53	\$ 6,721.87	\$ 6,822.70	\$ 6,925.04	\$ 7,028.91
	Annual	\$ 55,702.40	\$ 57,373.47	\$ 59,094.68	\$ 60,867.52	\$ 62,693.54	\$ 64,574.35	\$ 66,511.58	\$ 68,506.93	\$ 70,562.13	\$ 72,679.00	\$ 73,769.18	\$ 74,875.72	\$ 75,998.86	\$ 77,138.84	\$ 78,295.92	\$ 79,470.36	\$ 80,662.42	\$ 81,872.35	\$ 83,100.44	\$ 84,346.94
Utility/Building Clerk	Hourly	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.01	\$ 30.46	\$ 30.92	\$ 31.38	\$ 31.85	\$ 32.33	\$ 32.81	\$ 33.31	\$ 33.81	\$ 34.31
	Monthly	\$ 3,927.73	\$ 4,045.57	\$ 4,166.93	\$ 4,291.94	\$ 4,420.70	\$ 4,553.32	\$ 4,689.92	\$ 4,830.62	\$ 4,975.54	\$ 5,124.80	\$ 5,201.67	\$ 5,279.70	\$ 5,358.89	\$ 5,439.28	\$ 5,520.87	\$ 5,603.68	\$ 5,687.73	\$ 5,773.05	\$ 5,859.65	\$ 5,947.54
	Annual	\$ 47,132.80	\$ 48,546.78	\$ 50,003.19	\$ 51,503.28	\$ 53,048.38	\$ 54,639.83	\$ 56,279.03	\$ 57,967.40	\$ 59,706.42	\$ 61,497.61	\$ 62,420.08	\$ 63,356.38	\$ 64,306.72	\$ 65,271.33	\$ 66,250.40	\$ 67,244.15	\$ 68,252.81	\$ 69,276.61	\$ 70,315.75	\$ 71,370.49
Utility Accountant/Account Specialist	Hourly	\$ 30.87	\$ 31.80	\$ 32.75	\$ 33.73	\$ 34.74	\$ 35.79	\$ 36.86	\$ 37.97	\$ 39.11	\$ 40.28	\$ 40.88	\$ 41.50	\$ 42.12	\$ 42.75	\$ 43.39	\$ 44.04	\$ 44.70	\$ 45.37	\$ 46.05	\$ 46.74
	Monthly	\$ 5,350.80	\$ 5,511.32	\$ 5,676.66	\$ 5,846.96	\$ 6,022.37	\$ 6,203.04	\$ 6,389.14	\$ 6,580.81	\$ 6,778.23	\$ 6,981.58	\$ 7,086.30	\$ 7,192.60	\$ 7,300.49	\$ 7,409.99	\$ 7,521.14	\$ 7,633.96	\$ 7,748.47	\$ 7,864.70	\$ 7,982.67	\$ 8,102.41
	Annual	\$ 64,209.60	\$ 66,135.89	\$ 68,119.96	\$ 70,163.56	\$ 72,268.47	\$ 74,436.52	\$ 76,669.62	\$ 78,969.71	\$ 81,338.80	\$ 83,778.96	\$ 85,035.65	\$ 86,311.18	\$ 87,605.85	\$ 88,919.94	\$ 90,253.74	\$ 91,607.54	\$ 92,981.66	\$ 94,376.38	\$ 95,792.03	\$ 97,228.91
Utility Billing Specialist	Hourly	\$ 26.78																			
Part - Time	Monthly	\$ 2,785.12																			
	Annual	\$ 33,421.44																			
PW Laborer	Hourly	\$ 24.72																			
Part - Time	Monthly	\$ 3,427.84																			
	Annual	\$ 41,134.08																			
Summer Hire	Hourly	\$ 20.60																			
Seasonal	Monthly	\$ 3,708.00																			
	Annual	\$ 14,832.00																			

I. Merit Increases. Merit increase may be granted, by Mayor and department head, or just Mayor if it is a department head, when an employee performs above and beyond their job description. Merit increases may be given for exceptional performance, saving the City money, acts of exemplary service, special achievement award, and/or similar action deemed worthy by the department head and the Mayor. These merit increase can be permanent or for a set period of time as determined by the Mayor and the department head.

J. Acting Pay. Acting pay will be granted to any employee who covers the essential job duties of a vacated position for more than thirty days or other special circumstances as determined by the Mayor and department head. Acting pay will be set at a two-step increase.

K. FTO Pay. Sworn Police Department employees who are actively training a sworn recruit Police Department employee shall earn a pay differential of \$2 (two dollars) an hour for every hour they are actively working as a Field Training Officer.

L. Check Off Pay. Officers of the Fire Department who are actively training a recruit Fire Department employee shall earn a pay differential of \$2 (two dollars) an hour for every hour they are actively training recruit Fire Department employees. (Ord. 23-05 § 2, 2023; Ord. 23-02 § 2, 2023; Ord. 22-27 § 2, 2022; Ord. 22-17 § 2, 2022; Ord. 22-10 § 2, 2022; Ord. 21-23 § 2, 2022; Ord. 21-12 § 2, 2021; Ord. 19-07 § 2, 2019; Ord. 17-17 § 2, 2017; Ord. 17-09 § 2, 2017; Ord. 16-18 § 2, 2016; Ord. 16-17 § 2, 2016; Ord. 15-18 § 2, 2015; Ord. 15-17 § 2, 2015; Ord. 15-03 § 2, 2015; Ord. 14-23 § 2, 2014; Ord. 14-22 § 2, 2014; Ord. 10-09 § 2, 2010; Ord. 10-02 § 2, 2010; Ord. 08-13 § 2, 2008; Ord. 04-05 § 2, 2004; Ord. 01-12 § 2, 2001; Ord. 01-09 § 2, 2001; Ord. 00-03 § 2, 2000; Ord. 99-1 § 2, 1999; Ord. 98-12 § 2, 1998)



North Pole Police Department

125 Snowman Ln.
North Pole, AK 99705
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October 30, 2023

To: North Pole City Council

Re: Unsafe and Hazardous Vehicles Ordinance 2023-17

Honorable Councilmembers,

I have completed and submitted to you an additional tool to help mitigate traffic hazards on the roadways. The City Attorney and I have worked on a solution for your consideration. The nice thing about this ordinance is it gives the public a chance to fix their unsafe vehicles before any fines or penalties kick in.

The council can add or delete any of the unsafe vehicle infractions we have listed but we believe these encompass the necessary infractions necessary.

Very Respectfully,

Chief Steve Dutra

**CITY OF NORTH POLE
ORDINANCE 23-17**

**AN ORDINANCE OF THE CITY OF NORTH POLE, TO AMEND TITLE 10, UNSAFE
AND HAZARDOUS VEHICLES AND TITLE 1, MINOR OFFENSE FINE SCHEDULE**

WHEREAS, changes to the North Pole Municipal Code is a continually changing requirement;
and

WHEREAS, the City of North Pole Municipal Code should be amended to conform to the
requirements of the City.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of North Pole:

Section 1. This ordinance is of a general and permanent nature and shall be codified.

Section 2. Amend Title 10, Chapter 3, Section 100 Unsafe and Hazardous Vehicles and Title 1,
Chapter 20, Section 030 Minor Offense Fine Schedule, are hereby amended in the North Pole
Code of Ordinances, ask follows: [new text in blue, deleted text in blue ~~strikethrough~~]

10.03.100 Unsafe and Hazardous Vehicles

A. Any person who violates the provisions of this chapter shall be guilty of a minor offense,
punishable by the fine schedule listed in NPMC 1.20.030. A second offense committed after a
period of 7 days shall result in an impound of the subject vehicle. In case of impound, the owner
of the vehicle shall pay all costs of the impound, including towing and storage fees, in
accordance with the fee schedule on file in the City Clerk's office.

B. Each violation constitutes a new minor offense. The first violation shall result in a
correctable citation. The period for correction is 7 days from the date of citation.

C. Fines or violations are separate from and in addition to all other remedies authorized by law
or equity. (Ord. 19-03 § 2, 2019)

D. The following Alaska State Statutes are hereby adopted by this ordinance and will be subject
to citation under this chapter.

(1) 13AAC 04.272 Bumpers required.

(2) 13AAC 02.517(G) Blue light Emergency vehicle

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37 (3) 13AAC 04.100(H) Unauthorized use of blue lights
38
39 (4) 13 AAC 04.100(A) Improper use of blue light
40
41 (5) 13AAC 04.015(D) Lights in good working order
42
43 (6) 13AAC04.020(A) Motor Vehicle must have two headlights between 24-54 inches
44
45 (7) 13AAC 04.020(G) Two taillights
46
47 (8) 13AAC 04.035(A) Two stop lights required 300 feet illumination.
48
49 (9) 13AAC 04.037(a) and 13AAC 04.037 (B) Turn signals required/ Truck and Traylor for (b)
50
51 (10) 13AAC 04.145(F) Use of lights in color not authorized.
52
53 (11) 13AAC 04.205(A) Brakes must work.
54
55 (12) 13AAC 04.205(B) Must have operable parking brake.
56
57 (13) 13AAC 04.210(A) Must not be equipped with siren whistle bell.
58
59 (14) 13AAC 04.220(C) Mirrors must be in good condition and reflect rear view to driver.
60
61 (15) 13AAC 04.223 Tinted windows
62
63 (16) 13AAC 04.230(D) Solid rubber tires one inch thick
64
65 (17) 13AAC 04.230(E) Tires in unsafe conditions/ inadequate tread.
66
67 (18) 13AAC 04.270(C) Safety belts must be in good working order.
68
69 (19) AS 28.35.251 Failure to contain or confine a load.
70

71 **1.20.030 Minor offense fine schedule.**

72 In accordance with AS 29.25.070(a), citations for the following offenses may be disposed of as
73 provided in AS 12.25.195 through 12.25.230, without a court appearance, upon payment of the
74 fine amounts listed below plus the State surcharge required by AS 12.55.039 and AS 29.25.074.
75 Fines must be paid to the court. The Rules of Minor Offense Procedure in the Alaska Rules of
76 Court apply to all offenses listed below. Citations charging these offenses must meet the
77 requirements of Minor Offense Rule 3. If a person charged with one of these offenses appears in
78 court and is found guilty, the penalty imposed for the offense may not exceed the fine amount for
79 that offense listed below. If an offense is not listed on

80 this fine schedule or another fine schedule, the defendant must appear in court to answer to the
 81 charges.

Section	Offense Description	Fine Amount
<u>8.01.020</u>	Garbage and refuse containers required	\$50 1st offense \$100 2nd offense \$300 3rd offense
<u>8.01.030</u>	Failure to deposit garbage in designated place	\$50 1st offense \$100 2nd offense \$300 3rd offense
<u>8.01.040</u>	Failure to cover garbage and refuse when transported	\$50 1st offense \$100 2nd offense \$300 3rd offense
<u>8.01.050</u>	Burning garbage or refuse without a permit	\$50 1st offense \$100 2nd offense \$300 3rd offense
<u>8.02.020</u>	Cause/maintain/continue unwholesome well or groundwater	\$300 1st offense \$500 2nd offense \$1,000 3rd offense
<u>8.02.030</u>	Groundwater and soil contamination from garbage prohibited	\$300 1st offense \$500 2nd offense \$1,000 3rd offense
<u>8.02.040(B)</u>	Open pits and unfilled excavations prohibited	\$300 1st offense \$500 2nd offense \$1,000 3rd offense
<u>8.02.040(C)</u>	Failure to secure unoccupied/abandoned buildings	\$300 1st offense \$500 2nd offense \$1,000 3rd offense
<u>8.02.040(D)</u>	Attractive hazards dangerous to children	\$300 1st offense \$500 2nd offense \$1,000 3rd offense
<u>8.02.050</u>	Outhouses prohibited	\$300 1st offense

Section	Offense Description	Fine Amount
		\$500 2nd offense \$1,000 3rd offense
<u>8.02.060(A)</u>	> 4 junk vehicles on public property	\$300 1st offense \$500 2nd offense \$1,000 3rd offense
<u>8.02.060(B)</u>	> 4 junk vehicles on owner/tenant/occupant property	\$300 1st offense \$500 2nd offense \$1,000 3rd offense
<u>8.03.020</u>	Animal bite	\$50 1st offense \$150 2nd offense \$300 3rd offense
<u>8.03.030</u>	Failure to restrain animal	\$50 1st offense \$150 2nd offense \$300 3rd offense
<u>8.03.040</u>	Failure to remove dog/cat waste	\$50 1st offense \$150 2nd offense \$300 3rd offense
<u>8.04.030</u>	Flammable marijuana oil extraction methods prohibited	\$50 1st offense \$150 2nd offense \$300 3rd offense
<u>8.04.040</u>	Permit/cause soot, cinders, fumes, gases, to endanger person or public	\$50 1st offense \$150 2nd offense \$300 3rd offense
<u>8.04.050(A)</u>	Disturbing the peace	\$50 1st offense \$150 2nd offense \$300 3rd offense
Chapter <u>10.03</u>	Restrictions on certain vehicles	\$150 1st offense \$300 2nd offense \$500 3rd offense
<u>12.03.010(A)</u>	Consuming marijuana in a public place	\$50 1st offense

Section	Offense Description	Fine Amount
		\$100 2nd offense
<u>12.04.020</u>	Unlawful to obstruct	\$50 1st offense \$150 2nd offense \$300 3rd offense
<u>12.04.030</u>	Wire and banners over streets – approval required	\$50 1st offense \$150 2nd offense \$300 3rd offense
<u>12.04.040</u>	Deposit of snow or ice prohibited	\$50 1st offense \$150 2nd offense \$300 3rd offense
<u>12.04.050</u>	Obstruction of drainage systems prohibited	\$50 1st offense \$150 2nd offense \$300 3rd offense
<u>12.08.010</u>	Permit required	\$150 1st offense \$300 2nd offense \$500 3rd offense
<u>12.12.020</u>	Parking during street cleaning and snow removal	\$150 1st offense \$300 2nd offense \$500 3rd offense
<u>12.12.030</u>	Parking prohibited over 24 hours	\$150 1st offense \$300 2nd offense \$500 3rd offense
<u>10.03.100 (D 1-19)</u>	Unsafe and Hazardous Vehicles	\$100 1st Offense Correctable \$250 2nd Offense \$500 3rd Offense

(Ord. 19-04 § 2, 2019; Ord. 18-20 § 2, 2018; Ord. 18-06 § 2, 2018; Ord. 17-20A § 2, 2017)

Section 3. These changes shall become codified the next business day following adoption by the North Pole City Council.

87 ADOPTED the ____ day of November 2023.

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90

91

Mayor Michael W Welch

92

93

94 ATTEST:

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96

97 _____
Emily Braniff, CMC

98 City Clerk

PASSED/FAILED

Yes:

No:

Absent

13 AAC 04.272. Energy absorption systems (bumpers)

If a motor vehicle was equipped, when assembled, with bumpers or other collision energy absorption or attenuation system, the system must be maintained in good operating condition, and no person may remove, disconnect, cause or knowingly permit the removal or disconnection of a part of the system, except temporarily in order to make repairs, replacements, or adjustments, during which time the vehicle may not be driven.

13 AAC 02.517. Authorized and other emergency vehicles

(a) The driver of an authorized emergency vehicle, when responding to an emergency call, when in pursuit of an actual or suspected violator of a statute, regulation or ordinance, when responding to but not upon returning from a fire alarm, or in the performance of his official duties may disregard a statute, regulation or ordinance governing the operation, stopping, standing or parking of a vehicle, except as provided in this section.

(b) The driver of an authorized emergency vehicle when responding to an emergency must use an audible signal meeting the requirements of 13 AAC 04.210(d) and visual signals meeting the requirements of 13 AAC 04.090, except that an authorized emergency vehicle operated as a police vehicle need not display a red light visible from in front of the vehicle and except as provided in (c) of this section.

(c) A driver of an authorized emergency vehicle which is parked, stopped or standing in disregard of a regulation or ordinance prohibiting the parking, stopping or standing may not use an audible signal.

(d) The driver of an off-highway vehicle may operate the vehicle upon a highway or railroad right-of-way when the vehicle is serving as an authorized emergency vehicle.

(e) A person driving a vehicle displaying a flashing blue light meeting the requirements of 13 AAC 04.100 when responding to, but not upon returning from, an emergency, may, if not otherwise prohibited by a municipality, without undue danger to the safety of other persons or property

(1) park or stand the vehicle in violation of a traffic regulation or ordinance or near the scene of the fire to which he responded;

(2) except as provided in (f) of this section, exceed the maximum speed limit if he does not unreasonably endanger life or property, slows at each intersection, and exercises care under the circumstances; and

(3) disregard regulations or ordinances governing direction, movement or turning in a specified direction if he does so at a speed less than the maximum speed limit for that location.

(f) The provisions of this section do not relieve the driver of an authorized emergency vehicle or a vehicle displaying a flashing blue light from the duty to drive with regard for the safety of all persons, nor do the provisions of this section allow the driver of a vehicle displaying a flashing blue light to proceed past a stop sign or red signal without first stopping.

(g) When the commissioner or the commissioner's designee authorizes a person's motor vehicle to be equipped with a flashing blue light meeting the requirements of 13 AAC 04.100, the authorization must be in writing, and must be carried at all times in the vehicle. Failure to carry the authorization does not affect the status of the vehicle as an emergency vehicle. An authorization issued under this section is valid for five years from date of issue. An authorization issued under this section is void if the person's driver's license is suspended, revoked, or canceled, or if the person's vehicle no longer meets the equipment standards set out in 13 AAC 04. A person must return the document granting authorization to the commissioner or the commissioner's designee, if the person's driver's license is suspended, revoked, or canceled or if the person's vehicle no longer meets the equipment standards set out in 13 AAC 04.

13 AAC 04.100. Flashing blue lights on vehicles

(a) A firefighter, an emergency medical service responder, or a police officer, with the concurrence of the chief of that person's department, when authorized under 13 AAC 02.517 or (i) of this section, may equip the person's motor vehicle with a flashing blue light that must be visible from the front and sides for a distance of 300 feet in normal sunlight. The flashing blue light authorized by this subsection may be illuminated only when the driver of the vehicle is a member of a fire or a police department responding to an emergency, and the vehicle must display a sign or plate that indicates the department membership and the name of the municipality or organization in which the driver is a member.

(b) Repealed 6/28/79.

(c) Repealed 6/28/79.

(d) Repealed 6/28/79.

(e) Police and public fire vehicles may not use a flashing blue light except simultaneously with a flashing red light as required in sec. 90 of this chapter.

(f) Vehicles, except those vehicles described in (e) of this section, that are owned or operated by the state or a municipality may not use a flashing blue light except simultaneously with a flashing yellow light and in accordance with 13 AAC [04.095](#).

(g) A person certified by a state agency to render emergency lifesaving or medical services, when authorized by the commissioner, may equip his private vehicle with a flashing blue light meeting the visibility requirements of (a) of this section, for use only when responding to an emergency. The flashing blue light may not be illuminated except when the driver of the vehicle is properly certified to render emergency lifesaving or medical services and his vehicle displays the "star of life" symbol.

(h) Lights displaying blue color may not be used upon vehicles, except as provided in this section.

(i) A fire chief, an emergency medical service provider, or a police chief of a municipality or borough that has been granted authority in writing by the commissioner may authorize a person to equip the person's motor vehicle with a flashing blue light if

(1) the person completes and returns to the commissioner or the commissioner's designee on a signed and notarized form prepared by the department a certification that

(A) the person's motor vehicle complies with the equipment standards set out in 13 AAC [04](#);

(B) the person holds a valid Alaska driver's license that has not been suspended, revoked, cancelled, or limited within the three years before the form is returned; and

(C) the person has read and understands the regulations for emergency vehicle operation set out in 13 AAC [02.140](#), 13 AAC [02.517](#) and 13 AAC [04.100](#); and

(2) if requested by the commissioner or the commissioner's designee, the person provides a certified copy of the person's driving record.

13 AAC 04.015. Visibility distance and mounted height of lights

(a) When a section of this chapter provides that the distance from which lights and reflectors must render objects visible or be visible, the requirement applies during the times provided in sec. 10 of

this chapter for a vehicle without load when upon a straight, level, unlighted highway under normal atmospheric conditions, unless a different time or condition is expressly stated. Lights must be maintained in good working order and kept clear of any obstruction which may reduce visibility, except as provided otherwise in this chapter.

(b) Repealed 6/28/79.

(c) When a provision of this chapter addresses the mounted height of lights or reflectors, the measurement specified is from the center of the light or reflector to the level ground upon which the vehicle stands when the vehicle is without a load.

(d) Lights required under this chapter must be maintained in good working order, securely mounted to prevent misdirection of light beams, and kept clear of any obstruction which might reduce visibility, except as provided otherwise in this chapter.

13 AAC 04.020. Headlights

(a) Except as otherwise provided in this chapter, a motor vehicle must be equipped with at least two headlights, one on each side of the front of the motor vehicle. The headlights must emit white light to the front of the vehicle, comply with the requirements and limitations set out in this section, and be mounted at a height of not more than 54 inches or less than 24 inches.

(b) Repealed 6/28/79.

(c) Repealed 6/28/79.

(d) Repealed 6/28/79.

(e) When a motor vehicle is driven on a highway during the times specified in sec. 10 of this chapter, the driver shall use a high distribution of light or composite beam, directed at a height and of sufficient intensity to reveal persons and vehicles at a distance of 450 feet in advance of the vehicle for all load conditions, subject to the following requirements and limitations:

(1) when the driver of a vehicle approaches an oncoming vehicle within 500 feet, the driver shall use a distribution of light, or composite beam, so that the glaring or high-intensity portion of the light is not projected into the eyes of the oncoming driver; the light must be of sufficient intensity to reveal a person or a vehicle at a distance of 150 feet in advance of the vehicle for all load conditions; and

(2) when the driver of a vehicle approaches another vehicle from the rear, within 300 feet, the approaching driver may not use the highest distribution of light.

(f) Headlight systems which provide a single distribution of light are permitted on all implements of husbandry, motor-driven cycles, bicycles and off-highway vehicles regardless of date of manufacture, if the systems are, as far as practicable, mounted and aimed as required in (a) of this section and are of sufficient intensity to reveal a person or a vehicle at a distance of 200 feet in advance of the vehicle, except as otherwise provided for motor-driven cycles or bicycles in sec. 320(a) and (d) of this chapter.

(g) A motor vehicle may be driven under the conditions specified in sec. 10 of this chapter when equipped with two illuminated lights upon the front of the vehicle capable of revealing persons and vehicles 100 feet ahead; provided, however, that a vehicle using the lights may not be driven at a speed in excess of that specified in 13 AAC [02.325\(c\)](#).

13 AAC 04.035. Stop lights

(a) Except as otherwise provided in this chapter, a vehicle must be equipped with two or more stop lights meeting the requirements of (c) of this section, except that passenger cars manufactured or assembled before January 1, 1958, must be equipped with at least one stop light. On a combination of vehicles, only the stop lights on the rearmost vehicle need actually be seen from the distance specified in (c) of this section.

(b) Repealed 6/28/79.

(c) The stop light or lights required in (a) of this section must be mounted on the rear of the vehicle and must display a red light, or a shade of red, visible from a distance of at least 300 feet to the rear in normal sunlight. The lights must be illuminated by application of the service or foot brake.

13 AAC 04.037. Turn lights

(a) Except as otherwise provided in this chapter, a vehicle must be equipped with electric turn signal lights meeting the requirements of (b) of this section, except that passenger cars and trucks less than 80 inches in width, and manufactured or assembled before January 1, 1953, need not be equipped with electric turn signal lights.

(b) When required under this section, a vehicle must be equipped with electric turn signal lights which indicate an intention to turn by flashing lights showing to the front and rear of the vehicle on the side of the vehicle toward which the turn is to be made, and visible from a distance of at least 500 feet in sunlight. The lights showing to the front must be mounted on the same level, as widely spaced laterally as practicable and, when signaling, must emit yellow light except that on a vehicle manufactured before January 1, 1969, the lights showing to the front may emit white or yellow light, or a shade of light between white and yellow. The lights showing to the rear must be

mounted on the same level, as widely spaced laterally as practicable and, when signaling, must emit a red or yellow light, or a shade of light between red and yellow.

(c) A motor vehicle must be equipped with electric turn signal lights as provided in (b) of this section when the distance from the center of the top of the steering post to the left outside limit of the body, cab or load of the motor vehicle exceeds 24 inches, or when the distance from the center of the top of the steering post to the rear limit of the body or load of the vehicle exceeds 14 feet

13 AAC 04.145. Restrictions on lighting equipment

(a) When a motor vehicle equipped with headlights as required in this chapter is also equipped with an auxiliary light, spotlight, or other light on the front of the vehicle which projects a beam of intensity greater than 300 candlepower, no more than a total of four lights on the front of a vehicle may be illuminated at any time when there is approaching traffic. An auxiliary light must comply with the applicable mounting and visibility requirements of sec. 15 of this chapter.

(b) Except as provided in secs. 37, 40, and 90 - 100 of this chapter, no person may drive or move a vehicle upon a highway displaying

(1) a red light visible from directly in front of the center of the vehicle;

(2) a flashing or rotating light; or

(3) an alternately flashing light.

(c) Repealed 6/28/79.

(d) A motor vehicle may not be equipped with more than two spotlights, nor may a spotlight be illuminated and directed so that a part of the high intensity portion of the beam strikes the windshield, windows, mirror or occupant of another vehicle operated on a roadway, except by a police officer in the performance of official duties.

(e) A lighting device or reflector mounted on the rear of a vehicle must display or reflect a red color, except the stop light or other signal device which may be red or yellow, and the light illuminating the registration plate and the light emitted by backup lights must be white. No backup light may be turned on when the vehicle is in forward motion.

(f) No person may operate a motor vehicle on a roadway with any color of light illuminated other than colors specified in this chapter.

13 AAC 04.205 Brakes

- (a) Except as otherwise provided in this chapter, every motor vehicle and every combination of vehicles must have a service braking system which will stop the vehicle or combination of vehicles within 40 feet from an initial speed of 20 miles per hour on a level, dry, smooth, clear, hard surface, except that a passenger car or other single-unit vehicle with a manufacturer's gross vehicle weight rating of 10,000 pounds or less must be able to stop within 25 feet from an initial speed of 20 miles per hour on a similar surface.
- (b) A motor vehicle or combination of vehicles, except a motor-driven cycle or bicycle, must have a parking brake system adequate to hold the vehicle or combination of vehicles on any grade on which driven under all conditions of loading, on a surface free from snow, ice, or loose material.
- (c) A motor vehicle or combination of vehicles must comply with applicable federal motor vehicle safety standards adopted by the United States Department of Transportation.
- (d) No driver may operate a motor vehicle on a public roadway or other vehicular way, towing a vehicle with a GVWR greater than 5,000 pounds, unless the following conditions are met:
- (1) the towed vehicle must have operating brakes on at least two wheels on each side of a three axle vehicle, or one wheel on each side of a double or single axle vehicle;
 - (2) the towed vehicle requiring brakes must be equipped with an operating, breakaway system capable of applying all required brakes in the event of separation from the towing vehicle; and
 - (3) the towing vehicle must be of sufficient size and weight to safely control the towed vehicle.
- (e) No person may operate a motor vehicle on the roadway towing more than one vehicle unless the towing vehicle weighs more than 15,000 pounds, has three or more axles, and is equipped with an air brake system for both the towing and towed vehicles.
- (f) In this section, "GVWR" means the gross vehicle weight rating as defined in [AS 28.40.100](#) (a)(9).

13 AAC 04.210. Horns and warning devices

- (a) A motor vehicle operated upon a highway or other vehicular way or area, except for snowmobiles, must be equipped with a horn in good working order and capable of emitting sound audible under normal conditions from a distance of at least 200 feet, but no horn or other warning device may emit an unreasonably loud or harsh sound or a whistle. The driver of a motor vehicle shall, when reasonably necessary to insure safe operation, give audible warning with his horn, but may not otherwise use the horn when upon a highway or other vehicular way or area.

(b) No vehicle may be equipped with, nor may a person use, a siren, whistle, or bell, except as otherwise permitted in this section.

(c) A vehicle may be equipped with a theft alarm signal device, which is installed so that it cannot be used by the driver as an ordinary warning signal. A theft alarm signal device may use a whistle, bell, horn or other audible signal, but may not use a siren.

(d) Every authorized emergency vehicle must be equipped with a siren, whistle or bell capable of emitting sound audible under normal conditions from a distance of at least 500 feet; the siren may be used only when the emergency vehicle is operated in response to an emergency call or is in the immediate pursuit of a suspected violator of the law. The driver of the emergency vehicle shall sound the siren when reasonably necessary to warn pedestrians and other drivers of its approach.

13 AAC 04.220. Mirrors

(a) A motor vehicle must be equipped with a mirror mounted on the left side of the vehicle; every motor vehicle except a motor-driven cycle, bicycle, or off-highway vehicle, must be equipped with a mirror mounted either inside the vehicle approximately in the center, or outside the vehicle on the right side.

(b) The following motor vehicles must be equipped with mirrors on both the left and right sides of the vehicle:

(1) a bus or school bus;

(2) a motor vehicle constructed, loaded or designed to be loaded in a manner which obstructs the driver's view through the rear window; or

(3) a motor vehicle towing a vehicle when the towed vehicle or its load obstructs the driver's view through the rear window.

(c) All mirrors required by this section must be maintained in good condition and located to reflect to the driver a view to the rear of the vehicle

13 AAC 04.223. Tinted vehicle windows

(a) A person may not drive a motor vehicle on a highway, public road, street, or parking lot with mirrored tinting material on any window of the vehicle. Except as provided in this section, a person may not drive a motor vehicle on a highway, public road, street or parking lot with aftermarket tinting material or aftermarket striping material on any window of the vehicle.

(b) Aftermarket tinting of vehicle windows is allowed as follows:

(1) the front windshield may have a strip of tinting material applied to the top edge, known in the industry as an "eyebrow," which does not extend downward more than five inches from the top of the glass;

(2) the driver and front passenger side windows may have tinting material that permits at least 70 percent light transmittance;

(3) the rear door windows, quarter glasses, and back glasses may have tinting material that permits at least 40 percent light transmittance;

(4) limousines and passenger buses used to transport persons for hire, motor homes, and vehicles identified by the vehicle manufacturer as multipurpose may have tinting material that complies with Standard No. 205, Glazing Materials, in 49 C.F.R. 571.205 (1992).

(c) The windows of a vehicle may have tinting material that permits less light transmittance than that specified in (b) of this section if

(1) a driver or a passenger who frequently travels in the vehicle is required for medical reasons to be shielded from the direct rays of the sun;

(2) the medical reasons are certified annually by a physician licensed to practice in this state; and

(3) the certification is carried in the vehicle.

(d) Tinting materials must be green, gray, bronze, or neutral smoke in color, or a sun reflective auto film.

(e) Light transmittance must be measured by using a light transmittance measuring device with an allowance for manufacturing variances of plus or minus three percent. The accuracy of the device must be certified by the manufacturer.

(f) In this section, "light transmittance" means the ratio, expressed as a percentage, of the amount of total light that is allowed to pass through a window, including glazing, to the amount of total light falling on the window.

(g) All vehicles must comply with this section by July 1, 1994.

(h) A tinted rear window on a motor vehicle is exempt from regulations relating to the tinting or luminous transmittance materials used in motor vehicle windows, if the vehicle's owner has proof that the rear window tinting was installed before July 1, 1994, and the vehicle is equipped with driver-side and passenger-side rearview mirrors.

13 AAC 04.230. Tires

(a) No person may drive or move on a highway a motor vehicle or trailer having a metal tire in contact with the roadway.

(b) No tire on a vehicle moved on a highway may have on its periphery a protuberance of a material other than rubber which projects beyond the tread of the traction surface of the tire, except that it is permissible to use

(1) implements of husbandry with tires having protuberances which will not injure the highway;

(2) tire chains when required for safety because of snow, ice or other conditions which may cause a vehicle to skid; or

(3) pneumatic tires having studs designed to improve traction without substantially injuring the surface of the highway; however, their use may be limited to certain months or types of vehicles, or both.

(c) The Department of Transportation and Public Facilities or a municipality, in their respective jurisdiction, may issue a special permit authorizing the driving of a traction engine or tractor, except a snow vehicle, having movable tracks with transverse corrugations on the periphery of the movable tracks, or a farm tractor or other farm machinery, which would otherwise be prohibited under this section. The driver of the vehicle must provide planking under the treads to protect the surface of the roadway or bridge.

(d) Every solid rubber tire on a vehicle must have rubber on its entire traction surface at least one inch thick above the edge of the flange of the entire periphery.

(e) No person may drive a vehicle with a tire in unsafe operating condition or with a tread depth of less than two thirty-seconds of an inch measured in two adjacent tread grooves at three equally spaced intervals around the circumference of the tire. No tread measurements may be made at the location of a tread wear indicator, tie bar, hump or fillet.

(f) No person in the business of selling, repairing or installing tires may sell, offer for sale, or install for highway use a tire which is in unsafe condition or which has a tread depth of less than two thirty-seconds of an inch measured as specified in (e) of this section.

13 AAC 04.270. Safety belts

(a) A passenger car manufactured or assembled after January 1, 1965, must be equipped with lap belt assemblies for use in the driver's and one other front seat position. A motor vehicle manufactured or assembled after January 1, 1968, except a motorcycle or off-highway vehicle, must be equipped with lap or shoulder belts required by the United States Department of Transportation in effect on the effective date of this section.

(b) No person may distribute, offer for sale, sell or install a seat belt or shoulder harness for use in a motor vehicle unless the belt or harness meets minimum standards and specifications of the United States Department of Transportation in effect on the effective date of this section.

(c) A vehicle owner shall maintain belts and assemblies required by this section in good condition.

13 AAC 04.002. Unlawful to drive unsafe vehicle or violate chapter

No person may violate this chapter, drive or move or cause or knowingly permit to be driven or moved on a highway or other vehicular way or area, a vehicle or combination of vehicles which is in an unsafe condition, or is not equipped as required in this chapter or which is otherwise equipped in violation of this chapter. If an unsafe vehicle must, for any reason, be operated on a highway or vehicular way or area, the driver, owner, dealer or repair business having knowledge of the condition must notify the department.

AS 28.35.251 Contained or Confined Loads.

(a) A person may not drive a motor vehicle loaded with sand, gravel, rock, or similar materials on a highway unless

(1) the load is contained or confined to prevent the load from dropping, shifting, leaking, or escaping, except that sand or other substances may be dropped, sprinkled, or sprayed for the purpose of cleaning or maintaining the highway or providing traction; and

(2) the load is subjected to treatment by methods, approved by the commissioner of public safety by regulation, designed to settle the load or remove loose material before the vehicle is driven on the highway.

(b) If a cover is used to contain or confine a load being driven on a highway, the cover shall be securely fastened to prevent the cover from becoming loose or detached, or from being a hazard to other users of the highway.

Memo

To: City Council
From: Chad Heineken, Fire Chief
Date: 10/24/2023
Re: Dispatching contract renewal



Request to renew the contract between the Fairbanks Emergency Communication Center and the City of North Pole to provide emergency dispatching services for Police and Fire. The current contract expires on December 31, 2023. The duration of the extension is proposed to be one year from January 1, 2024 through December 31, 2024 at the following compensation rate.

Fire Department	\$99,610.00
Police Department	\$146,895.00
Contract Total	\$246,505.00



101318

CITY OF FAIRBANKS SIGNATURE ROUTING COVER SHEET

This form **must** accompany all original documents to be routed for signatures before final submission to the City Clerk's Office for retention. All documents should have three original, signed copies: one for the Clerk's Office, one for the outside party (when applicable), and one for the City Grants Administrator (if grant-related).

Document Type (Check all that apply)	<input type="checkbox"/> Contract <input checked="" type="checkbox"/> Agreement <input type="checkbox"/> Memo <input type="checkbox"/> Policy <input type="checkbox"/> Correspondence <input type="checkbox"/> Other
Document Title	Agreement for Emergency Dispatching Services - North Pole
Originating Department	Fairbanks Emergency Communications Center
Contact Name/Phone	907-459-6800
Project Name	
Project Number	
Party/Parties	
Effective/Start Date	1/1/2022
Expiration/End Date	12/31/2022
Is this document confidential?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
NOTE: This document will be destroyed in accordance with the City of Fairbanks' adopted retention schedule. Please specify if you propose an alternate destruction date:	

Comments or Special Instructions:

Please route signatures in the following order:

Check if applicable

Check & initial when reviewed/approved or signed

<input type="checkbox"/>	City Attorney	<input type="checkbox"/> _____
<input checked="" type="checkbox"/>	Outside Party/Parties	<input type="checkbox"/> _____
<input type="checkbox"/>	Project Manager	<input type="checkbox"/> _____
<input type="checkbox"/>	City Department Head	<input type="checkbox"/> _____
<input type="checkbox"/>	Other (must specify) _____	<input type="checkbox"/> _____
<input type="checkbox"/>	Chief of Staff	<input type="checkbox"/> _____
<input checked="" type="checkbox"/>	City Mayor	<input type="checkbox"/> _____
<input checked="" type="checkbox"/>	City Clerk	<input checked="" type="checkbox"/> _____

For Clerk's Use Only:

Received By:

D. Hebel

Document Number:

Received Date:

7/21/22

Destruction Date:

AGREEMENT FOR EMERGENCY DISPATCHING SERVICES

1.0 PURPOSE: This Intergovernmental Agreement serves to establish a professional services agreement between the City of Fairbanks (City), operating the Fairbanks Emergency Communications Center (FECC), and the City of North Pole (North Pole) for the purpose of providing Emergency Dispatching Services for EMS and fire response and contains the following objectives:

- 1.1 To promote the health, safety and general welfare of the citizens throughout the City of North Pole. To that end, the parties wish to continually improve procedural efficiency and technical capabilities of emergency call taking, emergency call processing, dispatching and all emergency response communications.
- 1.2 To define deliverables to be provided by both parties.
- 1.3 To provide all participating agencies with a single contact point for the notification of emergencies and receipt of emergency assistance requests, and for the control of coordinated dispatch for fire and EMS response.
- 1.4 To establish an alternate center to serve as a back-up, overflow and training site and/or as a secondary location where emergency dispatchers will function in the event that they need to evacuate the primary 9-1-1 Center.
- 1.5 To plan for disaster situations which may impact the ability of FECC to maintain normal operations.

2.0 DEFINITIONS: As used in this Agreement the following words and phrases shall have the meanings indicated unless the context clearly requires otherwise:

- 2.1 "Other Services" shall mean services related to emergency service or jurisdictional communications provision, such as administrative call-taking.
- 2.2 "E9-1-1" (Enhanced 9-1-1) shall mean the emergency communications system which connects the public to emergency response.
- 2.3 "Participants" shall mean the parties to this Agreement and such other entities as become parties in the future.
- 2.4 Call Taking – The act of answering 9-1-1 calls from the public and obtaining the information necessary to dispatch a public safety unit, such as fire, police, medical and rescue, to the reported location of the emergency.

- 2.5 Discretion – Any situation where the call taker believes an emergency situation may exist, an appropriate public safety response will be initiated. Communications personnel should pay close attention to background noise, tone, and word choice of caller as additional evidence to assist with determination of the status of the 9-1-1 call.
- 2.6 Dispatching – The act of alerting and directing the response of public safety units to the desired location.
- 2.7 Emergency Protocols – A highly defined procedure, placed into a reference system. Designed to lead the call taker through a predictable, repeatable, verifiable process for a specific situation. Protocols also prompt the call taker to provide specific instructions to the caller to help them remain as safe as possible until the responders arrive. Common protocols used in the 9-1-1 call taking process would include Emergency Fire Dispatch, Emergency Medical Dispatch, and Emergency Police Dispatch.

3.0 FACILITIES AND EQUIPMENT:

- 3.1 The City provides a 9-1-1 Center (FECC) that includes the following facilities: (1) Dispatch area, (2) Dispatch Center Manager Office, (3) radio / recording / CAD / 9-1-1 technology equipment rooms, (4) storage for inventory, supplies and records, (5) locker room, (6) bathroom / shower facilities, (7) kitchen, (8) lunch / break room, (9) training area, (10) multi-purpose classroom / conference room, and (11) FECC Administrative Assistant Office.
- 3.2 The City provides the labor to staff the FECC.
- 3.3 FECC recognizes the need to establish a suitable location to function as a back-up facility to the primary facility for 9-1-1 Call Taking and dispatching. FECC agrees to continue to explore options for locating a back-up location or to develop agreements with other jurisdictions/entities for this purpose.
- 3.4 The Fairbanks North Star Borough provides the 9-1-1 equipment, networking components, telephone lines, workstation hardware, software, annual maintenance, and GIS support for the 9-1-1 system. The City maintains a 9-1-1 Call Taking Agreement for use of this equipment.
 - 3.4.1 Long Distance or other charges incurred at FECC in the performance of this Agreement shall be paid by FECC.
- 3.5 The City currently employs the following Public Safety Software applications:
 - 3.5.1 SunGard Public Sector:

3.5.1.1 Computer Aided Dispatch (CAD) system. The CAD system tracks all calls for service regardless of service type. The following interfaces are maintained for the CAD:

3.5.1.1.1 E9-1-1 Interface to CAD

3.5.1.1.2 Paging Interface to CAD

3.5.1.1.3 Interface between CAD and Priority Dispatch ProQA emergency dispatch protocols for fire, medical and police disciplines.

3.5.1.1.4 Pictometry (oblique imaging) interface

3.5.1.1.5 CAD Interface to ImageTrend Elite records management program.

3.5.1.1.6 Rip and Run printer / Fax / E-mail interface

3.5.1.2 Mobile Computer Terminals (MCT) or Freedom application solutions are available for fire, EMS and law enforcement users. This solution is integrated with the Sungard Public Sector CAD system.

3.5.1.3 Records Management Systems (RMS) are available as follows:

3.5.1.3.1 is available for fire and EMS use. This solution receives data from a CAD interface.

3.5.1.3.2 The FECC CAD system integrates with the Police Records Management System (RMS) and Mobile Field Reporting (MFR) solutions used by the Fairbanks Police Department. As a participant to this Agreement, North Pole Police Department is eligible to use the RMS for records keeping.

3.5.1.4 The City will ensure that annual maintenance contracts with the public safety software vendors are in place and up to date for City owned applications. The City will ensure equipment and software are maintained in good working order and software updates are applied as practical.

3.5.2 Digital Call Logging Recordings of all conventional radio channels, agency Alaska Land Mobile Radio (ALMR) radio talk groups and 9-1-1 telephone calls are maintained for three (3) years.

3.6 The City currently maintains a Motorola MCC 7500 series radio system which is configured to utilize both conventional radio assets and ALMR trunked resources.

3.6.1 There are eight (8) operator positions at the FECC location and two (2) operator positions at the FNSB EOC location on this system.

3.6.2 There are two (2) channels of digital instant recall recording available.

3.6.3 The City maintains an annual maintenance agreement with Motorola to maintain the equipment and software in good working order.

3.6.4 The system also has one (1) back-up mobile radio to serve as an emergency back-up radio at each operator position.

3.7 The City provides both UPS and back-up generator power for FECC. The City Public Works Department is responsible for ongoing maintenance and records of the systems.

4.0 PERFORMANCE STANDARDS: FECC will meet the following standards:

4.1 Dispatching Services

4.1.1 Police Services

4.1.1.1 All police related calls for service shall be entered into the CAD system, regardless of origin (9-1-1 Call, Administrative line call, officer self-initiated).

4.1.1.2 All calls will have an event number assigned to track the incident in the system.

4.1.1.3 Calls requiring further documentation shall be assigned a police report number as requested by an Officer or pre-defined by North Pole Police administration.

4.1.1.4 Administrative Call Answering – Business line calls coming to the North Pole Police Department shall be answered after hours, on weekends, holidays, and when the North Pole PD Clerk/Evidence

Custodian is not available to answer phone calls. When appropriate, calls for service requiring an officer response shall be entered into the CAD system and an officer dispatched as appropriate. All other calls shall be transferred to the Voice Mail of the appropriate person.

4.2 Fire and EMS Services. Upon receipt of requests for either emergency or non-emergency assistance for fire and / or EMS response, FECC shall dispatch and track responding units for records keeping purposes.

4.3 Alaska Public Safety Information Network (APSIN) records:

4.3.1 Non-Criminal Justice Purposes

4.3.1.1 Current APSIN regulations prohibit the release of person or vehicle information to non-criminal justice agencies. If, during the life of this Agreement, changes occur which allow the release of this information to other public safety, but non-criminal justice agencies, FECC will work with North Pole to establish necessary agreements to allow for dissemination.

4.3.1.2 Changes in APSIN regulations on record dissemination will supersede this Agreement language.

4.3.2 Criminal Justice Purposes

4.3.2.1 Dispatchers shall enter related names and related vehicle information into the CAD call for service after query through APSIN / NCIC / NLETS as appropriate.

4.3.2.2 FECC staff shall enter NCIC related Hot File (missing person, vehicles, articles, boats, etc.) items when requested by North Pole PD Officers.

4.3.2.3 FECC staff shall perform validations of above Hot File items for routine audits.

4.3.2.4 FECC staff shall enter Locate messages in APSIN upon request of North Police staff and in compliance with APSIN regulations.

4.4 Outgoing Telephone Call Requests – FECC shall make outgoing phone calls on behalf of North Pole employees as requested. Examples of the types of telephone calls to be made are requests for tow trucks, requests to contact building owners or key holders, requests for non emergency resources (such as Red Cross), etc.

4.5 Paging Software – FECC will maintain paging software that can be programmed to initiate an alphanumeric text page for specific incident types. (Example: Any fire or EMS event to generate a text page to North Pole Fire personnel.) Upon request, additional pages can be requested to be sent to North Pole personnel. Example: Page for additional man power for a working structure fire.

4.5.1 The City is only ensuring that the annual maintenance of the software is up to date and that the software is installed and functioning. Upon “leaving” the City network, the City has no control over the speed of message delivery by a third party vendor (such as AT&T, GCI, Active 911, or other provider.)

4.6 Information Technology (IT) Services:

4.6.1 Each party is responsible for acquiring its own hardware solutions.

4.6.2 Should additional user licenses for software be required, the cost of those licenses shall be borne by the participant causing the cost.

4.6.3 The City, through a service contract with a third party IT services provider, will work on connectivity of North Pole hardware to the City network and ensure that the hardware has the capability to log into the software. Once the ability to log into the software is ensured, software issues will be handled by the appropriate North Pole user.

4.7 Fire Station Alerting (FSA) system – The City maintains a FSA system which was obtained through federal grant funding sources. The City is responsible for maintenance and annual support agreements for the City owned infrastructure and software at FECC and City buildings. North Pole shall be the owner of the FSA equipment at its station.

4.7.1 If it is found to be mutually beneficial to have the City contract for annual maintenance to include the North Pole stations in the City's annual maintenance plan, a Letter of Agreement can be executed between North Pole and the City. Billing for any agreed upon fees would be included in the agency billing.

5.0 OWNERSHIP OF RECORDS:

5.1 The City owns the following records:

5.1.1 Digital Call Logging Recordings of all 9-1-1 calls, radio traffic, and non emergency telephone traffic.

5.1.2 CAD data to include all CAD interfaces.

5.1.3 MCT Message Switch data.

5.2 North Pole owns the following records:

5.2.1 Fire and EMS records management data (Image Trend Elite – North Pole Library).

6.0 TRAINING – The City agrees to train staff members in the following manner:

6.1 All Dispatch Center employees will be trained and certified in the use of the following Priority Dispatch protocols: Emergency Fire Dispatch (EFD), Emergency Medical Dispatch (EMD), and Emergency Police Dispatch (EPD) within one (1) year of beginning employment.

6.2 FECC will ensure that staff members receive Continuing Dispatch Education (CDE) sufficient to recertify through the International Academies of Emergency Dispatch (IAED) biannually on the protocols listed in section 5.1 of this Agreement.

6.3 FECC will ensure that staff members receive approved National Incident Management System (NIMS) training for the following courses:

6.3.1 IS-100: Introduction to Incident Command System

6.3.2 IS-144: Telecommunicators Emergency Response Taskforce (TERT) Basic Course

6.3.3 IS- 200 ICS for Single Resources and Initial Action Incidents

6.3.4 IS-700: An Introduction to National Incident Management System (NIMS).

6.3.5 IS-800: An Introductions to National Response Framework

6.4 FECC will ensure that staff members receive approved Integrated Public Alert (IPAWS) for the following courses:

6.4.1 IS-247 IPAWS for Alert Originators

6.4.2 IS-251 IPAWS for Alerting Administrators

- 6.5 Each participant is responsible for training of their personnel on the software solutions used by that agency.
- 7.0 **USER GROUPS:** Two User Groups are established for the purpose of providing the opportunity for all user agencies to have input into the day to day operations of the Dispatch Center. There will be a Law Enforcement User Group and a separate Fire / EMS / Rescue / Emergency Management User Group. Membership in each group will include the Chief / Director (or designee) of each agency which utilizes FECC services. These groups will meet at least quarterly to provide input for dispatching guidelines and operating procedures.
- 7.1 User Group recommendations relative to service levels, staffing levels, performance standards, operational procedures and protocols or systems shall be made to the FECC Dispatch Center Manager no later than August 1 of each year in order to be considered for implementation in the next budget year planning.
- 8.0 **WORKING GROUP:** Following the recommendation of the December 2019 FECC Business Plan, adopted by Resolution of the Fairbanks City Council in January 2020, a Working Group shall be formed for the purpose of providing a more formalized process into the recommendations on governance of FECC. The Working Group will commence no later than January 2020.
- 9.0 **DISPATCH CENTER MANAGER:** The FECC will be managed, operated, and supervised by a Dispatch Center Manager, who is a City of Fairbanks employee subject to the City's personnel policies, other employee regulations, and collective bargaining agreements.
- 9.1 Responsibility and Authority of the Dispatch Center Manager:
- 9.1.1 The Dispatch Center Manager shall be the administrative head of FECC and will be responsible for handling administration and personnel matters within the framework of City of Fairbanks regulations and personnel policies.
- 9.1.2 The Dispatch Center Manager will prepare a proposed budget for City of Fairbanks Mayor approval no later than September 30 of each year for inclusion in the City of Fairbanks budget beginning January 1 of the following year.
- 9.1.2.1 A copy of the budget as recommended by the Mayor will be provided to North Pole on November 1 each year or as soon as possible. The finalized budget as approved by the City Council will be provided to participants no later than March 1 the following

year. The City will publish the budget on the City of Fairbanks website each year.

- 9.1.3 The Dispatch Center Manager will be responsible for managing the Dispatch Center within the approved annual budget.
- 9.1.4 The Dispatch Center Manager will be responsible for all activities of the Dispatch Center, including, but not limited to, oversight of call-taking, dispatching, records (custodian), recording, staffing, training, and security.
- 9.1.5 The Dispatch Center Manager shall establish and utilize performance standards for employees. The Dispatch Center Manager shall actively and continually consider and evaluate all means and opportunities toward the enhancement of operational effectiveness of emergency communications for the benefit of the public and emergency response agencies.
- 9.1.6 The Dispatch Center Manager shall review and evaluate requests from the User Groups / Working Group for changes to service levels, performance standards, and / or operational procedures. Should any requests generate a potential cost for change, the Dispatch Center Manager will prepare a proposal to include, at a minimum, implementation costs, benefits and liabilities, and will provide recommendations of whether to incorporate the requested changes. Such reports and recommendations will be forwarded to the User Groups / Working Group and the agency requesting the change for final decision on implementation.
- 9.1.7 The Dispatch Center Manager will participate in the User Group / Working Group meetings. Should it be necessary for the Dispatch Center Manager to miss a meeting, he/she will have a designee present.
- 9.1.8 The Dispatch Center Manager will develop appropriate long-range plans, including strategic capital improvements, staffing, technology, and other matters.

10.0 FUNDING:

- 10.1 Existing funding comes from Dispatch User Agreements and the City / Borough 9-1-1 Call Taking Agreement: FECC collects user fees from participants.
- 10.2 Grant Funding: Applicable grants will be sought in order to assist in funding FECC and help offset costs to participants.

11.0 ADMISSION OF NEW JURISDICTIONS: Additional jurisdictions may become participants by written addendum to this Agreement, with the approval of the City and the users, with terms and conditions as agreed upon.

12.0 TERM OF AGREEMENT: The initial term of this Agreement shall be for a period of one (1) year from January 1, 2021 through December 31, 2022.

13.0 RENEWAL: This contract may be extended for four (4) additional one (1) year periods by mutual written consent of the parties. Upon contemplation of renewal, the City and North Pole shall confer on the feasibility of exercising a renewal option and North Pole shall communicate to the City its intent to renew not later than six (6) months prior to the annual termination date subject to a specific appropriation by the City Council for this purpose. Contract amounts shall be determined in accordance with The FECC Business Plan: 2020 Cost Allocation Model.

14.0 COMPENSATION: The schedule of compensation for services is as follows:

CY 2020
\$251,510

14.1 The above compensation calculations are outlined in The FECC Business Plan: 2020 Cost Allocations Model, incorporated herein by reference.

15.0 BILLING: Billing for Dispatching services will be executed once yearly for the period covering January 1 through December 31 of the following year. Payment shall be due immediately upon receipt thereof.

16.0 MEDIATION: Any controversy between the members with regard to the application or interpretation of this Agreement shall be submitted to a mediator mutually agreed upon by each participant. Upon failure of mediation, each party reserves all rights and remedies otherwise available under Alaska law.

17.0 INDEMNIFICATION AND HOLD HARMLESS: Subject to a specific appropriation by the City Council for this purpose, the City agrees to indemnify and defend North Pole against any claim arising from any wrongful act or negligence of the City. The City has no duty to defend or indemnify North Pole against any claim or action alleging, arising from, or based on a wrongful or negligent act by North Pole. The duty of the City to indemnify and defend North Pole extends to:

1. claims for death or for damage to persons or property,
2. claims for economic loss, and

3. claims for costs, expenses, and attorney's fees.

The parties to this Agreement recognize and agree that the City has no appropriation currently available to it to indemnify North Pole under this provision and that enactment of an appropriation in the future to fund a payment under this provision remains in the sole discretion of the City Council and the City Council's failure to make such an appropriation creates no further liability or obligation of the City.

Subject to a specific appropriation by the North Pole City Council for this purpose, North Pole agrees to indemnify the City against any claim arising from any wrongful act or negligence of North Pole. North Pole has no duty to defend or indemnify the City against any claim or action alleging any wrongful or negligent act by the City. The duty of North Pole to indemnify and defend the City extends to:

1. claims for death or for damage to persons or property,
2. claims for economic loss, and
3. claims for costs, expenses, and attorney's fees.

The parties to this Agreement recognize and agree that North Pole has no appropriation currently available to it to indemnify the City under this provision and that enactment of an appropriation in the future to fund a payment under this provision remains in the sole discretion of the North Pole City Council and the North Pole City Council's failure to make such an appropriation creates no further liability or obligation of North Pole.

The obligation to indemnify for acts occurring during the term of this Agreement shall be continuing in nature and extend beyond the term of this Agreement. The doctrine of equitable tolling extends the time within which an action for breach of this provision may be filed.

Nothing in this Agreement shall be construed as a waiver of immunity granted to the parties under law.

18.0 SEVERABILITY: Should any part of this Agreement be determined by a court of competent jurisdiction to be invalid, illegal or against public policy, said offending part shall be void and of no effect, and shall not render any other section herein, nor this Agreement as a whole, invalid. Those rights and obligations under this Agreement, which by their nature should survive, shall remain in effect after termination, suspension or expiration hereof.

19.0 EXECUTION: This Agreement or amendments hereto, shall be executed on behalf of each participating jurisdiction by its duly authorized representative and pursuant to an appropriate motion, resolution, or ordinance of each participating jurisdiction. This Agreement or any amendment thereto, shall be deemed adopted upon the date of execution by the last so authorized representative.

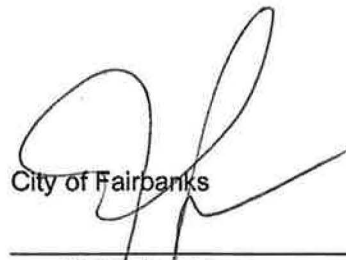
20.0 SIGNATURES: Each party to this Agreement shall sign a signature page to constitute valid execution.

21.0 ENTIRE AGREEMENT: This document encompasses the entire agreement of the parties. No understanding or amendment, addendum, or addition to this Agreement shall be effective unless made in writing and signed by all parties. The parties expressly agree that the tendering and/or receiving of services by the parties in no way creates any joint venture, partner, agency, or employment relationship between the parties, or any relationship which would subject any party to any liability for any acts or omissions of the other parties unless stated otherwise.

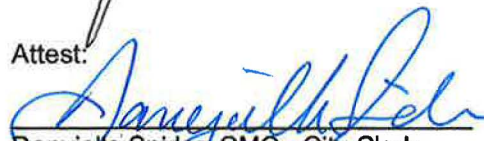
City of North Pole


Michael Welch, Mayor

City of Fairbanks


Jim Matherly, Mayor

Attest:


Danyielle Snider, CMC - City Clerk

AGREEMENT FOR EMERGENCY DISPATCHING SERVICES

ADDENDUM EXTENSION

The City of Fairbanks (the City) and City of North Pole (North Pole) are signatories to a one-year Agreement for Emergency Dispatching Services for fire and EMS response which expires on December 31, 2023. That agreement provides for three additional one-year extensions, and the parties desire to exercise the extension option.

- I. **PURPOSE**: This addendum serves as a one-year extension to the existing Agreement for Emergency Dispatching Services between the City and North Pole for fire and EMS responses as provided by the Fairbanks Emergency Communications Center (FECC).
- II. **DURATION OF EXTENSION**: The duration of the extension to this agreement will be one year, from January 1, 2024 through December 31, 2024.
- III. **COMPENSATION**: The compensation will reflect the amount of \$246,505.00.
- IV. All other provisions of the agreement between the City and North Pole remain in effect.

City of North Pole

X

Michael Welch, Mayor

City of Fairbanks

X

David Pruhs, Mayor

Attest:

X

D. Danyielle Snider, City Clerk

Memo

To: City Council
From: Chad Heineken, Fire Chief
Date: 10/24/2023
Re: Grant Funds Approval



Request to accept the 2023 Emergency Management Performance Grant (EMPG), EMS-2023-EP-00001 in the amount of \$10,000.00.

The City of North Pole has participated in the EMPG grant funding since 2015 and has been awarded \$10,000.00 in the 2023 EMPG year spanning from October 1, 2023, through September 30, 2024. These funds are used to pay wages for Emergency Management staff members while performing duties that meet the grant requirements.

Attached with this memo you will find the cover letter and Obligating Award Document form the State of Alaska Division of Homeland Security and Emergency Management.



THE STATE
of **ALASKA**
GOVERNOR MIKE DUNLEAVY

**Department of Military and
Veterans Affairs**

Division of Homeland Security and
Emergency Management

P.O. Box 5750
JBER, AK 99505-0800
Main: 907.428.7000
Fax: 907.428.7009
ready.alaska.gov

October 20, 2023

The Honorable Michael Welch, Mayor
City of North Pole
125 Snowman Lane
North Pole, AK 99705

RE: 2023 Emergency Management Performance Grant, EMS-2023-EP-00001
State Grant No.: 23EMPG-GY23

Mayor Welch:

We received funds from the Federal Emergency Management Agency (FEMA) under the 2023 Emergency Management Performance Grant (EMPG). We are pleased to award the City of North Pole the amount of \$10,000.00 under this grant.

EMPG performance includes but is not limited to the following:

- Accomplishment of activities identified in the subrecipient's 2023 EMPG Work Plan.
- Complete the quarterly THIRA/SPR Surveys.
- Development of a local jurisdiction multi-year Integrated Preparedness Plan (IPP) to be submitted to the Division of Homeland Security and Emergency Management (DHSEM) by March 1, 2024.
- Participate in the state multi-year Integrated Preparedness Planning Workshop (IPPW) to be held in conjunction with the 2024 Preparedness Conference.
- EMPG-funded personnel should make every attempt to participate in no less than three exercises during the performance period. Exercises may be discussion-based (seminars, workshops, tabletop simulations) or operations-based (drills, functional exercises, full-scale exercises). Sponsored opportunities by us may be available during the performance period. Real-world events may not always count as exercise participation.
- Continued utilization and work toward the adoption and implementation of the National Incident Management System (NIMS). The Alaska Assessment is the required means to report NIMS adoption and implementation.
- Continue to work toward National Qualification System (NQS) implementation as outlined in FEMA's NQS Implementation Objectives. Establishing the policies and procedures will be a state-led effort and is only required at the local Authority Having Jurisdiction (AHJ) as needed.
- Complete the FEMA Independent Study Professional Development Series.
- Timely quarterly progress report submissions.
- Dollar-for-dollar, local, in-kind match.

The 2023 EMPG performance period will be twelve months, beginning October 1, 2023, and ending September 30, 2024. The 2023 Kick-Off Meeting will be held electronically in November 2023; attendance is required.

Mayor Welch
October 20, 2023
Page 2 of 2

EMPG funding allocations to local jurisdictions are a direct result of continued reporting on actual funds spent at the local level on emergency management activities. With that in mind, we encourage reporting all funds spent on emergency management activities even if they exceed the required match.

Federal regulation (CFR Part 200.430) requires charges for federal awards, salaries, and wages must be based on records that accurately reflect the work performed and after the fact determination of the actual total activity of the employee. This includes all funding sources and all hours for the pay period to be accounted for when submitting for reimbursement. The required documentation for reimbursement includes payroll reports or timesheets signed and certified that capture the employee's name, position, payroll time period, breakdown of all hours charged to each allocation to total 100% of the employee's worked time, the amount paid, and copies of the corresponding pay warrants, are acceptable.

Attached is a pre-signed Obligating Award Documents (OAD). Please review the information for accuracy and review any Special Conditions. Please print the document, sign the OAD, and send a scanned copy to mva.grants@alaska.gov within 30 days of subrecipient receipt. Keep a fully executed copy for your records. If the OAD cannot be returned within 30 days due to local jurisdiction policies, a Notice of Intent to Accept Grant Award form must be submitted. If signatory points of contact have changed since the submittal of the application, please complete, and return a Signatory Authority Form with the signed OAD.

Submitted Funded Staff Worksheets and Annual Work Plans have been reviewed and are approved at the funding amount stated on your OAD. Authorized funded positions are listed in the Project Budget Details.

If you have any questions, please contact the Division Project Manager for this grant, David Reilly at (907) 428-7019 or by email at dave.reilly@alaska.gov.



Sincerely,



William A. Dennis
Administrative Operations Manager

Enclosure(s): Obligating Award Document
Project Budget Details Report

cc: Chad Heineken, Subrecipient Project Manager
Patricia Fogarty, Subrecipient Chief Financial Officer

State of Alaska Division of Homeland Security and Emergency Management Under US Department of Homeland Security Federal Emergency Management Agency Grant Programs Directorate						Page 1 of 7	
						FEDERAL AWARD DATE	
						September 11, 2023	
						FEDERAL GRANT PROGRAM	
						2023 Emergency Management Performance Grant	
OBLIGATING AWARD DOCUMENT						FEDERAL GRANT NUMBER	
						EMS-2023-EP-00001	
RECIPIENT NAME AND ADDRESS		PERFORMANCE PERIOD		AMENDMENT		CFDA: 97.042	
City of North Pole 125 Snowman Lane North Pole, AK 99705		FROM:	October 1, 2023	AMENDMENT #:		AWARD AMOUNT	
		TO:	September 30, 2024	EFFECTIVE DATE:		\$10,000.00	
		STATE PROGRAM NUMBER				23EMPG-GY23	
UEI NUMBER	WFLFBAZG5SN9		FUNDING ALLOCATION				
EIN	92-6001585		ORGANIZATION	\$10,000.00			
METHOD OF PAYMENT	Electronic	PLANNING		EXERCISE			
		TRAINING		EQUIPMENT			
PURPOSE OF AWARD							
Federal Awarded Amount, Organization Funds: \$10,000.00 Minimum Required Local Match, Organization Funds: \$10,000.00 Total Program Amount: \$20,000.00							
Final Report Due: November 15, 2024							
GRANT REQUIREMENTS AND PROGRAM TERMS AND CONDITIONS							
The acceptance of a grant from the United States government creates a legal duty on the part of the recipient to use the funds or property made available in accordance with the conditions of the grant [GAO Accounting Principles and Standards for Federal Agencies, Chapter 2, Section 16.8(c)]. See attached for continued Grant Requirements and Program Terms and Conditions.							
SPECIAL CONDITIONS (Grant funds cannot be expended until these conditions have been met. See Obligating Award for details.)							
See Attached							
AGENCY INFORMATION							
ADDRESS	Division of Homeland Security and Emergency Management PO Box 5750 JBER, AK 99505-5750			WEBSITE	http://ready.alaska.gov		
				EMAIL	mva.grants@alaska.gov		
				PHONE	(907) 428-7000		
				FAX	(907) 428-7009		
STATE PROJECT MANAGER		PHONE	FAX	EMAIL			
David Reilly		(907) 428-7019	(907) 428-7009	mva.grants@alaska.gov			
AGENCY APPROVAL							
NAME AND TITLE OF APPROVING AGENCY OFFICIAL				NAME AND TITLE OF AUTHORIZED RECIPIENT OFFICIAL			
William A. Dennis, Administrative Operations Mgr.				Michael Welch, Mayor			
SIGNATURE OF APPROVING AGENCY OFFICIAL				SIGNATURE OF AUTHORIZED RECIPIENT OFFICIAL			
			DATE			DATE	
			10-20-2023				
FOR STATE USE ONLY							
Division File Number:			Date Returned				
Fund	Unit	AR Unit	Object	Activity	Function	Program	PPC
1004	2001	099180010	7001	2012	23EMPGNP	2EMPG2023	GYEMPG

Program Requirements

(A) Monies may not be obligated outside of the time period as stated on the grant document. An obligation occurs when funds are encumbered, as with a purchase order and/or commitment of salaries and benefits. All obligated and encumbered funds must be liquidated within 45 days of the end of the performance period (unless otherwise specified in the Program Terms and Conditions) when the *Final Performance Progress Reports* are due.

(B) The signature of the signatory officials on this award certifies that all financial expenditures, including all supporting documentation submitted for reimbursement, have been incurred by the subrecipient, and are eligible and allowable expenditures consistent with the grant guidelines for this project. The subrecipient shall follow the financial management requirements imposed on them by the Division of Homeland Security and Emergency Management (DHS&EM).

(C) The signature of the signatory officials on this award attests to the subrecipient's understanding, acceptance, and compliance with acknowledgment of Federal Funding; Lobbying; Debarment, Suspension, and other responsibility matters; Drug-free Workplace; Conflict of Interest, and Non-Supplanting certifications. Federal funds will not be used to supplant state or local funds. Federal funds may be used to supplement existing funds to augment program activities and not replace those funds that have been appropriated in the budget for the same purpose. Potential supplanting may be the subject of application and pre-award, post-award monitoring, and audit. Any cost allocable to a particular Federal award or cost objectives under the principles provided in 2 CFR Part 200, subpart E, may not be charged to other Federal awards to overcome fund deficiencies.

(D) The subrecipient shall ensure the accounting system used allows for separation of fund sources. These grant funds cannot be commingled with funds from other federal, state or local agencies, and each award is accounted for separately.

(E) The subrecipient shall comply with the requirements under 2 CFR 25.110, to maintain and keep subrecipient information current within the System of Award Management (SAM). Also, the subrecipient has the requirement to be non-delinquent to the Federal government as required in OMB Circular A-129. Examples of relevant debt include delinquent payroll and other taxes, audit disallowances, and benefit overpayments.

(F) The subrecipient shall comply with Federal Laws and Regulations: *Title VI of the Civil Rights Act of 1964, Title VIII of the Civil Rights Act of 1968, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Age Discrimination Act of 1975, Americans with Disabilities Act of 1990*. Per *Executive Order 13166*, the subrecipient will take reasonable steps to ensure Limited English Proficient (LEP) persons have meaningful access to its programs and activities. The subrecipient is required to comply with any applicable provisions of the Buy American Act (41 U.S.C. Sections 8301 – 8305). *Executive Order 13347 Individuals with Disabilities in Emergency Preparedness* requires government to support safety and security for individuals with disabilities in situations involving disasters, including earthquakes, tornadoes, fires, floods, hurricanes, and acts of terrorism. *Executive Order 13224* prohibits transactions with and support to organizations associated with terrorism. Energy Policy and Conservation Act, National Environmental Policy Act (NEPA) of 1969 and the Coastal Wetlands Planning, Protection, and Restoration Act of 1990 (as applicable.) The USA PATRIOT Act of 2001, Trafficking Victims Protection Act of 2000, Hotel and Motel Fire Safety Act of 1990, and the Fly America Act of 1974. Subrecipients who collect Personally Identifiable Information (PII) are required to have a publicly available privacy policy that describes what PII they collect, how they use the PII, whether they share PII with third parties, and how individuals may have their PII corrected where appropriate. All recipients must comply with statutory requirement for whistleblower protections (if applicable) at 10 U.S.C 2409, 41 U.S.C 4712, and 10 U.S.C 2324, 41 U.S.S 4304 and 4310. All recipients must comply with the equal treatment policies and requirements contained in 6 C.F.R Part 19 and other applicable statutes, regulations, and guidance governing the participants of faith-based organizations in individual DHS programs.

(G) The subrecipient certifies that it has an *Affirmative Action Plan/Equal Employment Opportunity Plan*. An *EEOP* is not required for subrecipients under \$25,000.00 or fewer than 50 employees.

(H) The subrecipient certifies that its employees are eligible to work in the U.S. as verified by Form I-9, Immigration & Naturalization Service Employment Eligibility.

(I) It is the responsibility of the subrecipient as the subrecipient of these federal funds to fully understand and comply with the requirements of:

1. Administrative requirements
2 CFR Part 200 *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*
<https://ecfr.io/Title-2/Part-200>
2. Cost Principles
2 CFR Part 200 Subpart E Cost Principles
[Title 2 Part 200 Subpart E - Code of Federal Regulations \(ecfr.io\)](#)
3. Audit Requirements
2CFR Part 200 Subpart F Audit Requirements
[Title 2 Part 200 Subpart F - Code of Federal Regulations \(ecfr.io\)](#)
 - a. Federal: The applicant agrees that, as a condition of receiving any federal financial assistance, a Single audit of those federal funds will be performed, if required by law, and further agrees it will comply with all applicable audit requirements.

- b. State: If the applicant is an entity that received state financial assistance the applicant shall submit to the State Coordinating Agency, within one year after the end of the audit period, an annual audit report covering the audit period as required by 2 AAC 45.010.
- c. Subrecipients identified as “non-compliant” by the Alaska Dept. of Administration, Division of Finance, Single Audit Coordinator shall be subject to the following grant payment restrictions:
 - 1) The Division of Homeland Security & Emergency Management (DHS&EM) will not process grant payments of any nature directly to the subrecipient.
 - 2) Subrecipients will be required to fully comply with the Single Audit requirements as specified by the Alaska Dept. of Administration, Division of Finance, Single Audit Coordinator.
 - 3) Subrecipients will provide compliance evidence to DHS&EM from the State Audit Coordinator before any payment will be processed.
 - 4) DHS&EM may process on-behalf-of (OBO) payments to vendors for costs directly associated to the scope of work on approved awards.
 - 5) Performance periods will not be extended due to a subrecipient’s failure to comply with Single Audit requirement.
 - 6) Payments made in error to subrecipients that are “non-compliant” must be repaid to the State of Alaska within 90 days of receipt of notice from DHS&EM.
4. Procurement and Contracts. Contracts must be of a reasonable cost, generally be competitively bid, and must comply with Federal, State, and local procurement standards. Detailed requirements for eligible procurement methods and contract types can be found in 2 CFR Part 200 Subpart D. The applicant agrees to review and follow procurement and contract requirements necessary for compliance with the grant program. Further, the applicant understands that failure to comply with these requirements may result of loss of funding for the entire project.
 - a. Debarred/Suspended Vendors. As required by Executive Orders 12549 and 12689, Debarment and Suspension, and implemented at 2 CFR Part 180, the applicant certifies that it and its principals:
 - 1) Are not presently debarred, suspended, proposed for debarment, declared ineligible, sentenced to a denial of Federal benefits by a State or Federal court, or voluntarily excluded from covered transactions by any Federal department or agency.
 - 2) Have not within a three-year period preceding this award been convicted of a or had a civilian judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or perform a public a public (Federal ,State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property.
 - 3) Are not presently indicted for otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (2) of this certification.
 - 4) Have not within a three-year period preceding this application had one or more public transactions (Federal, State, or local) terminated for cause of default. Where the applicant is unable to certify to any of the statements in this certification, he or she shall attach an explanation to this application.
 - 5) Domestic Preferences for Procurement. As appropriate and to the greatest extent consistent with law, state and non-state entities should, to the greatest extent practicable under its FEMA award, provide a preference for the purchase of goods, products or materials produced in the United States (including but not limited to iron, aluminum, steel, cement, and other manufactured products). The requirements of this section must be included in all subawards including all contracts and purchase orders for work or products under this award. 2 C.F.R. § 200.322 also provides specific definitions for “Produced in the United States” and “manufactured products” that states should review.
5. Conflict of Interest
2 CFR Part 200.112 – the subrecipient must disclose in writing to DHS&EM any potential conflict of interest per the applicable Federal awarding agency policy in the award’s performance period.
6. False Claims Act, Program Fraud Civil Remedies, and Mandatory Disclosures
 - A. 31 U.S.C. §3729, no recipient of federal payments shall submit a false claim for payment.
 - B. 38 U.S.C. §3801-3812, details the administrative remedies for false claims and statements made.
 - C. 2 CFR Part 200.113 – the subrecipient must disclose, in a timely manner and in writing to DHS&EM, all violations of Federal criminal law involving fraud, bribery, or gratuity potentially affecting the award.
7. Technology Requirements
28 FR Part 23, Criminal Intelligence System Operating Policies
8. Research and Development (R&D) Requirements
Grants awarded to DHS&EM are not R&D
9. Duplication of Benefits
2 CFR Part 200, Subpart E, Cost Principles
10. Robert T. Stafford Disaster Relief and Emergency Assistance Act, Public Law 93-288, as amended, 42 U.S.C. §5121-5206, and Related Authorities, where applicable.

11. Reducing Text Messaging while Driving.
All recipients are encouraged to adopt and enforce policies that ban text messaging while driving as described in E.O. 13513, including conducting initiatives described in Section 3(a) of the Order when on official government business or when performing any work for or on behalf of the federal government.
12. Reporting of Matters Related to Recipient Integrity and Performance
If the total value recipient's currently active grants, cooperative agreements, and procurement contracts from all federal assistance offices exceeds \$10,000,000 for any period of time during the period of performance of this federal financial assistance award, you must comply with the requirements set forth in the government-wide Award Term and Condition for Recipient Integrity and Performance Matters located at 2 C.F.R Part 200, Appendix XII.
13. Reporting Subawards and Executive Compensation
All recipients are required to comply with the requirements set forth in the government-wide Award Term on Reporting Subawards and Executive Compensation located at 2 C.F.R Part 170, Appendix A.
14. SAFECOM
All recipients receiving federal financial assistance awards made under programs that provide emergency communication equipment and its related activities must comply with the SAFECOM Guidance for Emergency Communication Grants, including provisions on technical standards that ensure and enhance interoperable communications.
15. All recipients must comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 C.F.R. Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition.

EMPG Program Terms and Conditions

The total allocation of the 2023 Emergency Management Performance Grant awarded to the State of Alaska Division of Homeland Security and Emergency Management (DHS&EM) is \$3,126,369.00 under *Federal Grant EMS-2023-EP-00001, Catalog of Federal Domestic Assistance (CFDA) 97.042*. The City of North Pole has been awarded \$10,000.00, which shall be used to support organization activities essential to emergency management and community preparedness. The performance period of this grant award is October 1, 2023, through September 30, 2024. All of the instructions, guidance, limitations, and other conditions set forth in the Notice of Funding Opportunity (NOFO) for this program are incorporated here by reference in the award terms and conditions. All recipients must comply with any such requirements set forth in the program NOFO and State program guidance. The City of North Pole cannot sub-grant any part of this award to any other entity or organization. All awards require confirmation within the first reporting quarter that expenditures supporting the organization's staffing work plan will be made, or a request for de-obligation of funds must be submitted.

(A) Monies may not be obligated outside of the time period as stated on the grant document. An obligation occurs when funds are encumbered, as with a purchase order and/or commitment of salaries and benefits. All obligated and encumbered funds must be liquidated within 20 days of the end of the performance period when the *Final Performance Progress Report* is due.

(B) The City of North Pole shall be familiar with the requirements and restrictions of the 2023 Emergency Management Performance Grant Guidance and State Grant Guidelines. By signing the Obligating Award Document, the City of North Pole certifies it has read, understood, and accepted these documents as binding.

(C) Changes to Award: All change requests must be submitted in writing or electronically to the DHS&EM Project Manager, accompanied by a narrative justification and budget/spending plan, for review and approval. Changes must be consistent with the organization category and federal grant guidelines. Requests for changes will be considered only if the reporting requirements are current and terms and conditions have been met at the time the request for the change is made. Changes in the staffing work plan, changes in key persons specified on the grant award, contractual services for activities central to the purposes of the award, requests for additional funding, changes in the project manager/director, or release of special conditions may result in an amendment to this award. No category allocations are authorized, only de-obligation of funds.

(D) Reporting Requirements: The City of North Pole shall submit timely quarterly *Performance and Financial Progress Reports*. Quarterly *Performance and Financial Progress Report* forms are located electronically at <http://ready.alaska.gov/grants> and may be reproduced. Use of outdated forms will not be accepted and may delay timely reimbursements. The quarterly reports are due:

Number of Scheduled Reports Due	Subrecipient Performance Period	Performance and Financial Progress Report Due Dates
1	10/1/2023 - 12/31/2023	01/20/2024
2	1/1/2024 - 3/31/2024	04/20/2024
3	4/1/2024 - 6/30/2024	07/20/2024
4	7/1/2024 - 9/30/2024	10/20/2024
5	FINAL	11/15/2024

Invoices with progress reports will be submitted to DHS&EM by the due date as specified in the above schedule. Should the grant period be extended for any reason, a modified report schedule will accompany the award amendment.

Quarterly Performance Progress Reports shall describe the status of the organization category expenditures, compare actual accomplishments to the objectives established for the reporting period in the organization timeline, report reasons for deviation, and justification for timeline adjustment requests. *Performance Progress Reports* must support the *Financial Progress Report*. Include any significant events or activities. Progress must be reported relative to identified organization activities and milestones stated in the subrecipient's application. The *Financial Progress Reports* shall describe the status of the funds, show encumbrances, and receipts of program income and cash or in-kind contributions to the project. The *Final Performance Progress Report* is a summary report evaluating organization expenditures, staffing work plan activities, and measuring performance against emergency management goals and objectives for the entire performance period, and is required in addition to the last quarterly report. *After-Action Report/Improvement Plans (AAR/IP)* are required within 30 days of the conduct of an exercise.

(E) Signatory Requirements: The primary Signatory Official, Project Manager, and Financial Officer are the only ones allowed to sign the original obligating award document and any amendments as listed on the *Signatory Authorization Form*. Delegates may sign the quarterly and final reports. However, the signatures of the Signatory Official, Project Manager, and the Financial Officer must be three different signatures.

(F) Reimbursements: Submit on the *Financial Progress Report* form. Reimbursement shall be based upon authorized and allowable salary expenditures consistent with narrative and grant guidelines and timely quarterly *Performance and Financial Progress Reports* submission. Payments may be withheld pending correction of deficiencies. Reimbursement of expenditures may be requested at any time within the

performance period. Expenditures must be supported with source documentation (e.g., copies of certified payroll or time sheets, etc.) and proof of payment (account ledgers or voided checks showing proof of payment cleared)

Personnel Costs: Payroll reports or timesheets signed and certified that capture the employee's name, position, payroll time period, breakdown of all hours charged to each allocation to total 100% of the employee's worked time, the amount paid, and copies of the corresponding pay warrants, are acceptable. Completion of the *Optional Financial Work Sheet for Identifying & Certifying Program Costs* Worksheet available at <http://ready.alaska.gov/grants> may be submitted in lieu of the above documentation for reimbursement of personnel costs. Staff may not self-certify their own time and wages. The City of North Pole shall retain all supporting payroll records, including time and attendance records signed by the employee and supervisor and copies of warrants as per the Recordkeeping Requirements in Section G, and ensure they comply with 2 CFR 200.430 and 2 CFR 200.431.

(G) Record-Keeping Requirements: Grant financial and administrative records shall be maintained for a period of three (3) years following the date of the closure of the grant award or audit if required. Time, effort, personnel, and payroll records must be maintained for all individuals reimbursed under the award.

(H) DHS Access: The subrecipient shall keep all records, accounts, documents, information, facilities, and staff available for DHS access as required per DHS Specific Acknowledgements and Assurances.

(I) Performance Measures: Quarterly *Performance Progress Reports* shall demonstrate performance and progress relative to all-hazards, emergency management operations staffing, and other tasks in support of emergency management. Staffing activities must be linked to achieving goals outlined in the Emergency Management Performance Grant (EMPG) Work Plan.

(J) Subrecipient Monitoring Policy: DHS&EM reserves the right to periodically monitor, review, and conduct analysis of the City of North Pole's financial, programmatic, and administrative policies and procedures, such as accounting for receipts and expenditures, cash management, maintaining adequate financial records, means of allocating and tracking costs, contracting and procurement policies and records, payroll records and means of allocating staff costs, property/equipment management system(s), progress of project activities, etc. Periodic monitoring is required to ensure that program goals, objectives, timelines, budgets, and other related program criteria are being met. This may include desk and field audits. Technical assistance is available from DHS&EM staff. The *Subrecipient Monitoring Policy* is available at <http://ready.alaska.gov/grants>

(K) Penalty for Non-Non-Compliance: For the reasons listed below, special conditions may be imposed, reimbursements may be partially or wholly withheld, the award may be wholly or partly suspended or terminated, or future awards, reimbursements, and award modifications may be withheld. DHS&EM may institute the following, but is not limited to, withholding authority to proceed to the next phase of a reimbursement, requiring additional or more detailed financial reports, additional project monitoring, and/or establish additional prior approvals. DHS&EM shall notify the City of North Pole of its decision in writing, stating the nature and the reason for imposing the conditions/restrictions, the corrective action required, the timeline to remove them, and the method of requesting reconsideration of the imposed conditions/restrictions. The City of North Pole must respond within five (5) days of receipt of notification.

1. Unwillingness or inability to attain program goals
2. Unwillingness or inability to adhere to Special Conditions
3. Failure or inability to adhere to grant guidelines and federal compliance requirements
4. Improper procedures regarding contracts and procurements
5. Inability to submit reliable and/or timely reports
6. Management systems that do not meet federally required management standards

(L) Termination for Cause: If performance is not occurring as agreed, the award may be reduced or terminated without compensation for reduction or termination costs. DHS&EM will provide five (5) days' notice to the City of North Pole stating the reasons for the action, steps taken to correct the problems, and the commencement date of the reduction or termination. DHS&EM will reimburse the City of North Pole only for acceptable work or deliverables, necessary and allowable costs incurred through the date of reduction or termination. Final payment may be withheld at the discretion of DHS&EM until completion of a final DHS&EM review.

(M) Termination for Convenience: Any program may be terminated upon convenience, in whole or in part, for the convenience of the government. The Department of Homeland Security FEMA and DHS&EM, by written notice, may terminate this grant, in whole or in part, when it is in the government's interest. Allowable costs obligated and/or incurred through the date of termination shall be reimbursed.

(N) The City of North Pole understands FEMA reserves a royalty-free, non-exclusive, and irrevocable license to reproduce, publish, or otherwise use and authorize others to use, for federal government purposes: (a) the copyright in any work developed under this award; and (b) any rights of copyright to which City of North Pole purchases ownership with federal support. The City of North Pole agrees to consult with DHS&EM and FEMA regarding any patent rights that arise from or are purchased with this funding. The subrecipient also agrees to obtain DHS's approval through DHS&EM for any DHS seal (s), logos, crests, or flags used in association with federal grants.

(O) As a condition of receiving FFY 2023 EMPG funding, the City of North Pole must ensure and maintain the adoption and implementation of the National Incident Management System (NIMS). The Alaska Assessment is the required means to report NIMS adoption and implementation.

(P) The City of North Pole must complete the quarterly THIRA/SPR Surveys.

(Q) The City of North Pole must attend the 2024 Preparedness Conference.

(R) The City of North Pole must attend the state's Multi-Year Integrated Preparedness Planning Workshop (IPPW), to be held in conjunction with the 2024 Preparedness Conference and develop a local jurisdiction Multi-Year Integrated Preparedness Plan (IPP) to be submitted to DHS&EM by March 1, 2024.

(S) EMPG-funded personnel should make every attempt to participate in no less than three exercises (discussion-based or operations-based) during the performance period. DHSE&EM-sponsored opportunities may be available during the performance period. Real-world events may not always count as exercise participation. Exercises claimed on quarterly reports to meet this requirement must include an After-Action Report & Improvement Plan (AAR-IP) completed within 30 days of conduct.

(T) The City of North Pole staff previously funded by EMPG must have already completed the FEMA Independent Study (IS) Program Professional Development Series. Reimbursement will be held until this is completed.

(U) The new staff of the City of North Pole funded by the 2023 EMPG must complete the FEMA Independent Study (IS) Program Professional Development Series by June 28, 2024. Additionally, IS0100, IS0200, IS0700, and IS0800 are required to be completed and documentation retained.

(V) The state will review expenditures with a quarterly report ending March 31, 2024, to ensure funds are being adequately spent. If not, the state may de-obligate some or all the remaining funds. Fourth-quarter funds will not be reimbursed until this review is completed.

(W) No funds will be reimbursed until City of North Pole fiscal and programmatic representatives attend a 2023 Grant Kick-Off Meeting held by teleconference in November 2023. Activity toward grant acceptance and projects may take place prior to Kick-Off meeting attendance.

We certify we have read, understood, and accept the Grant Terms and Conditions, the Grant Requirements, and Assurances and Agreements, and Special Conditions in accordance with this Award.

Project Manager's Signature

Chief Financial Officer's Signature

Signatory Official's Signature



Project Budget Details **2023 Emergency Management Performance Grant** **North Pole, City of** **Reported Revision 0 of 0**

PBD #	Expense Category	Solution Area	Discipline		Budgeted Cost	PBD Amount Spent	PBD Balance
1	Plan.Org	Prog: Dev,Coord,Imp,Eval	Emergency Management	State:	\$0.00	\$0.00	\$0.00
<input type="checkbox"/> EHP		<input type="checkbox"/> Canceled		Federal:	\$10,000.00	\$0.00	\$10,000.00
Item: Salary and Benefits							
Description: Salary and Benefits for Emergency Management Personnel							
Investment:							

	Adjusted Grant Total	Total PBD Allocations	Total Expenses	Summary Balance
State:	\$0.00	\$0.00	\$0.00	\$0.00
Federal:	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00
Grand Total:	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00

Memo

To: Robert D. Wallace, Director of City Services
From: Melanie Swanson, Utility Account Specialist
Date: October 17, 2023
Re: Bad Debt Utility Accounts Write-off Request

Danny, I have the utility accounts below that carry an unpaid balance over the years. Except for Bryan Roti, I have placed calls, sent emails, and regular mailings using the information we have on the accounts and have not succeeded.

Bryan Roti 01-006068-06 \$52.75 disconnected since February 24, 2012.
Eric Pavel II 01-006172-13 \$115.75 disconnected since March 1, 2022.
Jacob T. Maynard 01-006126-08 \$10.19 disconnected since May 8, 2021.
David Keller 01-005546-05 \$132.65 disconnected since September 16, 2022.
Trevor T. Peterson 00-006438-03 \$39.92 disconnected since December 1, 2022.
Chad Savage 01-006097-10 \$107.98 disconnected since March 1, 2022.

Utilizing our legal department for collection attempts would cost more than the \$459.24 in unpaid bills.

There is one other account that has been disconnected since October 19, 2019, owing \$592.13, that I will continue to pursue with our legal department, I cannot guarantee any success though.

Respectfully Submitted,



Melanie Swanson

Utility Account Specialist