



CITY OF NORTH POLE  
Regular Meeting  
November 20, 2023  
City Hall Chambers  
125 Snowman Lane, North Pole, Alaska  
[www.northpolealaska.com](http://www.northpolealaska.com)

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Monday, November 20, 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**

Chandra Clack – Mayor Pro Tem	907-460-3767
Anton Keller – Deputy Mayor Pro Tem	907-987-2548
Larry Terch – Alt. Deputy Mayor Pro Tem	907-378-9233
Jeffrey Jacobson	907-460-7733
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. 3-10)
6. Communications from the Mayor
  - a. Student of the Month – Levi Skipps (Pg. 11)
  - b. Recognition of Staff – Tricia Fogarty (20 years)
  - c. FNSB Planning Commission
  - d. Postponement of December 4th Council Meeting
7. Council Members Questions of the Mayor
8. Citizens Comments (Limited to five (5) minutes per Citizen)
9. Communications from Department Heads and Borough Representative
10. Ongoing Projects Report
11. Unfinished 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. 12-53)
  - b. Ordinance 23-16, An Ordinance of The City of North Pole Amending the Pay Policy for City of North Pole Employees. (Pgs. 54-66)

- c. Ordinance 23-17, An Ordinance of the City of North Pole, to Amend Title 10, Unsafe and Hazardous Vehicles and Title 1, Minor Offense Fee Schedule (Pgs. 67-84)

12. New Business

- a. Memo – Response to Request for Proposal – Approval of Auditor (Pg. 85)
- b. Memo – Request to Accept Grant Funds – Homeland Security (Pgs. 86-98)

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, November 6<sup>th</sup>, 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  
Chandra Clack – Mayor Pro Tem  
Anton Keller – Deputy Mayor Pro Tem  
Larry Terch – Alt. Deputy Mayor Pro Tem  
Jeffrey Jacobson  
Benny Williams

**Absent:**

David Skipps

**PLEDGE OF ALLEGIANCE TO THE U.S. FLAG**

Led by Emily Braniff

**INVOCATION**

Given by Mr. Jacobson

**APPROVAL OF AGENDA**

Mr. Keller *moved* to approve the agenda of November 6<sup>th</sup>, 2023

Seconded *by* Mr. Terch

Mr. Jacobson *moved* to amend the agenda of November 6<sup>th</sup>, 2023, to consent the following

**Unfinished Business**

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

**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
- b. Ordinance 23-16, An Ordinance of the City of North Pole Amending the Pay Policy for City of North Pole Employees
- c. Ordinance 23-17, An Ordinance of City of North Pole, to Amend Title 10, Unsafe and Hazardous Vehicles

and Title 1, Minor Offense Fee Schedule

- 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

Seconded *by* Mr. Keller

## **On the Agenda, as Amended**

### **DISCUSSION**

None

### **PASSED**

Yes: 6 – Clack, Terch Keller, Jacobson, Williams, Welch

No: 0

Absent: 1 - Skipps

## **On the Agenda**

### **DISCUSSION**

None

### **PASSED**

Yes: 6 – Jacobson, Williams, Terch, Clack, Keller, Welch

No: 0

Absent: 1 – Skipps

## **APPROVAL OF MINUTES**

Mr. Keller *moved* to approve the minutes from the October 16<sup>th</sup>, 2023, meeting.

Seconded *by* Mr. Keller

## **On the Minutes**

### **DISCUSSION**

None

### **PASSED**

Yes: 6 – Terch, Keller, Jacobson, Clack, Williams, Welch

No: 0

Absent: 1 - Skipps

## **COMMUNICATIONS FROM THE MAYOR**

- The Council was reorganized, and positions were recognized immediately.
- Mayor Welch spoke to the 2023 Bed Tax Grant Applications and Committee meeting.
- Mayor Welch spoke to North Poles Legislative Priorities and what he plans to tell the Legislators at the meeting the following day at the Fairbanks Legislatures Information Office.

## **COUNCIL MEMBER QUESTIONS OF THE MAYOR**



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

### COMMUNICATIONS FROM DEPARTMENT HEADS, BOROUGH REPRESENTATIVE AND THE CITY CLERK

#### Director of City Services, Danny Wallace

- **Budget Questions and City Services Tours**
- Last week, there were a few questions on the budget to include wage information for City Services and a more nuanced look at sewer spending. I sent responses to those to each of you and if you have additional questions, please let me know. On a related topic, we were able to provide tours of City Services operations to two Council Members last week – we'd be happy to do this for anyone on the Council. Touring Utilities and Public Works operations and doing ride-alongs with our crews provides important insight into what it takes to provide services to the City.
- **Building Department**
- We had a meeting with our City Building Inspector, Charlie Jeannette, last week on Three Bears requirements and reviewed the plans for the interior of the buildings. There were no issues and both that project and the Wescott Pool upgrades are moving as planned. We also issued a building permit to Santa Claus house, as they constructed new pens for the reindeer using 8 ft fences. Any installed fences over 6 ft require review from the City.
- **Public Works Department and Code Compliance**
- Winter operations are well underway, and you'll see gravel put on City intersections at least twice per week, to include on Fridays. We do not generally put down gravel on straight roads (similar to DOT). The City's dump truck, which we use to sand roads, was outfitted with new rear rims and tires. That vehicle remains a key part of our fleet and remains in good shape, despite being a 1991 International Harvester.
- Our new snow removal contract is working well, and our first snowplow of the year occurred on Oct 24th at a cost of \$10,000, which is a 26% decrease per plowing from last year. Hubbard Construction used two plows this year and was able to finish within 7 hours of beginning at 2am in the morning.
- On a related note, beginning this summer, we've been working with three specific homeowners that had put fences or metal stakes up in the right of way along their roads. All three had the potential to interfere with snow operations and we were able to convince two of these individuals to remove their fences. We have one citizen still not in compliance and we have sent four letters and had one face-to-face meeting with that homeowner with no luck. We are working with the Mayor on compliance and potential citation options.
- The installation of the 15 candy cane lights has been completed by Graham Construction. During the reinstallation, they found that two of the bases had been hit (not by our plows or DOT's plows) and the supporting bolts had been sheared off. DOT offered both parts and advice on how to fix (they saved the project) and we greatly appreciate their help. The rest of the Candy Cane lights (17 additional) along with the three lights around City Hall will be painted next summer (this is included in the budget).
- Downtown City Core lights are all in place but awaiting parts to be turned on. Right now, they are looking at mid-December to have those new lights turned on. Supply chain issues are causing the delays.

- We will participate in the Winter Maintenance Forum hosted by the Fairbanks Area Surface Transportation (FAST) group. This is the second year in a row that we are participating in this event, which allows us to talk about our operations and answer questions about NP winter operations. This event will also include participation from the City of Fairbanks' Public Works Director, Fairbanks North Star Borough, DOT, and many other organizations. This will be held at the Morris Thompson Cultural Center on Tuesday, Nov 14th from 5:30-7:30pm and will also be streamed live on the FAST Facebook Page.
- **Utility Department**
- Based on information from Mr. Jacobson, we've begun discussions on how to get our Utilities and Public Works crews their CDL licenses. This provides important driver's **training for four of our crew members** (2 from Utilities and 2 from PW). The cost for those licenses is about \$5,000 per person if we partner with DOT and potentially the City of Fairbanks. This represents an extremely good deal, as private CDL licensing costs between \$10-15k per person for basic commercial driver's training
- Otherwise, the Utility Department remains stable in efforts to provide both clean water and sewer services to the city.

#### Finance, Tricia Fogarty

- Ms. Fogarty stated the budget book has been finalized and then re-finalized and is now on the city website.

#### Fire Department, Chief Heineken

- The North Pole High School senior class held their 1st haunted asylum on October 27th and 28th. The event had a great turn out and was enjoyed by all that were involved. We look forward to working with them in the future and possibly making this an annual event each Halloween.
- NPFDD had multiple staff members participate in a Fire Officer 1 class over the last few weeks. AC Chambers along with other members of the IFCA training committee hosted, coordinated, and instructed this training that was open to all the area fire departments. NPFDD had 3 staff members attend, Robert Dobson, Brayden Masneri and Parker Jarvis were enrolled in the course. At the end of the course all students were able to take the State of Alaska IFSAC certification test, all 3 of our staff passed the practical testing and are awaiting the results of the written tests. The Fire Officer 1 course is a critical component to the fire department's continued education and allows the opportunity for staff to learn to be leaders and managers.
- I again would like to thank the City Council for their time last week during the budget workshop, I really appreciate the open dialog and feedback received during our presentation. The fire department's budget as proposed makes some significant changes within our department, if any member of the council or the public has questions, comments or would like clarifications please get ahold of me and I would be happy to schedule time to meet.

#### Police Department, Chief Dutra

- Chief Dutra thanked Ms. Clack, Mr. Terch and Mr. Williams for helping at the events at Costco over the

weekend. He thanked Mr. Skippis for the food donation, and he reported the totals that have been donated to the Food Bank to date.

- Chief Dutra spoke of traffic stats and of the decline of serious traffic crimes.
- Chief Dutra spoke to the hardship of not having their own firing range.

#### Human Resources, Douglas Fisher

- Mr. Fisher introduced himself and shared that he has a welcoming personality, and he is here to help people.

#### City Clerk's Office, Emily Braniff

- Ms. Braniff reported she had passed all the background checks that come with the position and has completed the required training for the position. Ms. Braniff reported that the Clerk's Office has received 8 Bed Tax Grant Applications and thanked the Council for their time during budget presentations.

#### Borough Representative, Council Member Chandra Clack & Council Member Jacobson

- Ms. Clack shared the information that was relayed at the past two Borough Assembly meetings, the first being the long meeting discussing changing the date of the Municipal Election. Ms. Clack reported the ordinance was voted down at the reconvened meeting.
- Mr. Jacobson stated there was a change in the Planning Commission requirements, which is now open to all North Pole area residents. Mr. Jacobson spoke to a Planning & Zoning issue that happened between the City of Fairbanks and the Fairbanks North Star Borough in Slaterville in 2017 which took away the City's ability to appeal to the Planning Commissions decisions.
- Mr. Jacobson reported on the reconvened meeting which included first sitting through a long Finance Committee meeting, he shared playground improvements plans and other Borough proposed projects.
- Mr. Jacobson provided an update on the Municipal Election Day change debate that occurred at the reconvened meeting, which he reported did not pass.

#### ON GOING PROJECTS

- Mayor Welch asked Mr. Wallace to speak to combined heat and power, Mayor Welch first explained the enormity of the project. Mr. Wallace stated the city is not financially committed to the project because it is still in the brainstorming stage. Mayor Welch shared that he has been studying about it with Bernie Karl for three years so he can look people in the eye and speak with knowledge of the project.

#### NEW BUSINESS

- Ordinance 2023-15, An Ordinance of the North Pole City Council Establishing the 2024 Operating and Capital Budget and Levying the Mill Rate.

Mr. Keller *moved* to advance Ordinance 2023-15, as Amended.

Seconded *by* Ms. Clack

## On the Ordinance, As Amended

### DISCUSSION

#### PASSED

Yes: 6 – Clack, Terch, Jacobson, Williams, Keller, Welch

No: 0

Absent: 1 - Skipps

## On the Amendment

### DISCUSSION

#### PASSED

Mr. Jacobson *moved to amend* Ordinance 2023-15 to move \$242,570 to line item 9918-0 in the budget.

Seconded *by* Ms. Clack

Yes: 6 – Williams, Terch, Keller, Clack, Jacobson, Welch

No: 0

Absent: 1 - Skipps

## On the Amendment

### DISCUSSION

#### PASSED

Mr. Clack *moved to amend* Ordinance 2023-15 to increase the Clerk's Office Election's Budget by \$4000

Seconded *by* Mr. Williams

Yes: Clack, Terch, Jacobson, Williams, Keller, Welch

No: 0

Absent: 1 – Skipps

## On the Amendment

### DISCUSSION

#### PASSED

Mr. Keller *moved to amend* Ordinance 2023-15 to increase Public Works Travel and Training Budget by \$10,000

Seconded *by* Ms. Clack

Yes: Keller, Clack, Terch, Williams, Jacobson, Welch

No: 0

Absent: 1 – Skipps

## On the Amendment

### DISCUSSION

#### PASSED

Mr. Keller *moved to amend* Ordinance 2023-15 to increase Water & Sewer Travel and Training Budget by \$7,000

Seconded *by* Ms. Clack

Yes: Clack, Terch, Keller, Williams, Jacobson, Welch

No: 0

Absent: 1 - Skipps

- Ordinance 2023-16 An Ordinance of the City of North Pole Amending the Pay Policy for City of North Pole Employees.

Mr. Terch *moved* to advance Ordinance 2023-16

### **On the Ordinance**

#### **DISCUSSION**

#### **PASSED**

Yes: Clack, Terch, Keller, Williams, Jacobson, Welch

No: 0

Absent: Skipps

- Ordinance 2023-17, An Ordinance of the City of North Pole, to Amend Title 10, Unsafe and Hazardous Vehicles and Title 1, Minor Offense Fee Schedule.

Mr. Jacobson *moved* to advance Ordinance 2023-17, as Amended.

Seconded *by* Ms. Clack

### **On the Ordinance, As Amended**

#### **DISCUSSION**

#### **PASSED**

Yes: 6 – Williams, Terch, Keller, Clack, Jacobson, Welch

No: 0

Absent: 1 - Skipps

### **On the Amendment**

#### **DISCUSSION**

#### **PASSED**

Mr. Terch *moved to amend* Ordinance 2023-17 to strike line number 63 and to add “failure to contain, secure, or confine load” to line number 69.

Seconded *by* Ms. Clack

Yes: Clack, Terch, Jacobson, Keller, Williams, Welch

No: 0

Absent: 1 - Skipps

## On the Memo

### DISCUSSION

### APPROVED

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.

Mr. Keller *moved to accept* the Memo

Seconded *by* Mr. Terch

Yes: Clack, Terch, Keller, Williams, Jacobson, Welch

No:

Absent: 1 - Skipps

### COUNCIL COMMENTS

Mr. Jacobson reported he brought packets to members regarding Man Cho Mine project, and they are being expedited at a rapid rate. Mr. Jacobson welcomed the new Mayor Pro Tem, Deputy Mayor Tem, and Alternate Deputy Mayor Pro Tem.

Mayor Welch reminded everyone about the meeting at the Legislature the following day, he asked those who were attending to be there at 2:30 pm.

Council member comments were kept short so Mr. Jacobson could make his flight.

### ADJOURNMENT

Mr. Keller *moved* to adjourn.

Seconded *by* Ms. Clack

The regular meeting of Monday, November 6, 2023, adjourned at 10:05 p.m.

**These minutes passed and approved** by a duly constituted quorum of the North Pole City Council on Monday, November 6, 2023.

### ATTEST:

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Emily Braniff, CMC  
City Clerk

Office of the Mayor  
City of North Pole

# Proclamation

*WHEREAS, Levi Skipps is a senior at North Pole High School and is the son of David and Larnetia Skipps.*

*WHEREAS, Levi has been actively involved in track and yearbook.*

*WHEREAS, Levi enjoys volunteering by making meals and feeding the homeless.*

*WHEREAS, the City of North Pole desires to recognize the outstanding students in the community.*

*NOW, THEREFORE, I, Michael W. Welch, Mayor of the City of North Pole, do hereby proclaim Levi Skipps the:*

*North Pole City Council  
High School Student of the Month  
For November 2023.*

ATTEST:

*Emily Braniff*  
Emily Braniff, CMC  
City Clerk

*Michael W. Welch*  
Mayor, City of North Pole, Alaska



**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	538,570
Transfers in From Fund Balance (FB)		
Transfer In (from other funds)		
<b>Total</b>	<b>8,996,386</b>	<b>9,238,956</b>

**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	999,320
Clerk & HR	349,500	353,500
Police Department	3,206,538	3,206,538
Fire Department	3,232,298	3,232,298
Public Works	1,451,300	1,461,300
<b>Total</b>	<b>8,996,386</b>	<b>9,252,956</b>

**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	1,770,000
42	Utility Fund Sewer	1,197,500	1,197,500	1,197,500	1,200,500
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
<b>Total</b>		<b>3,589,500</b>	<b>3,589,500</b>	<b>3,589,500</b>	<b>3,599,500</b>

**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
<b>Total</b>		<b>417,500</b>	<b>417,500</b>	<b>417,500</b>	<b>417,500</b>

**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
<b>Total</b>		<b>652,800</b>	<b>652,800</b>	<b>652,800</b>	<b>652,800</b>

**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
<b>Total</b>		<b>103,000</b>	<b>103,000</b>	<b>103,000</b>	<b>103,000</b>

**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
<b>Total</b>		<b>210,000</b>	<b>210,000</b>	<b>210,000</b>	<b>210,000</b>

**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
<b>Total</b>		<b>232,236</b>	<b>232,236</b>	<b>232,236</b>	<b>232,236</b>

**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:

	A	B	C	D	E	F	G	H	I	J	K
1											
2			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	Council Amendment s 11-6-2023
3	Fund: 01 - General Fund										
4											
5	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	300,000.00
6	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	1,225,000.00
7	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	5,400,000.00
8	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	5,000.00
9	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	495,886.00
10	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	14,000.00
11	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	75,000.00
12	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	25,000.00
13	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	9,000.00
14	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	80,000.00
15	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	720,000.00
16	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	5,000.00
17	01-35-5150	Fire Reports	500.00	156.50	200.00	200.00	0.00	150.00	100.00	0.00	0.00
18	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	1,500.00
19	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	90,000.00
20	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	50,000.00
21	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	80,000.00
22	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	10,000.00
23	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	5,000.00
24	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	110,000.00
25	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	6,000.00
26	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	280,000.00
27	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	10,000.00
28	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	242,570.00
29	01-39-9500	PERS on Behalf Revenue	0.00	0.00	0.00	161,020.98	0.00	0.00	0.00	0.00	0.00
30	01-39-9980	Transfer In Fund Balance	7,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31	01-39-9990	Transfer In	0.00	36,198.33	25,000.00	18,363.47	0.00	0.00	0.00	0.00	0.00
32		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	9,238,956.00



	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 01 - Admin										
4											
5	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	329,000.00
6	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	12,000.00
7	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	70,000.00
8	01-51-1-0050	PERS on Behalf	0.00	0.00	0.00	14,078.82	0.00	0.00	0.00	0.00	0.00
9	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	10,000.00
10	01-51-1-0070	Overtime: Regular	500.00	0.00	500.00	0.00	500.00	0.00	500.00	500.00	500.00
11	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	500.00
12	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	84,000.00
13		Salaries & Benefits								506,000.00	506,000.00
14	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	2,000.00
15	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	48,000.00
16	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	15,000.00
17	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	10,000.00
18	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	12,000.00
19	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	7,000.00
20	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	15,000.00
21	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	2,500.00
22		Purchased Services								111,500.00	111,500.00
23	01-51-3-3000	Bad Debt	0.00	0.00	0.00	3,639.49	0.00	0.00	0.00	0.00	0.00
24	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	11,000.00
25	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	16,000.00
26	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	2,000.00
27	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	1,000.00
28	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	6,000.00
29	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	2,000.00
30	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	5,000.00
31	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	4,000.00
32		Operational Expenses								47,000.00	47,000.00
33	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	3,000.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
34		Leases & Rentals								3,000.00	3,000.00
35	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	7,500.00
36	01-51-5-5050	Recruitment	250.00	0.00	250.00	188.00	250.00	0.00	250.00	250.00	250.00
37	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	20,000.00
38		Travel, Training & Memberships								27,750.00	27,750.00
39	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	2,000.00
40		Vehicle, Equipment Expenses								2,000.00	2,000.00
41	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	10,000.00
42		Infrastruture Outlay								10,000.00	10,000.00
43	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	242,570.00
44	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	6,000.00
45	01-51-9-9501	Tyler Conversion	0.00	0.00	0.00	0.00	0.00	-765.40	0.00	0.00	0.00
46	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	43,500.00
47		Other Expenses								49,500.00	292,070.00
48		Total								756,750.00	999,320.00



	A	B	C	D	E	F	G	H	I	J	K
1											
2			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	Council Amendments 11-6-2023
3	Fund: 01 - Clerk & HR										
4											
5	01-52-1-0010	Wages: Full Time	75,500.00	50,995.34	115,289.00	113,058.45	133,371.00	87,925.54	147,050.00	147,000.00	147,000.00
6	01-52-1-0030	Benefits	4,500.00	2,791.15	16,305.00	4,300.34	32,610.00	1,880.44	6,000.00	6,000.00	6,000.00
7	01-52-1-0040	PERS	20,000.00	13,120.60	26,885.00	25,499.84	29,350.00	21,000.54	32,351.00	32,000.00	32,000.00
8	01-52-1-0050	PERS on Behalf	0.00	0.00	0.00	6,493.64	0.00	0.00	0.00	0.00	0.00
9	01-52-1-0060	Leave Cash Out	1,414.00	3,455.67	2,599.00	2,598.40	1,414.00	1,416.99	5,680.00	4,000.00	4,000.00
10	01-52-1-0070	Overtime: Regular	750.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
11	01-52-1-0080	Wages: Temp/Overhire	0.00	3,100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
12	01-52-1-0130	Health Insurance	20,800.00	3,942.86	20,800.00	20,857.14	41,600.00	20,000.00	41,600.00	41,600.00	41,600.00
13	01-52-1-0500	Wages: Council	26,100.00	23,975.00	26,000.00	22,200.00	26,000.00	16,800.00	26,000.00	26,000.00	26,000.00
14		Salaries & Benefits								256,600.00	256,600.00
15	01-52-2-2000	Advertising	10,400.00	15,167.43	11,156.00	11,885.67	2,500.00	935.23	2,000.00	2,000.00	2,000.00
16	01-52-2-2050	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	5,000.00
17	01-52-2-2150	Insurance	13,000.00	937.50	1,965.00	1,312.50	1,500.00	2,899.45	1,500.00	3,000.00	3,000.00
18	01-52-2-2200	IT Services	12,000.00	12,173.62	12,000.00	13,436.33	12,000.00	12,224.20	14,000.00	14,000.00	14,000.00
19	01-52-2-2250	Legal Fees	5,000.00	2,450.25	5,000.00	3,206.95	4,000.00	4,190.00	4,000.00	4,000.00	4,000.00
20	01-52-2-2300	Maintenance Contracts	7,500.00	6,626.50	7,500.00	2,817.47	6,000.00	2,609.82	7,000.00	7,000.00	7,000.00
21	01-52-2-2350	Professional Services	10,000.00	20,931.03	25,159.00	19,622.44	15,000.00	21,660.38	20,000.00	22,000.00	22,000.00
22	01-52-2-8050	Ordinance Codification	6,000.00	1,397.25	6,000.00	3,612.75	3,000.00	830.00	3,000.00	3,000.00	3,000.00
23		Purchased Services								60,000.00	60,000.00
24	01-52-3-3200	Phone/ Data	2,000.00	1,297.59	2,000.00	1,009.33	1,255.00	940.79	1,000.00	1,000.00	1,000.00
25	01-52-3-3300	Postage	600.00	3.03	600.00	10.43	100.00	28.99	100.00	100.00	100.00
26	01-52-3-3350	Office Equipment & Supplies	6,500.00	4,344.79	10,435.00	9,637.59	3,000.00	1,414.29	3,000.00	3,000.00	3,000.00
27	01-52-3-3400	Operational Supplies	0.00	0.00	0.00	34.28	0.00	0.00	0.00	0.00	0.00
28	01-52-3-3500	Promotions & Apparel	0.00	0.00	0.00	0.00	0.00	98.29	200.00	200.00	200.00
29	01-52-3-3550	Publications & Subscriptions	1,000.00	403.47	1,000.00	202.61	1,000.00	438.92	1,000.00	1,000.00	1,000.00
30	01-52-3-8000	Council Supplies	2,000.00	0.00	2,100.00	2,790.15	1,000.00	1,052.59	2,000.00	2,000.00	2,000.00
31		Operational Expenses								7,300.00	7,300.00
32	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	1,000.00
33	01-52-5-5050	Recruitment	0.00	600.87	1,000.00	255.92	500.00	40.00	500.00	500.00	500.00



	A	B	C	D	E	F	G	H	I	J	K
1											
2			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	Council Amendments 11-6-2023
34	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	13,000.00
35	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	5,000.00
36		Travel, Training & Memberships								19,500.00	19,500.00
37	01-52-6-6050	Vehicle Gas & Oil	300.00	0.00	300.00	0.00	100.00	0.00	100.00	100.00	100.00
38		Vehicle, Equipment Expenses								100.00	100.00
39	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	0.00
40		Infrastructure Outlay								0.00	0.00
41	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	8,000.00
42	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	2,000.00
43		Other Expenses								6,000.00	10,000.00
44		Total								349,500.00	353,500.00

	A	B	C	D	E	F	G	H	I	J	K
1											
2			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	Council Amendments 11-6-2023
3	Fund: 01 - Police Department										
4											
5	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	1,537,028.00
6	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	18,500.00
7	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	101,104.00
8	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	358,056.00
9	01-53-1-0050	PERS on Behalf	0.00	0.00	0.00	63,611.81	0.00	0.00	0.00	0.00	0.00
10	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	24,000.00
11	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	32,000.00
12	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	16,000.00
13	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	312,000.00
14	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	54,000.00
15		Salaries & Benefits								2,452,688.00	2,452,688.00
16	01-53-2-2000	Advertising	300.00	95.00	300.00	95.00	300.00	0.00	300.00	300.00	300.00
17	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	5,000.00
18	01-53-2-2100	Credit Card Fees	700.00	218.09	700.00	147.39	700.00	0.00	700.00	700.00	700.00
19	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	120,000.00
20	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	27,500.00
21	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	3,500.00
22	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	8,000.00
23	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	9,200.00
24	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	148,000.00
25		Purchased Services								322,200.00	322,200.00
26	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	19,000.00
27	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	17,000.00
28	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	21,000.00
29	01-53-3-3300	Postage	850.00	849.38	850.00	1,272.71	900.00	796.88	900.00	900.00	900.00
30	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	3,000.00
31	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	4,000.00
32	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	7,000.00
33	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	2,000.00



	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
34	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	5,000.00
35		Operational Expenses								78,900.00	78,900.00
36	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	0.00
37		Lease & Rentals								0.00	0.00
38	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	1,000.00
39	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	15,000.00
40	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	37,000.00
41		Travel, Training & Memberships								53,000.00	53,000.00
42	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	3,500.00
43	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	42,000.00
44	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	25,000.00
45		Vehicle, Equipment Expenses								70,500.00	70,500.00
46	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	8,000.00
47		Infrastructure Outlay								8,000.00	8,000.00
48	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	5,500.00
49	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	65,750.00
50	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	8,000.00
51	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	5,000.00
52	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	0.00
53	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	137,000.00
54		Other Expenses								221,250.00	221,250.00
55		Total								3,206,538.00	3,206,538.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 01 - Fire Department										
4											
5	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	1,337,400.00
6	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	26,775.00
7	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	117,549.00
8	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	269,823.00
9	01-54-1-0050	PERS on Behalf	0.00	0.00	0.00	62,827.36	0.00	0.00	0.00	0.00	0.00
10	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	60,242.00
11	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	232,115.00
12	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	137,344.00
13	01-54-1-0120	ESC	300.00	0.00	300.00	0.00	0.00	0.00	0.00	0.00	0.00
14	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	374,400.00
15		Salaries & Benefits								2,555,648.00	2,555,648.00
16	01-54-2-2000	Advertising	350.00	0.00	0.00	0.00	200.00	0.00	0.00	0.00	0.00
17	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	5,000.00
18	01-54-2-2100	Credit Card Fees	400.00	86.38	150.00	100.79	0.00	3.68	100.00	100.00	100.00
19	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	60,000.00
20	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	27,000.00
21	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	2,000.00
22	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	18,000.00
23	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	15,000.00
24	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	10,000.00
25	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	110,000.00
26		Purchased Services								247,100.00	247,100.00
27	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	25,000.00
28	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	34,000.00
29	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	29,000.00
30	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	10,500.00
31	01-54-3-3300	Postage	650.00	375.60	650.00	427.86	500.00	415.21	650.00	650.00	650.00
32	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	5,000.00
33	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	5,500.00



	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
34	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	9,000.00
35	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	1,300.00
36		Operational Expenses								119,950.00	119,950.00
37	01-54-5-5000	Memberships & Dues	500.00	100.00	500.00	575.00	500.00	200.00	600.00	600.00	600.00
38	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	25,500.00
39	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	30,000.00
40		Travel, Training & Memberships								56,100.00	56,100.00
41	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	10,000.00
42	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	29,000.00
43	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	35,000.00
44		Vehicle, Equipment Expenses								74,000.00	74,000.00
45	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	12,000.00
46		Infrastructue Outlay								12,000.00	12,000.00
47	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	10,000.00
48	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	3,500.00
49	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	4,000.00
50	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	150,000.00
51		Other Expenses								167,500.00	167,500.00
52		Total								3,232,298.00	3,232,298.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendment s 11-6-2023
3	Fund: 01 - Public Works										
4											
5	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	320,000.00
6	01-58-1-0020	Wages: Holiday Pay	500.00	0.00	1,100.00	417.45	500.00	0.00	500.00	500.00	500.00
7	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	58,000.00
8	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	70,000.00
9	01-58-1-0050	PERS on Behalf	0.00	0.00	0.00	14,009.35	0.00	0.00	0.00	0.00	0.00
10	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	19,000.00
11	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	22,000.00
12	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	68,000.00
13	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	0.00
14	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	90,000.00
15		Salaries & Benefits								647,500.00	647,500.00
16	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	3,000.00
17	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	5,000.00
18	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	18,000.00
19	01-58-2-2200	IT Services	500.00	0.00	0.00	0.00	500.00	0.00	1,000.00	1,000.00	1,000.00
20	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	4,000.00
21	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	4,000.00
22	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	35,000.00
23	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	170,000.00
24		Purchased Services								240,000.00	240,000.00
25	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	7,000.00
26	01-58-3-3070	Radar Signs Electric	300.00	327.65	350.00	329.42	400.00	221.53	400.00	400.00	400.00
27	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	40,000.00
28	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	22,000.00
29	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	7,000.00
30	01-58-3-3300	Postage	200.00	33.47	300.00	7.91	200.00	3.15	200.00	200.00	200.00
31	01-58-3-3350	Office Equipment & Supplies	500.00	0.00	650.00	565.84	500.00	348.32	500.00	500.00	500.00
32	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	15,000.00
33	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	1,200.00



	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendment s 11-6-2023
34	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	1,500.00
35	01-58-3-3550	Publications & Subscriptions	100.00	0.00	100.00	44.97	3,100.00	0.00	500.00	500.00	500.00
36		Operational Expenses								95,300.00	95,300.00
37	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	1,500.00
38	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	1,000.00
39	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	15,000.00
40		Travel & Training & Memberships								7,500.00	17,500.00
41	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	8,000.00
42	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	14,000.00
43	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	12,000.00
44		Vehicle, Equipment Expenses								34,000.00	34,000.00
45	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	10,000.00
46	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	54,000.00
47	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	175,000.00
48		Infrastructure Outlay								239,000.00	239,000.00
49	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	8,000.00
50	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	40,000.00
51	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	3,000.00
52	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	15,000.00
53	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	15,000.00
54	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	2,000.00
55	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	18,000.00
56		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	87,000.00
57		Other Expenses								188,000.00	188,000.00
58		Total								1,451,300.00	1,461,300.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 03 - ASSESSMENT FUND										
4											
5	03-39-3000	Assessment Principal Dist 1	800.00	806.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6	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	4,500.00
7	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	16,000.00
8	03-39-3050	Assessment Interest Dist 1	250.00	40.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	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	7,000.00
10	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	7,000.00
11	03-39-3100	Assessment Penalty Dist 1	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
12	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	2,000.00
13	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	2,500.00
14	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	7,500.00
15	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	56,500.00
16										103,000.00	103,000.00
17	03-10-2-2100	Credit Card Fees	1,500.00	344.78	0.00	332.96	750.00	68.16	500.00	500.00	500.00
18	03-10-2-2250	Legal Fees	3,000.00	748.75	0.00	100.00	500.00	25.00	250.00	250.00	250.00
19		Purchased Services								750.00	750.00
20	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	0.00
21	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	0.00
22	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	90,000.00
23	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	12,000.00
24	03-10-9-9200	Miscellaneous Expense	0.00	80.27	0.00	1,040.00	250.00	23.23	250.00	250.00	250.00
25	03-10-9-9501	Tyler Conversion	0.00	0.00	0.00	73,092.51	0.00	0.00	0.00	0.00	0.00
26	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	0.00
27		Other Expenses								102,250.00	102,250.00
28		Totals								103,000.00	103,000.00



	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 04 - BUILDING DEPARTMENT FUND										
4											
5	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	181,800.00
6	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	200,000.00
7	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	5,000.00
8	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	50,000.00
9	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	60,000.00
10	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	0.00
11	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	1,000.00
12	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	0.00
13		Total								497,800.00	497,800.00
14	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	55,000.00
15	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	5,500.00
16	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	4,000.00
17	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	4,200.00
18	04-10-1-0070	Overtime: Regular	0.00	0.00	50.00	31.52	0.00	0.00	200.00	200.00	200.00
19	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	3,900.00
20	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	13,000.00
21		Salaries & Benefits								85,800.00	85,800.00
22	04-10-2-2000	Advertising	0.00	0.00	0.00	0.00	500.00	0.00	500.00	500.00	500.00
23	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	2,000.00
24	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	1,000.00
25	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	2,000.00
26	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	3,500.00
27	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	1,000.00
28		Purchased Services								10,000.00	10,000.00
29	04-10-3-3300	Postage	500.00	0.51	500.00	0.00	500.00	1.89	500.00	500.00	500.00
30	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	2,000.00
31	04-10-3-3400	Operational Supplies	1,000.00	478.47	1,000.00	154.86	500.00	26.36	500.00	500.00	500.00
32		Operational Expenses								3,000.00	3,000.00
33	04-10-5-5000	Memberships & Dues	500.00	19.50	500.00	19.50	100.00	0.00	100.00	100.00	100.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
34	04-10-5-5050	Recruitment	0.00	0.00	1,600.00	1,542.18	1,000.00	125.00	400.00	400.00	400.00
35	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	2,000.00
36		Travel, Training & Memberships								2,500.00	2,500.00
37	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	144,000.00
38	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	160,000.00
39	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	2,500.00
40	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	40,000.00
41	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	48,000.00
42	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	0.00
43	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	1,000.00
44	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	1,000.00
45		Other Expenses								396,500.00	396,500.00
46		Total								497,800.00	497,800.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 05 - BED TAX FUND										
4											
5	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
6										210,000.00	210,000.00
7	05-10-2-2000	Advertising	600.00	166.68	300.00	0.00	200.00	0.00	150.00	150.00	150.00
8	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	199,350.00
9	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	10,500.00
10										210,000.00	210,000.00

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2			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	Council Amendments 11-6-2023
3	Fund: 08 - NORTH POLE FESTIVAL FUND										
4											
5	08-39-9990	Transfer In	0.00	0.00	-4,300.00	0.00	7,500.00	0.00	0.00	0.00	0.00
6											
7	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	0.00
8											



	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 10 - LITIGATION FUND										
4											
5	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
6										63,500.00	63,500.00
7	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	500.00
8	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	3,000.00
9	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	60,000.00
10										63,500.00	63,500.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 11 - JAG -LE DRUG TASK FORCE GRANT										
4											
5	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
6										142,126.00	142,126.00
7	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	92,508.00
8	11-10-1-0020	Wages: Holiday Pay	0.00	1,128.00	0.00	394.28	0.00	0.00	0.00	0.00	0.00
9	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	6,725.00
10	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	22,093.00
11	11-10-1-0070	Overtime: Regular	0.00	0.00	550.00	0.00	0.00	0.00	0.00	0.00	0.00
12	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	20,800.00
13										142,126.00	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	Council Amendments 11-6-2023
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	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	0.00
									35,000.00	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	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
									35,000.00	35,000.00

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2			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	Council Amendments 11-6-2023
3	Fund: 13 - STATE FORFEITURES										
4											
5	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	6,500.00
6	13-39-9980	Transfer In Fund Balance	0.00	0.00	9,263.00	0.00	0.00	0.00	0.00	0.00	0.00
7										6,500.00	6,500.00
8	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
9										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	Council Amendments 11-6-2023
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	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	0.00
									50,000.00	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	500.00
15-10-2-2120	Hearing Fees	500.00	0.00	500.00	0.00	250.00	0.00	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	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	0.00
15-10-2-2450	Towing Fees	500.00	0.00	500.00	0.00	500.00	0.00	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	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	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	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	49,500.00
									50,000.00	50,000.00

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2			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	Council Amendments 11-6-2023
3	Fund: 20 - GF CAPITAL PROJECT RESERVE										
4											
5	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	43,500.00
6	20-39-9990	Transfer In	0.00	43,522.92	0.00	48,050.68	45,000.00	0.00	0.00	0.00	0.00
7										43,500.00	43,500.00
8	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
9										43,500.00	43,500.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 22 - FIRE FLEET RESERVES										
4											
5	22-39-9000	Vehicle Sale	0.00	0.00	0.00	4,200.00	0.00	0.00	0.00	0.00	0.00
6	22-39-9980	Transfer In Fund Balance	0.00	0.00	0.00	0.00	125,000.00	0.00	0.00	0.00	0.00
7	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
8										150,000.00	150,000.00
9	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	59,226.00
10	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	90,774.00
11										150,000.00	150,000.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 23 - POLICE FLEET RESERVES										
4											
5	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	0.00
6	23-39-9980	Transfer In Fund Balance	0.00	0.00	0.00	0.00	137,000.00	0.00	0.00	0.00	0.00
7	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
8										137,000.00	137,000.00
9	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
10										137,000.00	137,000.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 24 - PUBLIC WORKS FLEET RESERVES										
4											
5	24-39-9000	Vehicle Sale	1,500.00	470.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6	24-39-9980	Transfer In Fund Balance	0.00	0.00	0.00	0.00	104,824.00	0.00	0.00	0.00	0.00
7	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
8										87,000.00	87,000.00
9	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	87,000.00
10	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	0.00
11										87,000.00	87,000.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 25 - UTILITY FLEET RESERVES										
4											
5	25-39-9000	Vehicle Sale	0.00	9,660.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6											

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 31 - FIRE DEPARTMENT GRANTS										
4											
5	31-38-1180	Firehouse Subs PS Grant	0.00	0.00	0.00	0.00	0.00	30,876.05	0.00	0.00	0.00
6	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
7										0.00	0.00
8	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
9										0.00	0.00



	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 32 - POLICE DEPARTMENT GRANTS										
4											
5	32-39-0050	CESF Grant Revenue	0.00	40,682.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6	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	0.00
7	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	0.00
8	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	0.00
9	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	68,350.00
10	32-39-9021	NRA Grant Rev	0.00	0.00	10,000.00	0.00	10,000.00	0.00	0.00	0.00	0.00
11	32-39-9030	SHSP 2022 Rev	0.00	0.00	0.00	0.00	115,000.00	0.00	21,760.00	21,760.00	21,760.00
12										90,110.00	90,110.00
13	32-07-9-9000	CESF Grant Expenditures	0.00	40,682.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
14	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	0.00
15	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	0.00
16	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	0.00
17	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	0.00
18	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	0.00
19	32-09-9-9000	SHSP 2020 Mobile Radios	0.00	23,402.68	0.00	0.00	10,000.00	6,439.40	0.00	0.00	0.00
20	32-09-9-9005	SHSP 2020 Training	0.00	0.00	0.00	0.00	5,000.00	3,620.52	0.00	0.00	0.00
21	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	0.00
22	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	58,350.00
23	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	10,000.00
24	32-10-9-9012	SHSP 2022 Security Systme	0.00	0.00	0.00	0.00	35,000.00	0.00	69,863.00	20,380.00	20,380.00
25	32-10-9-9014	SHSP 2022 Video Security System	0.00	0.00	0.00	0.00	75,000.00	0.00	1,400.00	1,380.00	1,380.00
26		Other Expenses								90,110.00	90,110.00
27		Totals								90,110.00	90,110.00



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			2021	2021	2022	2022	2023	2023	2024 Dept.	2024	Council
2			Total Budget	Total Activity	Total Budget	Total Activity	Total Budget	YTD Activity as of 10-27-23	Head Requested Budget	Mayors Proposed Budget	Amendments 11-6-2023
3	Fund: 33 - PUBLIC WORKS GRANTS & DONATION										
4											
5	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	0.00
6	33-38-3001	ADEC Grant Revenue	0.00	0.00	0.00	0.00	46,905.00	40,470.00	0.00	0.00	0.00
7	33-38-3100	Exercise Trail Donations	0.00	200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8	33-40-3150	NP Memorial Park Donations	0.00	200.00	0.00	100.00	0.00	470.00	0.00	0.00	0.00
9	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	0.00
10		Totals								0.00	0.00
11	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	0.00
12	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	0.00
13	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	0.00
14	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	0.00
15	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	0.00
16		Totals								0.00	0.00

	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
3	Fund: 41 - WATER FUND										
4											
5	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	5,000.00
6	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	11,000.00
7	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	79,000.00
8	41-39-9500	PERS on Behalf Revenue	0.00	0.00	0.00	16,858.80	0.00	0.00	0.00	0.00	0.00
9	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	51,000.00
10	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	1,556,000.00
11	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	2,000.00
12	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	17,000.00
13	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	2,000.00
14	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	40,000.00
15										1,763,000.00	1,763,000.00
16	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	364,000.00
17	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	1,000.00
18	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	33,000.00
19	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	80,000.00
20	41-10-1-0050	PERS on Behalf	0.00	0.00	0.00	16,858.80	0.00	0.00	0.00	0.00	0.00
21	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	21,000.00
22	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	7,000.00
23	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	24,000.00
24	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	88,000.00
25		Salaries & Benefits								618,000.00	618,000.00
26	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	0.00
27	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	0.00
28	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	1,500.00
29	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	12,000.00
30	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	11,000.00
31	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	40,000.00
32	41-10-2-2150	Insurance	30,000.00	35,966.91	45,000.00	39,879.82	45,000.00	33,758.94	50,000.00	50,000.00	50,000.00
33	41-10-2-2200	IT Services	1,000.00	836.10	2,500.00	2,641.40	1,000.00	1,087.00	2,500.00	3,000.00	3,000.00



	A	B	C	D	E	F	G	H	I	J	K
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2			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	Council Amendments 11-6-2023
34	41-10-2-2220	Laboratory Services	11,000.00	14,054.50	25,000.00	25,259.50	20,000.00	10,670.00	30,000.00	30,000.00	30,000.00
35	41-10-2-2250	Legal Fees	4,000.00	8,679.91	4,200.00	3,752.52	5,000.00	3,642.94	5,000.00	5,000.00	5,000.00
36	41-10-2-2300	Maintenance Contracts	5,000.00	4,915.00	26,000.00	15,066.96	10,000.00	10,399.87	15,000.00	15,000.00	15,000.00
37	41-10-2-2350	Professional Services	40,000.00	92,411.77	214,300.00	193,757.26	348,000.00	211,266.34	393,000.00	378,000.00	378,000.00
38		Purchased Services								545,500.00	545,500.00
39	41-10-3-3000	Bad Debt	2,000.00	0.00	2,000.00	0.00	1,000.00	0.00	1,000.00	1,000.00	1,000.00
40	41-10-3-3050	Electric	165,000.00	213,645.23	181,150.00	226,508.91	215,000.00	171,930.15	215,000.00	215,000.00	215,000.00
41	41-10-3-3100	Heating Fuel	65,000.00	62,793.65	78,000.00	76,360.95	140,000.00	42,450.71	120,000.00	120,000.00	120,000.00
42	41-10-3-3200	Phone/Data	11,000.00	18,219.98	22,000.00	20,946.50	18,000.00	15,417.54	18,000.00	18,000.00	18,000.00
43	41-10-3-3300	Postage	1,500.00	252.10	1,500.00	1,259.19	1,500.00	2,012.47	1,500.00	2,000.00	2,000.00
44	41-10-3-3350	Office Equipment & Supplies	2,000.00	1,303.20	5,700.00	3,996.84	2,000.00	5,743.14	8,000.00	8,000.00	8,000.00
45	41-10-3-3400	Operational Supplies	50,000.00	79,240.68	113,500.00	78,317.73	100,000.00	68,610.81	85,000.00	85,000.00	85,000.00
46	41-10-3-3450	Uniforms	500.00	0.00	500.00	538.74	500.00	50.00	500.00	500.00	500.00
47	41-10-3-3500	Promotions & Apparel	0.00	0.00	800.00	5.58	500.00	0.00	1,000.00	1,000.00	1,000.00
48	41-10-3-3550	Publications & Subscriptions	750.00	279.00	800.00	89.94	500.00	930.72	500.00	500.00	500.00
49		Operational Expenses								451,000.00	451,000.00
50	41-10-5-5000	Memberships & Dues	3,000.00	1,027.50	1,000.00	1,253.50	1,000.00	146.25	2,000.00	2,000.00	2,000.00
51	41-10-5-5050	Recruitment	1,000.00	212.60	1,500.00	1,338.00	1,000.00	125.00	1,000.00	1,000.00	1,000.00
52	41-10-5-5100	Travel & Training	2,500.00	1,815.00	4,500.00	4,687.10	7,000.00	3,772.65	6,000.00	6,000.00	13,000.00
53		Travel, Training & Memberships								9,000.00	16,000.00
54	41-10-6-6000	Equipment Repair & Maintenance	5,000.00	454.21	5,000.00	708.55	5,000.00	21,883.74	5,000.00	5,000.00	5,000.00
55	41-10-6-6050	Vehicle Gas & Oil	7,500.00	8,081.76	13,000.00	16,100.40	17,000.00	11,264.16	17,000.00	17,000.00	17,000.00
56	41-10-6-6100	Vehicle Repair & Maintenance	10,000.00	2,346.62	4,000.00	590.40	10,000.00	3,689.13	9,000.00	9,000.00	9,000.00
57		Vehicle, Equipment Expenses								31,000.00	31,000.00
58	41-10-7-7000	Building Maintenance	10,000.00	3,306.00	10,000.00	3,770.54	5,000.00	4,668.43	5,000.00	5,000.00	5,000.00
59	41-10-7-7050	Equipment Outlay	15,000.00	8,427.67	98,000.00	18,650.87	15,000.00	0.00	65,000.00	65,000.00	65,000.00
60		Infrastructure Outlay								70,000.00	70,000.00
61	41-10-9-9000	Deferred Maintenance Expense	50,000.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
62	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	0.00
63	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	1,000.00
64	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	5,000.00

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2			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	Council Amendments 11-6-2023
65	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	5,000.00
66	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	25,000.00
67	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	2,500.00
68	41-10-9-9501	Tyler Conversion	0.00	-67,556.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
69	41-10-9-9960	Vehicle Purchase	0.00	0.00	103,510.00	0.00	0.00	0.00	0.00	0.00	0.00
70	41-10-9-9990	Transfer Out	0.00	0.00	198,048.00	0.00	0.00	0.00	0.00	0.00	0.00
71		Other Expenses								38,500.00	38,500.00
72		Total								1,763,000.00	1,770,000.00



	A	B	C	D	E	F	G	H	I	J	K
1											
2			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	Council Amendments 11-6-2023
3	Fund: 42 - SEWER FUND										
4											
5	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	5,000.00
6	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	73,000.00
7	42-39-9500	PERS on Behalf Revenue	0.00	0.00	0.00	10,385.22	0.00	0.00	0.00	0.00	0.00
8	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	245,500.00
9	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	761,000.00
10	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	1,500.00
11	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	109,000.00
12	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	2,000.00
13	42-42-3210	Miscellaneous	500.00	1,108.03	500.00	310.44	500.00	137.54	500.00	500.00	500.00
14										1,197,500.00	1,197,500.00
15	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	168,000.00
16	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	1,000.00
17	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	33,000.00
18	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	37,000.00
19	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	0.00
20	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	10,000.00
21	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	7,000.00
22	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	12,000.00
23	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	40,000.00
24		Salaries & Benefits								308,000.00	308,000.00
25	42-12-2-2000	Advertising	1,000.00	69.70	1,000.00	730.37	500.00	0.00	500.00	500.00	500.00
26	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	12,000.00
27	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	4,500.00
28	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	15,000.00
29	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	33,000.00
30	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	1,500.00
31	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	30,000.00
32	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	5,000.00
33	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	15,000.00



	A	B	C	D	E	F	G	H	I	J	K
1											
2			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	Council Amendments 11-6-2023
34	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	307,000.00
35		Purchased Services								423,500.00	423,500.00
36	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	2,500.00
37	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	120,000.00
38	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	22,000.00
39	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	16,000.00
40	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	1,500.00
41	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	1,500.00
42	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	50,000.00
43	42-12-3-3450	Uniforms	500.00	0.00	500.00	581.80	500.00	50.00	500.00	500.00	500.00
44	42-12-3-3500	Promotions & Apparel	0.00	0.00	10.00	5.57	0.00	0.00	500.00	500.00	500.00
45	42-12-3-3550	Publications & Subscriptions	500.00	495.00	990.00	89.94	500.00	167.94	500.00	500.00	500.00
46		Operational Expenses								215,000.00	215,000.00
47	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	500.00
48	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	1,500.00
49	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	7,000.00
50		Travel, Training & Memberships								6,000.00	9,000.00
51	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	25,000.00
52	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	15,000.00
53	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	13,000.00
54		Vehicle, Equipment Expenses								53,000.00	53,000.00
55	42-12-7-7000	Building Maintenance	7,500.00	3,306.00	7,500.00	3,948.54	5,000.00	3,106.56	5,000.00	5,000.00	5,000.00
56	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	6,000.00
57		Infrastructure Outlay								11,000.00	11,000.00
58	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	0.00
59	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	0.00
60	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	0.00
61	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	5,000.00
62	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	4,000.00
63	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	85,000.00
64	42-12-9-9250	Sludge Disposal	0.00	182,662.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00

	A	B	C	D	E	F	G	H	I	J	K
1											
2			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	Council Amendments 11-6-2023
65	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	30,000.00
66	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	7,000.00
67	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	27,000.00
68	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	7,500.00
69	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	12,000.00
70	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	3,500.00
71	42-12-9-9501	Tyler Conversion	0.00	67,556.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
72		Other Expenses								181,000.00	181,000.00
73		Total								1,197,500.00	1,200,500.00

	A	B	C	D	E	F	G	H	I	J	K
1											
2			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	Council Amendments 11-6-2023
3	Fund: 51 - WATER RESERVE FUND										
4											
5	51-35-3210	Miscellaneous	0.00	-1,401.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6	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	189,000.00
7	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	195,000.00
8		Totals								384,000.00	384,000.00
9	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	51,000.00
10	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	333,000.00
11		Totals								384,000.00	384,000.00

	A	B	C	D	E	F	G	H	I	J	K
1											
2			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	Council Amendments 11-6-2023
4	Fund: 52 - SEWER RESERVE FUND										
5											
6	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	87,000.00
7	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	51,000.00
8	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	55,000.00
9	52-39-9990	Fund Balance	17,000.00	0.00	0.00	0.00	0.00	0.00	52,000.00	52,000.00	52,000.00
10		Totals								245,000.00	245,000.00
11	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	0.00
12	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	245,000.00
13		Totals								245,000.00	245,000.00



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 OCTOBER 2023.

\_\_\_\_\_  
Mayor Michael W Welch

ATTEST:

\_\_\_\_\_  
Emily Braniff, CMC  
City Clerk

PASSED/FAILED Yes: No: Absent:
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## 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, ~~two months in advance of the annual budget meetings. 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 pay scale 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

**Accounts Specialist/Utility Accountant**

Certification I -Not For Profit Financial Concepts I or Equivalent	2 Step
Certification I -Not For Profit Financial Concepts II or Equivalent	2 Step
Bachelor's degree in accounting	2 Step
CPA	2 Step

**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

**Police Officer:**

Police Officer I	2 Steps
Police Officer II	2 Steps
Police Officer III	2 Steps
Police Officer IV	2 Steps

**Public Works Assistant:**

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

**Utility Assistant:**

Utility Assistant I	2 Steps
Utility Operator I	2 Steps
Utility Operator II	2 Steps
Water Treatment Level II	1 Step

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	\$123,523.62	\$125,386.63	\$127,267.42	\$129,176.43	\$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	\$5,795.99	\$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	\$63,237.18	\$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	\$29.93	\$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	\$50,057.68	\$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	\$ 102,641	\$ 104,180	\$ 105,743	\$ 107,329	\$ 108,939	\$ 110,573	\$ 112,232	\$ 113,915	\$ 115,624	\$ 117,358	\$ 119,119	\$ 120,906
	\$ 6,852	\$ 7,057	\$ 7,260	\$ 7,467	\$ 7,712	\$ 7,943	\$ 8,182	\$ 8,427	\$ 8,553	\$ 8,682	\$ 8,812	\$ 8,944	\$ 9,078	\$ 9,214	\$ 9,353	\$ 9,493	\$ 9,635	\$ 9,780	\$ 9,927	\$ 10,075
	\$ 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	\$ 93,507	\$ 94,909	\$ 96,333	\$ 97,778	\$ 99,245	\$ 100,733	\$ 102,244	\$ 103,778	\$ 105,335	\$ 106,915	\$ 108,518	\$ 110,146
Assistant Chief	\$ 6,242	\$ 6,429	\$ 6,622	\$ 6,821	\$ 7,026	\$ 7,236	\$ 7,453	\$ 7,677	\$ 7,793	\$ 7,909	\$ 8,028	\$ 8,148	\$ 8,270	\$ 8,394	\$ 8,520	\$ 8,648	\$ 8,778	\$ 8,910	\$ 9,043	\$ 9,179
	\$ 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	\$ 6,607	\$ 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
	\$ 4,693	\$ 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
Receipt 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
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	\$ 81,326	\$ 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
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
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
Recruit FF	Base Annual	\$ 42,302	\$ 43,571																		
	W/Overtime	\$ 46,728	\$ 48,130																		
	Monthly	\$ 3,525	\$ 3,631																		
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	\$ 6,218.05	\$ 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	\$ 8,381.27	\$ 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	\$ 57.74	\$ 58.87	\$ 60.04	\$ 61.24	\$ 62.48	\$ 63.75	\$ 65.06	\$ 66.42	\$ 67.81	\$ 69.24	\$ 69.98	\$ 70.73	\$ 71.49	\$ 72.26	\$ 73.05	\$ 73.84	\$ 74.65	\$ 75.47	\$ 76.30	\$ 77.15
	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	\$ 8,661.33	\$ 8,791.28	\$ 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	\$ 111,994.49	\$ 113,674.32	\$ 115,378.48	\$ 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	\$ 21.38	\$ 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	\$ 5,956.49	\$ 6,045.83	\$ 6,136.53
	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	\$ 6,834.32	\$ 7,038.14	\$ 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	\$ 8,666.71
	Annual	\$ 68,681.60	\$ 70,742.05	\$ 72,864.33	\$ 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/ IIR	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	\$ 26.70	\$ 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	\$ 5,752.81	\$ 5,925.41	\$ 6,014.79	\$ 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	3,927.72	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	5,604.04	5,688.98	5,774.31
		45,760.00	47,132.80	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**

Position		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%
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 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/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 Part - Time	Hourly	\$ 26.78																			
	Monthly	\$ 2,785.12																			
	Annual	\$ 33,421.44																			
PW Laborer Part - Time	Hourly	\$ 24.72																			
	Monthly	\$ 3,427.84																			
	Annual	\$ 41,134.08																			
Summer Hire Seasonal	Hourly	\$ 20.60																			
	Monthly	\$ 3,708.00																			
	Annual	\$ 44,832.00																			



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)

1  
2 **CITY OF NORTH POLE**  
3 **ORDINANCE 2023-17**  
4

5 **AN ORDINANCE OF THE CITY OF NORTH POLE, TO AMEND TITLE 10, UNSAFE**  
6 **AND HAZARDOUS VEHICLES AND TITLE 1, MINOR OFFENSE FINE SCHEDULE**  
7

8 **WHEREAS**, changes to the North Pole Municipal Code is a continually changing requirement;  
9 and  
10

11 **WHEREAS**, the City of North Pole Municipal Code should be amended to conform to the  
12 requirements of the City.  
13

14 **NOW, THEREFORE, BE IT ORDAINED** by the Council of the City of North Pole:  
15

16 **Section 1.** This ordinance is of a general and permanent nature and shall be codified.  
17

18 **Section 2.** Amend Title 10, Chapter 3, Section 100 Unsafe and Hazardous Vehicles and Title 1,  
19 Chapter 20, Section 030 Minor Offense Fine Schedule, are hereby amended in the North Pole  
20 Code of Ordinances, ask follows: [new text in blue, deleted text in blue ~~striketrough~~]  
21

22 **10.03.100 Unsafe and Hazardous Vehicles**

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

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

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

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

34 (1) 13AAC 04.272 Bumpers required.

35 (2) 13AAC 02.517(G) Blue light Emergency vehicle

- 36  
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 contain, secure 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.

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



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

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

(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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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.



# North Pole Police Department

125 Snowman Ln.  
North Pole, AK 99705  
907-488-6902  
Northpolepolice.org



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



# MEMORANDUM

City of North Pole Clerk's Office

Melissa Dionne, City Clerk

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**TO:** NPCC

**FROM:** Melissa Dionne, City Clerk

**SUBJECT:** RFP Auditing Services

**DATE:** November 20, 2023

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City Council,

In October, we presented an RFP for professional auditing services. This RFP was available on the city website, noticed in the News Miner and sent directly to a select few firms that were identified ahead of time. We received one bid.

The firm Elgee Rehfeld out of Juneau bid \$47,250 for the comprehensive audit, \$15,750 for a single federal audit and \$6,600 for consultation, for a total of \$69,600.

In 2021 the City of North Pole paid a total of \$70,290 for the audit, \$75,314 in 2022 and \$93,760 in 2023.

Based on this information I am requesting that the Council award the Professional Auditing Services contract to Elgee Rehfeld.

Thank you.

Melissa Dionne

**Chief Steve Dutra  
125 Snowman Ln.  
North Pole, AK 99705  
907-488-6902  
Northpolepolice.org**

October 31, 2023

To: Mayor Welch and North Pole City Council

Re: Acceptance of Grant Funds from DHS&EM

23SHSP-GY23 - \$193,330.00

Honorable Council members:

The North Pole Police Department and the Director of City Services have received confirmation that we have been given a grant award from the State of Alaska DHS&EM in the amount of \$119,330.00 for new car cameras for the patrol fleet, body cameras for the officers, and servers for the entire system, and \$39,000 for Public Works Generator installation and purchase, and finally \$35,000 for Physical Security Assessment of City buildings and facilities to include water and sewer utilities.

I am requesting the council accept these funds and allow us to formally send that request to the State of Alaska DHS&EM. As you know these funds will help significantly with supplementing our departments with much-needed equipment that we would otherwise struggle to find in these tight budget cycles.

Thank you very much.



Chief Steve Dutra





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](http://ready.alaska.gov)

October 17, 2023

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

RE: 2023 State Homeland Security Program, EMW-2023-SS-00037-S01  
State Grant No.: 23SHSP-GY23

Mayor Welch:

We received funds from the U.S. Department of Homeland Security under the 2023 State Homeland Security Program. We are pleased to award the City of North Pole the amount of \$193,330.00 under this grant. Funding from this program is provided to support, build, and sustain the ability of states, territories, and urban areas to prevent, protect against, mitigate, respond to, and recover from terrorist attacks and other all-hazards events.

Please review the Program Requirements and Terms and Conditions as the new Build America, Buy America Act (BABAA) Federal Emergency Management Agency requirement has been added. More information will be provided at the Grant Kick-Off Meeting in November.

Please review the Project Budget Details for Environmental and Historic Preservation (EHP) requirements and approved project specifics. As a reminder, all procurement transactions must be conducted in a manner that provides full and open competition. To ensure this, we require a Procurement Method Report with every expense (except for local advertising, legal notices, and travel arrangements) submitted for reimbursement under this grant. Preapprovals may be required at multiple steps in the procurement process. Please see the Procurement Method Report for additional details.

A pre-signed Obligating Award Document (OAD) is attached. Please print the document, sign the OAD, and send a scanned copy to [mva.grants@alaska.gov](mailto:mva.grants@alaska.gov) within 30 days of subrecipient receipt. Keep the hard 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. The form and instructions are available for download on our Grants website: <http://ready.alaska.gov/Grants/OurDocs>.

Mayor Welch  
October 17, 2023  
Page 2 of 2

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. The Signatory Authority Form is available for download on our Grants website. If needed, Electronic Payment enrollment forms are also available upon request.

If you have any questions, please contact the Division Project Manager for this grant, Tiffany Peltier at (907) 428-7026 or by email at [mva.grants@alaska.gov](mailto:mva.grants@alaska.gov).

Sincerely,





William A. Dennis  
Administrative Operations Manager

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

cc:     Stephen Dutra, Subrecipient Project Manager  
         Patricia Fogarty, Subrecipient Chief Financial Officer



<b>State of Alaska</b> <b>Division of Homeland Security and Emergency Management</b> Under US Department of Homeland Security Federal Emergency Management Agency Grant Programs Directorate						Page 1 of 8	
						FEDERAL AWARD DATE	
						August 24, 2023	
						FEDERAL GRANT PROGRAM	
						2023 State Homeland Security Program	
<b>OBLIGATING AWARD DOCUMENT</b>						FEDERAL GRANT NUMBER	
						EMW-2023-SS-00037-S01	
RECIPIENT NAME AND ADDRESS		PERFORMANCE PERIOD		AMENDMENT		CFDA: 97.067	
City of North Pole 125 Snowman Lane Noeth Pole, AK 99705		FROM:	October 1, 2023	AMENDMENT #:			
		TO:	September 30, 2025	EFFECTIVE DATE:			
		STATE PROGRAM NUMBER			23SHSP-GY23		
UEI NUMBER		WFLFBAZG5SN9		FUNDING ALLOCATION			
EIN		92-6001585		PLANNING	\$35,000.00	EXERCISE	
METHOD OF PAYMENT		Electronic		TRAINING		EQUIPMENT	\$158,330.00
PURPOSE OF AWARD							
The attached Project Budget Details is the funding allocation. Grant program guidelines and federal, state, and local contracting and procurement compliance requirements apply.							
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			
Tiffany Peltier		(907) 428-7026	(907) 428-7009	mva.grants@alaska.gov			
AGENCY APPROVAL				RECIPIENT ACCEPTANCE			
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 10-17- 2023				DATE
FOR STATE USE ONLY							
Division File Number:			Date Returned				
Fund	Unit	AR Unit	Object	Activity	Function	Program	PPC
1004	2001	099180010	7001	2012	23SHSPNP	2SHSP2023	GYSHSP



## **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 jurisdiction, and are eligible and allowable expenditures consistent with the grant guidelines for this project. The jurisdiction 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 jurisdiction's understanding, acceptance, and compliance with Acknowledgment of Federal Funding; Lobbying; Debarment, Suspension, EHP, BABAA, 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 jurisdiction 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 jurisdiction shall comply with the requirements under 2 CFR 25.110, to maintain and keep jurisdiction information current within the System of Award Management (SAM). Also, the jurisdiction 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 jurisdiction 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 jurisdiction will take reasonable steps to ensure Limited English Proficient (LEP) persons have meaningful access to its programs and activities. The jurisdiction 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 jurisdiction 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 jurisdiction 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 jurisdiction 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; and
  - 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 jurisdiction 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 jurisdiction 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..

## SHSP Program Terms and Conditions

The total allocation of the 2023 State Homeland Security Program awarded to the Division of Homeland Security and Emergency Management (DHS&EM) is \$4,847,500.00, under *Federal Grant EMW-2023-SS-00037-S01, CFDA# 97.067*. The City of North Pole has been awarded \$193,330.00 which shall be used to support activities essential to the ability of states, territories, and urban areas to prevent, protect against, mitigate, respond to, and recover from terrorist attacks and other all-hazards events. 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 performance period of this grant award is October 1, 2023 through September 30, 2025. Project conditions must be completed by this date. The City of North Pole cannot sub-grant all or any part of this award to any other entity or organization. All awards require confirmation within the first reporting quarter that activities toward projects will be made, or DHS&EM may execute de-obligation of the funds.

**(A) Changes to Award:** All change requests must be submitted in writing, or electronically to the DHS&EM Project Manager, accompanied by a justification narrative and budget/spending plan, for review and approval. Changes must be consistent with the scope of the project and grant guidelines. Requests for changes will be considered only if the reporting requirements are current, and if terms and conditions have been met at the time of the request. Changes in the programmatic activities, or purpose of the project, changes in key persons specified on the grant award, contractual services for activities central to the purposes of the award, requests for additional funding, change in project site, or release of special conditions may result in an amendment to this award. No transfers of funds between budget categories will be authorized, only de-obligation of funds, except on a case-by-case basis.

**(B) Reporting Requirements:** The City of North Pole shall submit timely quarterly *Performance Progress Reports* and *Financial Progress Reports* to the Project Manager at DHS&EM. Instructions and blank forms are located electronically at <https://www.ready.alaska.gov/Grants>, and may be reproduced. Jurisdictions must check the web site quarterly for the most current forms. Use of outdated forms will not be accepted. Quarterly reports are due:

Number of Scheduled Report Due	Jurisdiction Performance Period	Performance Progress 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	10/1/2024 - 12/31/2024	01/20/2025
6	1/1/2025 - 3/31/2025	04/20/2025
7	4/1/2025 - 6/30/2025	07/20/2025
8	7/1/2025 - 9/30/2025	10/20/2025
9	Final Report	11/15/2025

**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.**

The *Performance Progress Report* (PPR) contains an AK-PPR-A cover page form and an AK-PPR-B Program Indicators form. Both forms must be completed and submitted by the report due date. Requests for grant extensions, budget adjustments, project realignments, and significant problems or delays are reported on the AK-PPR-A. An AK-PPR-A must be submitted even if no additional information is required. The AK-PPR-B shall describe the progress and percent completed of projects and detail any related expenditures submitted on the *Financial Progress Report*. The *Financial Progress Reports* shall describe the status of the funds, show encumbrances, and receipts of program income, cash or in-kind contributions to the project, whether or not a local match is required. A final PPR is a summary report, showing project completion, evaluating project activities and measuring performance against project goals for the entire performance period, and is required in addition to the last quarterly PPR. An *After-Action Report/Improvement Plan* (AAR/IP) is required within 30 days of the conduct of an exercise.

**(C) Signatory Requirements:** The primary Signatory Official, Project Manager and Financial Officer as listed on the *Signatory Authority Form* must sign the original obligating award document and any amendments. Delegates may sign quarterly and final reports, however, the signatures of the Project Manager, Signatory Official and the Financial Officer must be three different signatures.

**(D) Reimbursements:** Submit on the *Financial Progress Report* form. Reimbursement shall be based upon authorized and allowable expenditures consistent with project narrative and budget detail and grant guidelines, and submission of timely quarterly *Performance Progress* and *Financial Progress Reports*. Payments may be withheld pending correction of deficiencies or for use of outdated forms. Reimbursement of expenditures may be requested at any time within the performance period. Expenditures must be supported with source documentation (e.g., copies of invoices, receipts, timesheets with name/wage/hours, cost allocation, warrants, etc.), method of solicitation must be documented with a *Procurement Method Report*, and documentation of payment must be included. Reimbursable expenses include:

- **Personnel Costs:** Payroll reports signed and certified by the Chief Financial Officer that capture the employee's name, position, coded allocation to the project, and amount paid are acceptable. 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 O. Limited to 50 percent for employees assigned to program management functions, not operational duties. The limit does not apply to contractors.

- **Contracts:** All sole-source procurements, single vendor responses to a competitive bid, and service contracts of any value require DHS&EM pre-approval prior to implementation. Final signed copies of all contracts are required for submission to DHS&EM with the request for reimbursement. Please review the Procurement Method Report for specific requirements.
- **Program Income and Local Match:** Program income may be used to supplement project costs, reduce project costs, or may be refunded to the federal government, and must be used for allowable program costs and be expended prior to requests for reimbursement. Local matching funds must clearly support the source, the amount, and the timing of all matching contributions.
- **Equipment:** Allowable equipment categories are listed on the web-based Authorized Equipment List (AEL) on the Responder Knowledge Base (RKB). Documentation is required per instructions attached to DHS&EM quarterly reports.
- **Travel:** Travel must be listed in the approved budget.
- **Training:** Requires DHS&EM pre-approval prior to registering or participating in training opportunities.
- **Exercise:** Requires submission of an AAR/IP within 30 days after the conduct of the exercise.
- **Food and Beverages:** All food and/or beverage expenses require pre-approval by DHS&EM and are only allowable costs if related to a grant-funded sheltering exercise, such as a Mass Care Shelter Exercise where food is prepared as part of the exercise objectives in evaluating food preparation capabilities.

**(E) Non-reimbursable Expenses:**

- Reimbursable training and related travel costs, not pre-approved by DHS&EM
- Construction and renovation
- Indirect costs
- Management and Administration (M&A) costs to manage sub-contracts
- Supplanting
- Maintenance and/or wear and tear costs of general use vehicles (e.g., construction vehicles), medical supplies, and emergency response apparatus (e.g., fire trucks, ambulances) Maintenance and/or wear and tear costs of general use vehicles and emergency response apparatus during exercises.
- Equipment purchased for an exercise cannot be used for permanent installation and/or beyond the scope of the conclusion of the exercise.
- Hiring of sworn public safety officers to fill traditional public safety duties or to supplant traditional public safety positions and responsibilities
- Weapons, weapons accessories, ammunition
- Entertainment and sporting events
- Personal items such as laundry, personal hygiene items, magazines, in-room movies, personal travel
- Travel insurance, visa, and passport charges
- Lodging costs in excess of federal per diem, as appropriate
- Lodging fees associated with violation of the lodging facility's policies, such as smoking in a non-smoking room
- Lunch when travel is wholly within a single day
- Stand-alone working meals
- Bar charges, alcoholic beverages
- Tips
- Finance, late fees, or interest charges
- Lobbying, political contributions, legislative liaison activities
- Organized fundraising, including salaries of persons while engaged in these activities
- Land acquisition
- Organizational Costs
- Expenditures not supported with appropriate documentation when submitted for reimbursement. Only properly documented expenditures will be processed for payment. Unsupported expenditures will be returned to the jurisdiction for resubmission.

**(F) Property and Equipment Management:** The City of North Pole shall maintain an effective property management system; safeguards to prevent loss, damage or theft; maintenance procedures to keep equipment in good condition; and disposition procedures. A *Property Inventory Report* must be submitted to DHS&EM annually each **June 20** with the *Financial Progress Report*, and continued submission is required annually until final disposition of the equipment. No equipment purchased with these grant funds may be assigned to other entities or organizations without written approval from DHS&EM, prior to the jurisdiction's encumbrance or expenditure for that equipment. Management of property and equipment shall be in accordance with state laws and procedures as outlined, and 2 CFR Subpart D (200.210-200.316). For items over \$5,000.00, a Single Equipment Reporting Form must be submitted at the time of reimbursement at the time of reimbursement request

**(G) Build America, Buy America Act (BABAA):** The City of North Pole must comply with the Build America, Buy America Act (BABAA), which was enacted as part of the Infrastructure Investment and Jobs Act §§ 70901-70927, Pub. L. No. 117-58 (2021); and EO 14005, Ensuring the Future is Made in All of America by All of America's Workers. See OMB Memorandum M-22-11, Initial Implementation Guidance on Application of Buy America Preference in Federal Financial Assistance Programs for Infrastructure.

None of the funds provided under this program may be used for a project for infrastructure unless the iron and steel, manufactured products, and construction materials used in that infrastructure are produced in the United States.

The Buy America preference only applies to articles, materials, and supplies that are consumed in, incorporated into, or affixed to an infrastructure project. As such, it does not apply to tools, equipment, and supplies, such as temporary scaffolding, brought to the construction site and removed at or before the completion of the infrastructure project. Nor does a Buy America preference apply to equipment and furnishings, such as movable chairs, desks, and portable computer equipment, that are used at or within the finished infrastructure project but are not an integral part of the structure or permanently affixed to the infrastructure project.

**(H) Procurement:** A *Procurement Method Report* documenting method of solicitation is required for reimbursement for every procurement (with the exception of local advertising, legal notices and travel arrangements). Contractors that develop or draft specifications, requirements, *Statements of Work* (SOW), and/or *Requests for Proposals* (RFP) for a proposed procurement shall be excluded from bidding or submitting a proposal to compete for the award of such procurement. Local bidder's preference is not allowed for federally funded procurements. Procurement transactions shall be conducted to provide maximum open and free competition. Pre-approvals may be required at multiple steps in the procurement process. Please see the Procurement Method Report for additional details.



(I) **Contracts**: Any contract entered into during this grant period shall comply with local, state and federal government contracting regulations. To the extent that subrecipients of a grant use contractors, subrecipients shall use small, minority, women-owned or disadvantaged business concerns and contractors to the extent practicable. Contracts for professional and consultant services must include local, state and federal government required contract language, a project budget, and require pre-approval by DHS&EM prior to implementation. Contract deliverables must meet the intent of the grant application and grant requirements. Justification is required for compensation for individual consultant services, which must be reasonable and consistent with the amount paid for similar services in the market place. Detailed invoices and time and effort reports are required for consultants. A *Procurement Method Report* documenting method of solicitation is required for reimbursement for every procurement.

(J) **Use of DHS Seal, Logo, and Flags**: All subrecipients must obtain DHS&EM approval before using the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials, including use of the United States Coast Guard seal, logo, crests or reproductions of flags or likenesses of Coast Guard officials.

(K) **Publications and Copyright**: All recipients must affix the applicable copyright notices of 17 U.S.C. § 401 or 402 and an acknowledgment of Government sponsorship (including award number) to any work first produced under Federal financial assistance awards unless the work includes any information that is otherwise controlled by the Government (e.g., classified information or other information subject to national security or export control laws or regulations). Publications created with funding under this grant should prominently contain the following statement: ***This document was prepared under a grant from the Federal Emergency Management Agency (FEMA)'s Grant Programs Directorate, U.S. Department of Homeland Security and the Alaska Division of Homeland Security and Emergency Management. Points of view or opinions expressed in this document are those of the authors and do not necessarily represent the official position or policies of FEMA's Grant Programs Directorate, the U.S. Department of Homeland Security, or the State of Alaska.***

(L) **Acknowledgement of Federal Funding**: All subrecipients must acknowledge their use of federal funding when issuing statements, press releases, requests for proposals, bid invitations, and other documents describing projects or programs funded in whole or in part with Federal funds.

(M) **Federal Debt Status**: All subrecipients are required to be non-delinquent in their repayment of any Federal debt. Examples of relevant debt include delinquent payroll and other taxes, audit disallowances, and benefit overpayments. See OMB Circular A-129 and form SF-424, item number 17, for additional information and guidance.

(N) **False Claims Act and Program Fraud Civil Remedies**: All subrecipients must comply with the requirements of 31 U.S.C. § 3729, which set forth that no subrecipient of federal payments shall submit a false claim for payment. See also 38 U.S.C. § 3801-3812, which details the administrative remedies for false claims and statements made.

(O) **Recordkeeping 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. Property and equipment records shall be maintained for a period of three (3) years following the final disposition, replacement, or transfer of the property and equipment.

(P) **Performance Measures**: Quarterly Progress Reports shall demonstrate performance and progress relative to:

1. Acceptable performance on applicable critical tasks in Exercises using approved scenarios
2. Progress in achieving project timelines and milestones identified in the Quarterly Activities Plan
3. Percent measurable progress toward completion of the project
4. How funds have been expended during the reporting period, and explain expenditures related to the project

(Q) **Subrecipient Monitoring Policy**: Periodic monitoring is required to ensure that program goals, objectives, timelines, budgets and other related program criteria are being met. 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. This may include desk and field audits. Technical assistance is available from DHS&EM staff. The Monitoring Policy is available in the Grants Management Handbook.

(R) **Penalty for 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 project, 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 and 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 project goals
2. Unwillingness or inability to adhere to Special Conditions or Grant Assurances.
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 which do not meet federal required management standards

(S) **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. Any equipment purchased under a terminated grant may revert to DHS&EM at the option of DHS&EM.

(T) **Termination for Convenience**: Any project may be terminated upon convenience, in whole or in part, for the convenience of the Government. The U.S. Department of Commerce and the 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. Any equipment purchased under a terminated grant may revert to DHS&EM at the option of DHS&EM.



(U) **Project Implementation:** Due to the competitiveness of the 2023 State Homeland Security Program, approved projects must be ready-to-go. Project implementation shall begin within the first reporting quarter.

1. If a project cannot be operational within the first reporting quarter of the approved award date, the subrecipient should notify DHS&EM of the implementation delay and expected starting date. At the discretion of DHS&EM, the grant award is subject to cancellation, and funds may be de-obligated and reallocated to other projects if project implementation is unjustifiably delayed.

(V) The City of North Pole shall comply with the requirements and restrictions of the Federal Fiscal Year (FFY) 2023 State Homeland Security Program (HSGP) Program Guidance, State Overview and Guidelines, State Preparedness Report, and the State Homeland Security Strategy. By signing this obligating award document, the City of North Pole certifies it has read, understood, and accepted these documents as binding.

(W) No funds will be reimbursed until City of North Pole fiscal and programmatic representatives attend a 2023 Grant Kick-Off Meeting to be held electronically in November 2023.

(X) The City of North Pole must complete a Quarterly Activities Plan by January 20, 2024. Information on this requirement will be emailed and provided at the 2023 Grant Kick-Off meeting.

(Y) 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.

(Z) The City of North Pole must complete/update the Alaska Assessment annually by September 30.

(AA) The signature of the signatory officials on this award attests to the City of North Pole's understanding and acceptance of the National Incident Management System (NIMS) compliance requirements. For FFY 2023, the Alaska Assessment will be required to report NIMS compliance for future preparedness award eligibility.

(BB) The City of North Pole must complete the Nationwide Cybersecurity Review (NCSR) by December 31, 2023. More information on this online self-assessment will be provided at the 2023 Kick-Off Meeting and can be found in the 2023 HSGP NOFO: [Fiscal Year 2023 Homeland Security Grant Program Notice of Funding Opportunity \(alaska.gov\)](#).

(CC) The City of North Pole must complete the quarterly THIRA/SPR surveys.

### **Special Conditions**

(A) The City of North Pole shall not undertake any project having the potential to impact Environmental or Historic Preservation (EHP) resources without the prior approval of FEMA, including but not limited to communications towers, physical security enhancements, new construction, and modifications to buildings, structures, and objects that are 50 years old or greater. The City of North Pole must comply with all conditions placed on the project as the result of the EHP review. Any change to the approved project scope of work will require re-evaluation for compliance with these EHP requirements. If ground-disturbing activities occur during project implementation, the City of North Pole must ensure monitoring of ground disturbance, and if any potential archeological resources are discovered, the City of North Pole will immediately cease construction in that area and notify FEMA and the appropriate State Historic Preservation Office. Any construction activities that have been initiated without the necessary EHP review and approval will result in a non-compliance finding and will not be eligible for FEMA funding. The City of North Pole must submit an Environmental Historic Preservation (EHP) Statement of Work Request for the following project(s):

1. Camera System for Law Enforcement
3. Public Works Backup Generator

*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 State Homeland Security Program** **North Pole, City of** **Reported Revision 0**

PBD #	Expense Category	Solution Area	Discipline		Budgeted Cost	PBD Amount Spent	PBD Balance
1	Equipment	Other	Law Enforcement	State:	\$0.00	\$0.00	\$0.00
<input checked="" type="checkbox"/> EHP		<input type="checkbox"/> Canceled		Federal:	\$119,330.00	\$0.00	\$119,330.00
Item: Camera System for Law Enforcement							
Description: Purchase and installation of new server, software, body worn cameras, and car systems that will link with our video servers for the North Pole Police Department.							
Investment: Strengthen Whole Community Preparedness							
2	Plan.Org	Conduct.Assessments	Emergency Management	State:	\$0.00	\$0.00	\$0.00
<input type="checkbox"/> EHP		<input type="checkbox"/> Canceled		Federal:	\$35,000.00	\$0.00	\$35,000.00
Item: Physical Security Assessment							
Description: Hire an external organization to conduct a physical security assessment including water and sewer utility, Supervisory Control and Data Acquisition penetration testing, a physical security assessment of all City buildings and facilities, a detailed summary of findings, identified risks, and recommendations.							
Investment: Equipment and Capital Projects							
3	Equipment	Power	Emergency Management	State:	\$0.00	\$0.00	\$0.00
<input checked="" type="checkbox"/> EHP		<input type="checkbox"/> Canceled		Federal:	\$39,000.00	\$0.00	\$39,000.00
Item: Public Works Backup Generator							
Description: Purchase and installation of a backup generator for North Pole's Public Works (PW) Department.							
Investment: Equipment and Capital Projects							
				Adjusted Grant Total	Total PBD Allocations	Total Expenses	Summary Balance
State:				\$0.00	\$0.00	\$0.00	\$0.00
Federal:				\$193,330.00	\$193,330.00	\$0.00	\$193,330.00
Grand Total:				\$193,330.00	\$193,330.00	\$0.00	\$193,330.00



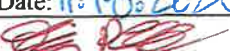
STATE OF ALASKA  
Division of Homeland Security and Emergency Management

NOTICE OF INTENT TO ACCEPT GRANT AWARD

State Grant No: 23SHSP-GY23		
Recipient Address	Issuing Office Address	
City of North Pole 125 Snowman Lane North Pole, AK 99705	Department of Military and Veterans Affairs Division of Homeland Security and Emergency Management P.O. Box 5750 JBER, Alaska 99505-5750 <a href="http://ready.alaska.gov/grants.htm">http://ready.alaska.gov/grants.htm</a>	
<p>This is notice of the <u>City of North Pole</u> intent to accept the <u>23SHSP-GY23</u> (Jurisdiction Name)</p> <p>Grant. Before this award can be accepted, approval must be garnered through our local government. The requirement for this process is located in the following local government document – <u>4.16 Purchasing</u> (Document name or number)</p> <p>citation # _____ This process will take longer than the 30-day period of acceptance (If applicable)</p> <p>within this grant award. We request a <u>5</u> day extension of the acceptance period to seek proper approval. (# of days)</p> <p>It is understood if we are unable to obtain acceptance by the extension date the grant award will be rescinded.</p> <p><i>If approved, you will receive written notification within three working days.</i></p>		
Signature of Jurisdiction Signatory Official  Mayor, City of North Pole, Alaska	Date: 11/15/2023	Phone: 907-488-8584 Fax: 907-488-5299
Printed Name and Title: Mayor Michael Welch	Email: <a href="mailto:mwelch@northpolealaska.org">mwelch@northpolealaska.org</a>	

May 2017

Email or fax form to [mva.grants@alaska.gov](mailto:mva.grants@alaska.gov) or 907-428-7009

For DHS&EM Use Only	
Mail Receipt Date: <u>10.19.2023</u>	Requested # Days: <u>5</u>
30-Day Period End Date: <u>11.19.2023</u>	Extended Period End Date: <u>11.23.2023</u>
Approval Signature: 	Approval Date: <u>11/16/23</u>