



# DOCKS AND HARBORS BOARD AGENDA

December 28, 2023 at 5:00 PM

City Hall Conf. Room 224/Zoom Webinar

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<https://juneau.zoom.us/j/83338790701> or (253)215 8782 Webinar ID: 833 3879 0701 Passcode: 831911

**A. CALL TO ORDER**

**B. ROLL CALL (Jim Becker, Paul Grant, Debbie Hart, Matthew Leither, Annette Smith, Shem Sooter, Mark Ridgway, Don Etheridge)**

**C. PORT DIRECTOR REQUESTS FOR AGENDA CHANGES**

**D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS** (not to exceed five minutes per person, or twenty minutes total time)

**E. APPROVAL OF MINUTES**

1. November 30th, 2023 Minutes

**F. CONSENT AGENDA**

a. Public Requests for Consent Agenda Changes

b. Board Members Requests for Consent Agenda Changes

c. Items for Action

2. Capital Improvement Project (CIP) Prioritization  
Presentation by Port Director

RECOMMENDATION: TO APPROVE THE CIP PRIORITY LIST AS PRESENTED.

3. FY25 Marine Passenger Fee (MPF) Priority Request  
Presentation by Port Director

RECOMMENDATION: TO APPROVE THE FY25 MARINE PASSENGER FEE PRIORITY REQUEST AS PRESENTED.

**MOTION: TO APPROVE THE CONSENT AGENDA AS PRESENTED.**

**G. ITEMS FOR INFORMATION/DISCUSSION**

4. FY25/FY26 Budget - Update  
Presentation by Port Director/Administrative Officer  
Board Discussion/Public Comment

**H. STAFF, COMMITTEE AND MEMBER REPORTS**

**I. PORT ENGINEER'S REPORT**

**J. HARBORMASTER'S REPORT**

**K. PORT DIRECTOR'S REPORT**

**L. ASSEMBLY LIAISON REPORT**

**M. BOARD ADMINISTRATIVE MATTERS**

a. Next Operations-Planning Committee Meeting January 17th, 2023

b. Next regular Board Meeting

January 25th, 2023

**N. ADJOURNMENT**

ADA accommodations available upon request: Please contact the Clerk's office 36 hours prior to any meeting so arrangements can be made for closed captioning or sign language interpreter services depending on the meeting format. The Clerk's office telephone number is 586-5278, TDD 586-5351, e-mail: [city.clerk@juneau.gov](mailto:city.clerk@juneau.gov).



# DOCKS AND HARBORS REGULAR BOARD MEETING MINUTES

November 30, 2023 at 5:00 PM

City Hall Conf. Room 224/Zoom Meeting

- A. CALL TO ORDER** – Mr. Etheridge called the meeting to order at 5:00pm in CBJ Room 224 & Via Zoom.
- B. ROLL CALL** – The following member were in attendance in CBJ Room 224 or via zoom meeting: James Becker, Paul Grant, Debbie Hart (via zoom 5:06pm), Matthew Leither, Mark Ridgway, Annette Smith, Shem Sooter, and Don Etheridge.
- C. PORT DIRECTOR REQUESTS FOR AGENDA CHANGES**
- Mr. Uchtyl said there are no changes to the agenda presented tonight but two information items were added to the agenda this afternoon.
- MOTION By MR. RIDGWAY: TO APPROVE THE AGENDA AS PRESENTED AND ASK UNANIMOUS CONSENT.
- Motion passed with no objection.
- D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS** - None
- E. APPROVAL OF MINUTES**
1. October 4th, 2023 Special Board Minutes - Hearing no objection, the October 4<sup>th</sup> Special Board meeting minutes were approved as presented.
  2. October 26th, 2023 Board Minutes – Hearing no objection, the October 26<sup>th</sup> Board meeting minutes were approved as presented.
- F. CONSENT AGENDA**
- a. Public Requests for Consent Agenda Changes - None
  - b. Board Members Requests for Consent Agenda Changes - None
  - c. Items for Action
3. Docks & Harbors proposed ByLaw Amendments  
RECOMMENDATION: THAT THE ASSEMBLY APPROVE PROPOSED BYLAWS AMENDMENTS.
  4. CBJ 2024 Legislative Priority List  
RECOMMENDATION: THAT THE ASSEMBLY CONSIDER AURORA HARBOR PHASE IV AND STATTER HARBOR WAVE ATTENUATOR PROJECTS AS DOCKS & HARBORS LEGISLATIVE PRIORITY PROJECTS.  
MOTION By MR. RIDGWAY: TO APPROVE THE CONSENT AGENDA AS PRESENTED AND ASK UNANIMOUS CONSENT.  
Motion passed with no objection.
- G. UNFINISHED BUSINESS** - None
- H. NEW BUSINESS** - None
- I. ITEMS FOR INFORMATION/DISCUSSION**
5. Annual Letter to the Assembly  
Mr. Uchtyl said on page 67 in the packet is the annual letter to the Assembly but in reviewing the

information provided by the Finance Department, he is not ready to submit the letter yet. He is waiting for confirmation on the Docks and Harbors fund balances. Finance has provided higher numbers than anticipated. As long as the Board does not have any other input as to the content of the letter, after the Finance Department confirms our fund balance numbers are correct, he will submit to the Assembly.

Board Discussion -

Mr. Grant asked who makes the decision in terms of the final fund balance numbers.

Mr. Uchytel said the Finance Department provides the final fund balance numbers, but he wants them to just double check their numbers.

Public Comment - None

6. Docks & Harbors FY25 CIP List

Mr. Uchytel said on page 76 in the packet is our FY24 CIP List. In December the Board is required to submit our FY25 and beyond CIP list to the Engineering Department so at the Board meeting in December we will need to approve that list. We typically come up with our FY25 and FY26 list at our annual Board retreat but we are not planning to have one this year. He is bringing this to this meeting for Board visibility so members know a similar list as seen tonight for FY24 will be for FY25 and FY26 and that will be brought to the next Operations/Planning meeting for approval.

The FY25 CIP list could be

1. Aurora Harbor Rebuild Phase IV
2. Taku Harbor Maintenance Repairs
3. Wayside Park Dredging
4. Breakwater Feasibility Study

The Aurora Harbor Office Replacement will not be on the list. Marine Exchange of Alaska is going in a different direction and we do not currently have a P3 option.

Mr. Uchytel talked about the projects listed on page 77 -

- He will bump appropriate projects to the following FY.
- The first five on the list have already been talked about.
- Regarding the shorepower for the cruise ships, we need to continue to look for dock electrification funding in the next fiscal year.
- The NOAA dock is off the table with the conveyance to the Coast Guard.
- The Auke Bay/Baywalk is a non-starter.
- The Aurora Harbor phase IV is in FY25.

This list will be brought back to the next Operations & Planning meeting to discuss more and take direction.

Board Discussion -

Mr. Ridgway asked on page 77 in the packet, is the safety railing estimate an old estimate?

Mr. Uchytel said if the Assembly approves the transfer on December 11<sup>th</sup>, it will be \$1.5M left to fund.

Mr. Becker commented that he thought the Aurora Harbor Office was a health and safety issue and was paramount for replacement?

Mr. Uchytel said there is no money. What he has heard from the Board is that the Board priority would be to do the North Douglas Boat Ramp expansion before the Aurora Harbor Office replacement. If the Board would like to change the priority it can be changed.

Mr. Ridgway said if there are safety concerns, he would put that at a higher priority.

Mr. Etheridge said he remembers the North Aurora Harbor replacement has been ranked higher in priority than the Aurora Harbor Office replacement.

Mr. Grant asked how important it is for the Aurora Harbor Office to be located near the Harbor?

Mr. Creswell said for the Aurora Office, it is vital to be located in the vicinity of the downtown harbors. There are currently a lot of harbor residents that do not have transportation and rely on the office to be close to the Harbor. Harris and Aurora Harbors are our busiest Harbors, and our field staff need to be close by.

Ms. Smith said when she looked at the plans for Marine Park, replacement of the lightering dock could be a piece of that project. She would like staff to keep a lookout for any of the projects on the list to be maybe added in with another departments project to have a possibility of moving up on the list.

Mr. Ridgway requested Mr. Uchtyl send out a ranking for the projects to start the process before the next Operations/Planning meeting.

Mr. Uchtyl asked if all 22 projects should be on the list for ranking. We currently only having funding for the first four on the list.

Mr. Ridgway recommended sending all the projects for ranking.

Public Comment –

Matt Dobson, Juneau, AK (unsure is name is correct)

Mr. Dobson said this is his first year seeing this six-year CIP list. He said he would like the North Douglas Boat Ramp Expansion moved up the list. There is not enough parking and it seems like there is a safety issue at that location. He said it will probably continue to grow.

7. Assembly Retreat - Docks & Harbors Interests

Mr. Uchtyl said on page 78 is the Assembly agenda for their December 2<sup>nd</sup> retreat and he will attend that meeting. They will be discussing tourism and on pages 79 to 81 is a memo from the Tourism Manager showing a matrix for the busiest days, median days, information on hot berthing and current shore excursion opportunities. Pages 83 and 84 in the packet is from January 2020 talking about preliminary legal issues with managing tourism and then on pages 85 to 93 is a memo from August 1996 where they talk about putting a cap on tourism. Pages 94 through 96 are the Assembly 2023 goals broken down into different categories. Pages 97 and 98 are comments from the Assembly members requesting changes to the current goals.

Board Discussion-

Mr. Grant asked Mr. Uchtyl what a median day and busiest day mean?

Mr. Uchtyl said the busiest day would be in August with the most passengers disembarking in one day and the median day is essentially an average day.

Mr. Grant asked what does MGRA stand for?

Mr. Uchtyl said Mendenhall Glacier Recreational Area.

Ms. Smith commented that her understanding is 30% of passengers do not even get off a cruise ship. Are the numbers in the memo just the number of passengers that get off the ship?

Mr. Uchtyl commented that the only numbers Ms. Pierce would have would be the lower berth counts. This is 100% lower berth count based on the CLAA schedule.

Public Comment -

Mr. Kirby Day, Juneau, AK

Mr. Day said the number we use for passengers getting off a ship on any given day is north of 90%. There are days that number is less typically due to weather and then there are days when there is more. There are 25% to 30% of crew that get off the ship at some point in the day. He is not sure the numbers in the memo consider ships that are hot berthing. Only 4,000 of the people are in port at one time. The duration and the total number in a day is what they are trying to figure out.

**J. COMMITTEE AND MEMBER REPORTS**

1. Operations Committee Meeting Report

Mr. Ridgway reported -

- The Committee forwarded to the Board tonight the Legislative Priority list and the By-laws.
- There was a presentation by the Harbormaster with the survey results and next steps.
- Mr. Sill provided a run down on the US Coast Guard floating breakwater and Wayside Float conditions.
- There was a discussion on the Angoon Trading lease.

2. Assembly Lands Committee Liaison Report

Mr. Becker said he attended the meeting - nothing affecting Docks & Harbors.

3. South Douglas/West Juneau Liaison Report – Ms. Smith said there were no meetings.

4. Member Reports - None

**K. PORT ENGINEER'S REPORT**

Mr. Sill said winter is our construction season and we are ramping up. He provided updates on the projects -

- Statter Harbor Phase IIIC restroom. He is sitting on the final payment until Dawson submits the As-built and the O&M manuals. He is also waiting on a quote to do the epoxy flooring in the restrooms.
- Aurora Harbor phase III – The building permits are still pending but he does not anticipate any issues. Float construction will begin December 6<sup>th</sup> and 7<sup>th</sup>. He will travel to Tacoma on December 7<sup>th</sup> to inspect the float construction. The usual float contractor has sub-contracted the float construction to a float fabricator. Since we have never used this sub-contractor before, he is going to Tacoma. They should be able to build a float in a couple days and will make progress quickly. We are working on hiring our Protected Species Observers. Trucano plans to mobilize their crane and barge to the basin the week ending December 15<sup>th</sup>. If the floats are completed in a week and shipped in a week, Trucano will start pile driving on December 18<sup>th</sup>. It is a tight schedule but not impossible.
- Aurora Harbor phase IV – Staff received the draft for the permit application from our consultant last week. Staff will review the application and then submit it for our Army Corps permit so we can get authorized to do the pile driving in-water work. This process can be lengthy so we do want to get this going soon. The permit will be good for five years.

Mr. Uchtyl added the matching grant information. In October, the Board and Assembly approved a Resolution and at that time we were asking the Legislature for full funding of the Harbors Facility Grant. It was going to be \$5M for Juneau and \$2.7M for Sitka. Sitka pulled their application and it is now only Juneau asking for this grant money. That is good and bad. The fact that it is just Juneau asking money from the State it could go two ways. One way would be to award Juneau with the \$5M, or because this only affects Juneau, it may not get traction.

- Marine Park Deckover - We did receive our As-builts from PND and so this project is officially closed out. There was an incident on our new lawn. We are working with the company that damaged our lawn and they promised they would fix it in the spring.
- Douglas Harbor lighting project -Chatham Electric spent the day installing light pole bases. They are planning to install two today and two tomorrow. By Monday all bases and conduit will be ready to install the lights. The light poles are on order and with all ground work complete, they can be installed in the winter.
- Harris Harbor Security Gate – Mantle Industry is working on the gate structure. He has reviewed all their plans and sent all the controls and various elements that need to be incorporated in the gate. He believes it will be about 60 days before this arrives in Juneau.
- Wayside Park and Concrete Breakwater Inspections – The consultant working on this project lost their inspector so he was allowing a little more time but he will give them a call to find out when the reports will be completed.
- Waterfront Safety Improvements. We are hoping on approval by the Assembly.

Ms. Smith asked about the Douglas Lighting project, any correlation with the project and the outage of power in Douglas?

Mr. Creswell said he will cover that in his report.

#### **L. HARBORMASTER'S REPORT**

Mr. Creswell reported –

- Douglas Power - Last Monday during the blizzard at 4:45pm he received a report of a power outage and he thought it was due to the blizzard. The entire Harbor did not have power. The main breaker was tripped and tripped again when he tried to reset it. He brought in Chatham electric Tuesday morning to begin the trouble shooting process. They were not able to find the problem so they talked with Mr. Sill and brought in our Electrical Engineer and they determined the main breaker was bad. We were able to get part of the harbor lit before Thanksgiving. He kept good communication with the liveboards in Douglas to the status of power. The replacement breaker alone was \$15,000. It arrived in Juneau on Tuesday and it was installed on Wednesday. We had to have AELP secure power to the Harbor and it took three hours to install. As of 2:15 pm yesterday the Harbor was back up and everyone had power. We were using Facebook to notify people. We do have the SMS texting but it is not operational at this time and our IT person is working to get it fixed. Any customers paying us for power will receive a 30% discount.

Mr. Becker asked if the breaker was re-buildable?

Mr. Creswell said the breaker is being shipped to Anchorage to see if it is re-buildable. The breaker lasted 18 years.

Ms. Smith asked if this should be a scheduled replacement for maybe 15-years?

Mr. Creswell said this is a great question but this is one of our simpler breaker. The newer breakers are even more complicated and he will look into if they should be on a replacement schedule.

- We had an old wooden vessel sink in Harris Harbor during the storm. It was uninsured. Staff worked with the Coast Guard to remove the pollutants from the vessel. The Coast Guard hired Melino's and Melino hired Cooks Dive services to dive on the vessel. They raised the vessel and towed it to Trucano, our Term Contractor for vessel disposal, and it was craned out of the water and taken to the dump.

Ms. Smith said she remembers the Vessel Disposal Fee, that Boat owners pay when they do not have insurance, does not cover the cost of getting rid of these vessels. Has there been an analysis done on what the fee should be to cover the expense of disposal?

Mr. Creswell provided costs of recent disposals –

- 55' cement vessel - \$50,000
- 41' wooden power troller - \$30,000
- This current vessel – Over \$10,000

Mr. Creswell said the last time he looked at how much we collected it was around \$21,000.

Mr. Ridgway asked to add the Vessel Disposal expense and revenue on the next Operations Meeting agenda as an information item.

Mr. Uchtyl commented that the 55' cement vessel was not derelict. The owner of the vessel passed away and there was no next of kin and no one bid on it.

Mr. Creswell continued his report -

- Downtown Travel Lift - Kendrick Equipment was hired to fix the Travel Lift. Trucano provided crane support and welding, and Tyler rental provided line boring for the new pin that needed to be installed. The project overall was a success and it is operational but there was a few snags along the way. It took seven days to get this fixed with a new trunnion shaft, new cables, and new brakes. There are a couple parts on order that still need to be installed but that can be accomplished by the boat yard staff.

Ms. Smith asked if we own the travel lift or the University?

Mr. Creswell said the University owns the travel lift.

- Derelict Vehicles – Staff has made great strides getting rid of all the derelict vehicles. A big part of that was with Kenneth Davis who has recently resigned on November 3<sup>rd</sup>. We hired Matthew Mickelson to take his place, he is on leave but when he gets back there will be three vehicles that he will need to take action on.
- Derelict Vessels – There are more derelict vessels that we are tracking and watching.
- New Admin Supervisor – Angela Thrower has been hired and we are happy to have her as part of the team.
- UAS Intern – This is due to the negotiations for the reduced lease rate. We have agreed to take on an intern program with the University. He said he met with the University representatives about the Intern program and they are very excited for this opportunity and will likely start in the summer with three to four interns. He is working on a general position description with everything an intern could do.

Mr. Grant asked if they are paid interns?

Mr. Creswell said yes.

## **M. PORT DIRECTOR'S REPORT**

Mr. Uchtyl said he wanted to go over the schedule for December –

- December 11<sup>th</sup> – Assembly meeting requesting Assembly approval on the \$500K transfer for the safety railing. The by-laws will also be for Assembly approval. He recommends available Board members attend and show support.
- December 16<sup>th</sup> – Docks & Harbors Christmas Party.
- December 18<sup>th</sup> – Joint meeting with the Assembly.



- December 20<sup>th</sup> – Operations/Planning Meeting Items
  - CIP list
  - Marine Passenger Fees
  - Ms. Hart would like a discussion on a potential park area near the Yacht Club
  - PND Engineer Report on the Breakwater
  - Possible update on budget
  - Vessel Disposal Fee Discussion

Mr. Uchtyl went on to report -

- Staff is applying for a \$1.5M EPA grant for Docks Electrification.
- Board Member Mr. Wall resigned effective immediately and this has been communicated with the Clerks.
- We did have our new port admin assistant resign effective immediately. We are having challenges with recruiting and retaining administrative staff. One of our Statter Harbor admins, Joelle Worthley also resigned effective December 15<sup>th</sup> for purposes of travel.
- He said he was on vacation in the DC area and comingled work. He worked with our Federal Lobbyist and met with Senator Murkowski, Senator Sullivan and Representative Peltola staff regarding Docks & Harbors issues. They are supportive of our needs. He said he believes one of the Boards highest priority is the Statter Harbor breakwater and Senator Murkowski has been very good about setting money aside for that project. He also met with the CEO and staff of American Association of Port Authorities (AAPA) and talked about the cruise industry and where that is going.
- He said outside his Docks & Harbors role he is standing up a Navy League Juneau Council and will have our first formation meeting on Tuesday at the Buoy Deck at 5:30pm.

Ms. Adkison asked if staff knew the reason for not being able to retain the admins?

Ms. Larson said she is unsure of the reason.

Mr. Ridgway commented that one of the highest priorities for him as a Board member would be to take care of our people and be able to retain staff.

Mr. Creswell commented that we are getting a lot of candidates now but they are just not working out.

Mr. Grant asked if the Assembly is taking a systematic look at the recruitment and retention problem?

Ms. Adkison said the Assembly is looking into this problem and contracts will start to be negotiated this time next year.

Mr. Uchtyl said the HR staff has done a lot of good work trying to recruit people to work for CBJ.

Mr. Etheridge said DOT had to increase their wages by 30% to get people to man their airports for their operators.

## **N. ASSEMBLY LIAISON REPORT**

Ms. Adkison reported -

- Docks safety railing will be at the next Assembly meeting. She would recommend Board members who want to advocate for that attend.
- The Assembly retreat is coming up.
- The Alaska Municipal League is having their conference and Assembly members and some CBJ staff will attend.
- If Board members have concerns or questions that you want the Assembly members to keep in mind it would be a good thing to get in touch with us to get those things looked at.

**O. BOARD ADMINISTRATIVE MATTERS**

- a. Operations Committee Meeting - Wednesday December 20th, 2023.
- b. Board Meeting - Thursday December 28th, 2023.

Ms. Smith said she will be traveling and will try to attend via zoom meeting.

**P. ADJOURNMENT** – The Meeting adjourned at 6:19pm

## DEPARTMENT CAPITAL IMPROVEMENT PLAN 6 YEAR PRIORITIES

Department: Docks & HarborsDate: 12/28/2023Compiled by: Carl UchytelPhone number: 586-0294

estimated project cost (nearest thousand dollars)

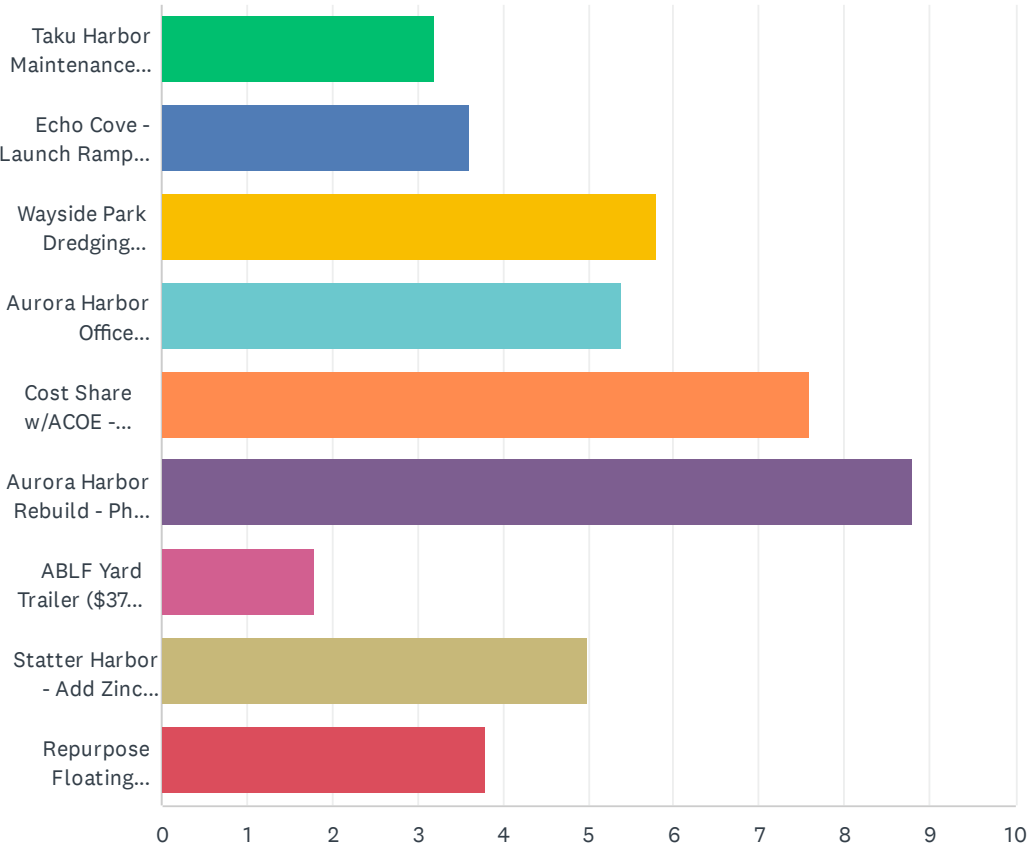
| Project  | Priority | FY25         | FY26         | FY27         | FY28         | FY29        | Future       |
|--|----------|--------------|--------------|--------------|--------------|-------------|--------------|
| Aurora Harbor Phase IV                                   | 1        | \$11,500,000 |              |              |              |             |              |
| Cost Share w/ACOE - Statter Breakwater Feasibility Study | 2        | \$1,300,000  |              |              |              |             |              |
| Wayside Park Dredging                                    | 3        | \$750,000    |              |              |              |             |              |
| Statter Harbor Zinc Anode                                | 3        | \$500,000    |              |              |              |             |              |
| Aurora Harbor Office Replacement                         | 5        | \$2,100,000  |              |              |              |             |              |
| Repurpose KTN Floating Breakwater                        | 6        | \$350,000    |              |              |              |             |              |
| Echo Cove Float Addition                                 | 7        | \$250,000    |              |              |              |             |              |
| Taku Harbor Maintenance Repairs                          | 7        | \$750,000    |              |              |              |             |              |
| ABLF Yard Trailer Procurement                            | 9        | \$325,000    |              |              |              |             |              |
| Statter Harbor Phase IIID - Paving (Docks Enterprise)    | 1        | \$4,000,000  |              |              |              |             |              |
| Design/Procurement Shorepower - AS Dock                  | 1        | \$5,000,000  |              |              |              |             |              |
| Cruise Ship Dock Safety Railing (Docks Enterprise)       | 3        | \$1,500,000  |              |              |              |             |              |
| Seawalk Safety/Settlement (Docks Enterprise)             | 4        | \$250,000    |              |              |              |             |              |
| Deck Over People's Wharf/USS JUNEAU Memorial (Docks)     | 5        | \$6,000,000  |              |              |              |             |              |
| Shore Power at Cruise Ship Berth (Docks Enterprise)      | 15       |              | \$15,000,000 |              |              |             |              |
| Small Cruise Ship Infrastructure (Docks Enterprise)      | 16       |              |              | \$25,000,000 |              |             |              |
| Reestablishment: Emergency Vessel Loading Float(Docks)   | 17       |              |              |              | \$1,000,000  |             |              |
| Downtown Piling Inspection/Recapitalization (Docks)      | 18       |              |              |              | \$5,000,000  |             |              |
| Cruise Ship Docks - Zinc Anode Replacement (Docks)       | 19       |              |              |              |              | \$4,000,000 |              |
| Statter Breakwater Replacement                           | 20       |              |              | \$20,000,000 |              |             |              |
| Aurora Harbor Drive Down Float                           | 21       |              | \$1,000,000  |              |              |             |              |
| North Douglas Boat Ramp Design/Permitting                | 22       |              | \$250,000    |              |              |             |              |
| North Douglas Boat Ramp Improvements                     | 23       |              |              |              | \$20,000,000 |             |              |
| Marine Services Facility (Haul-out)                      | 24       |              |              |              |              |             | \$25,000,000 |
| Aurora Harbor Security Gates                             | 25       |              | \$150,000    |              |              |             |              |
| Aurora Harbor Restroom                                   | 26       |              | \$150,000    |              |              |             |              |
| Douglas Harbor Uplands                                   | 27       |              |              |              |              | \$5,000,000 |              |
| Douglas Harbor Security Gates                            | 28       |              |              | \$100,000    |              |             |              |

|   |    |  |  |  |           |  |              |
|---|----|--|--|--|-----------|--|--------------|
| Statter Harbor Shop/Garage/Storage Facility       | 29 |  |  |  |           |  | \$1,500,000  |
| Statter Harbor Security Gates                     | 30 |  |  |  | \$100,000 |  |              |
| Aurora Harbor Dredging - Tug Slips                | 31 |  |  |  |           |  | \$350,000    |
| Juneau Fisheries Terminal                         | 32 |  |  |  |           |  | \$25,000,000 |
| Auke Bay Non-Motorized Coastal Transportaion Link | 33 |  |  |  |           |  | \$12,500,000 |
| Fish Sales Facilitiy - Harris Harbor              | 34 |  |  |  |           |  | \$1,000,000  |

Totals:    \$34,575,000       \$16,550,000       \$45,100,000       \$26,100,000       \$9,000,000       \$65,350,000

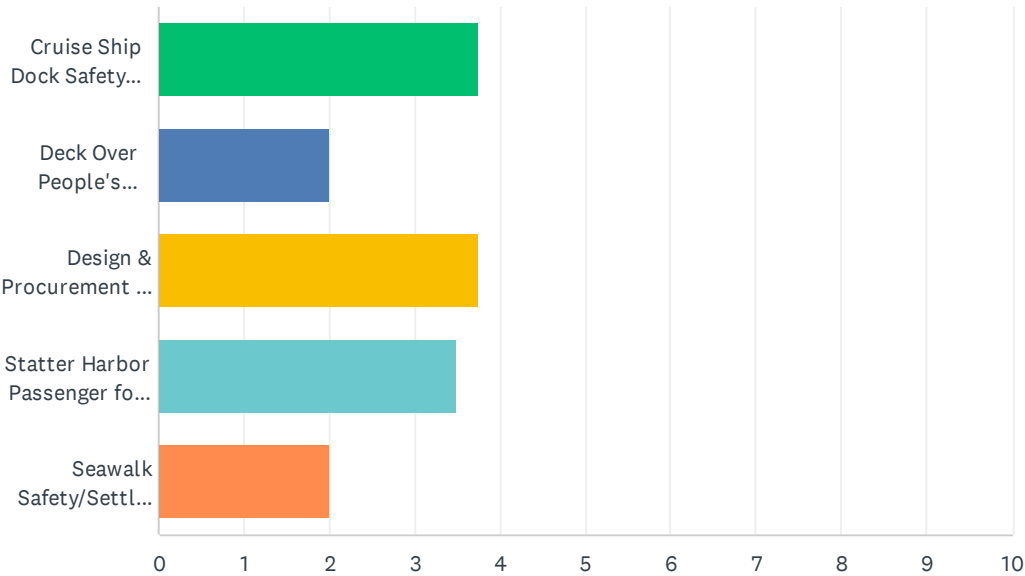
# Q1 FY25 Harbor Enterprise Projects

Answered: 5    Skipped: 0



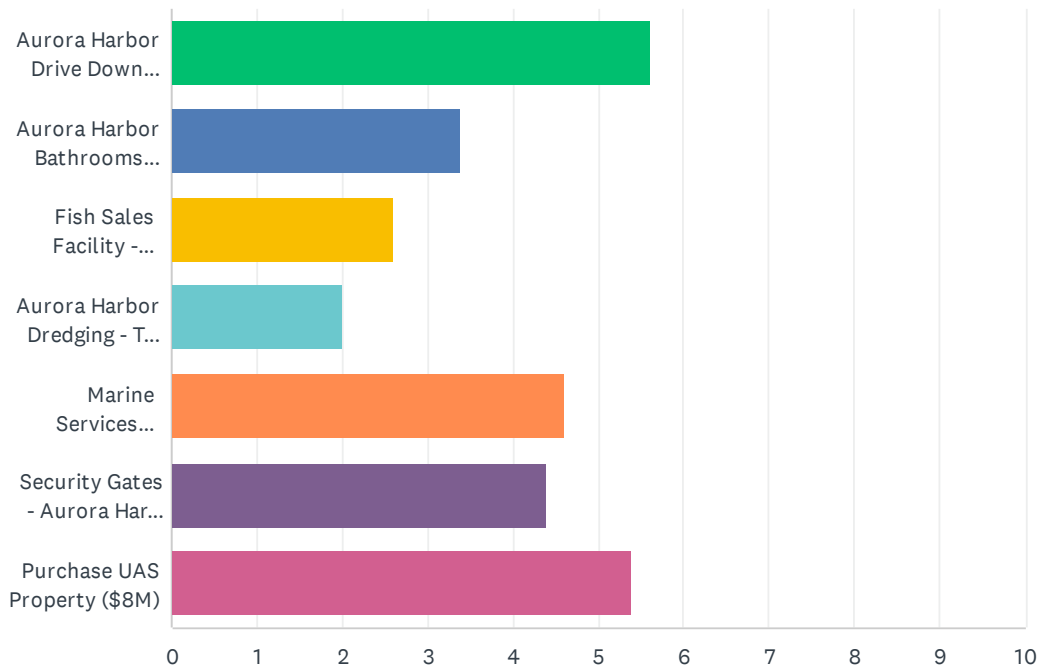
# Q2 FY25 Docks Enterprise Projects (MPF Fund Requests)

Answered: 4    Skipped: 1



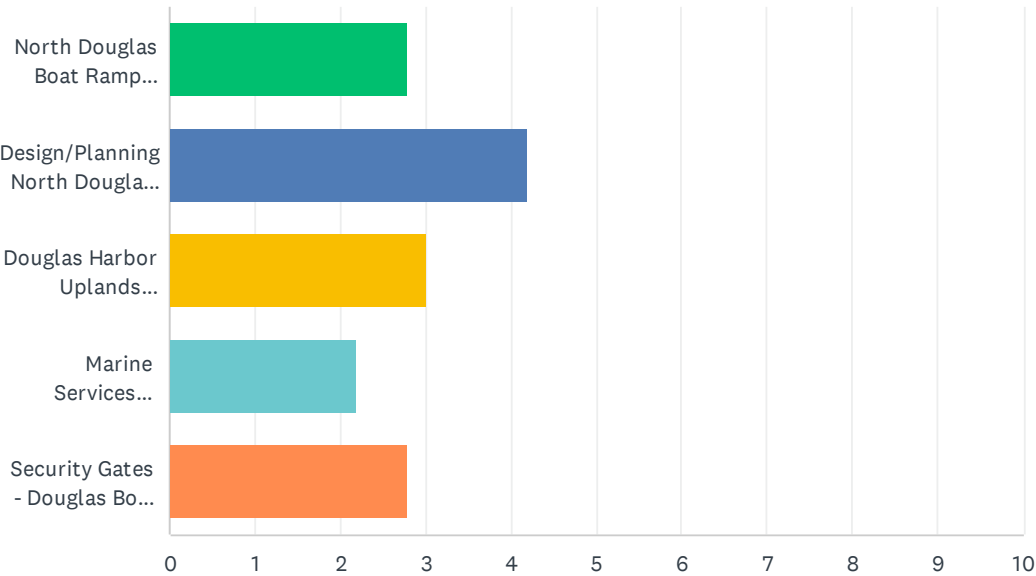
# Q3 Future Harbor Enterprise Projects - Downtown Harbors

Answered: 5    Skipped: 0



# Q4 Future Harbor Enterprise Projects - Douglas Island

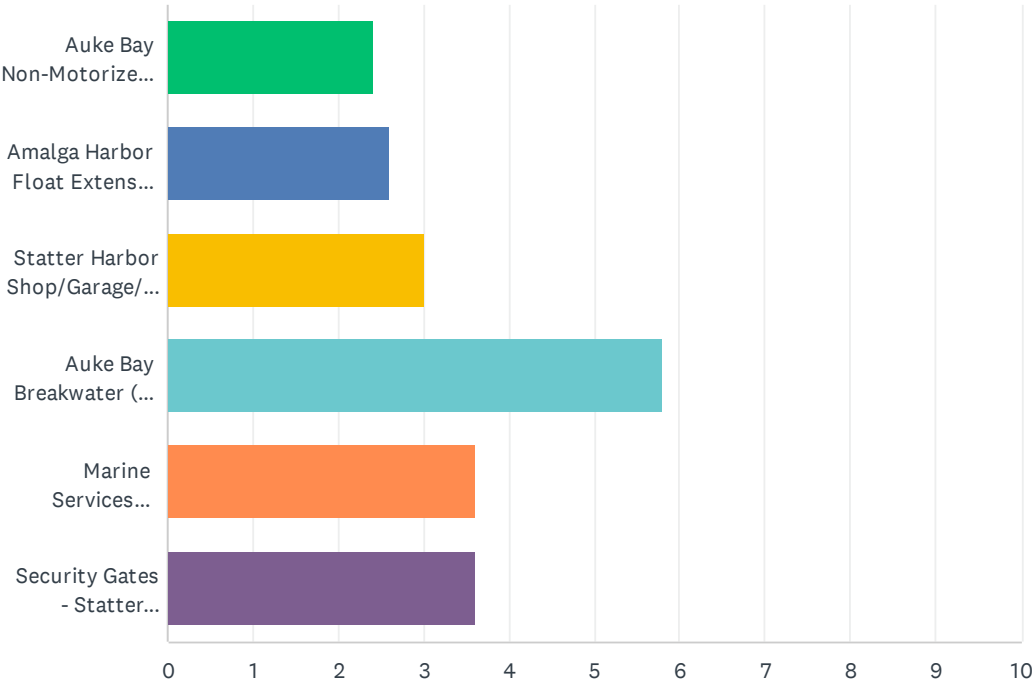
Answered: 5    Skipped: 0





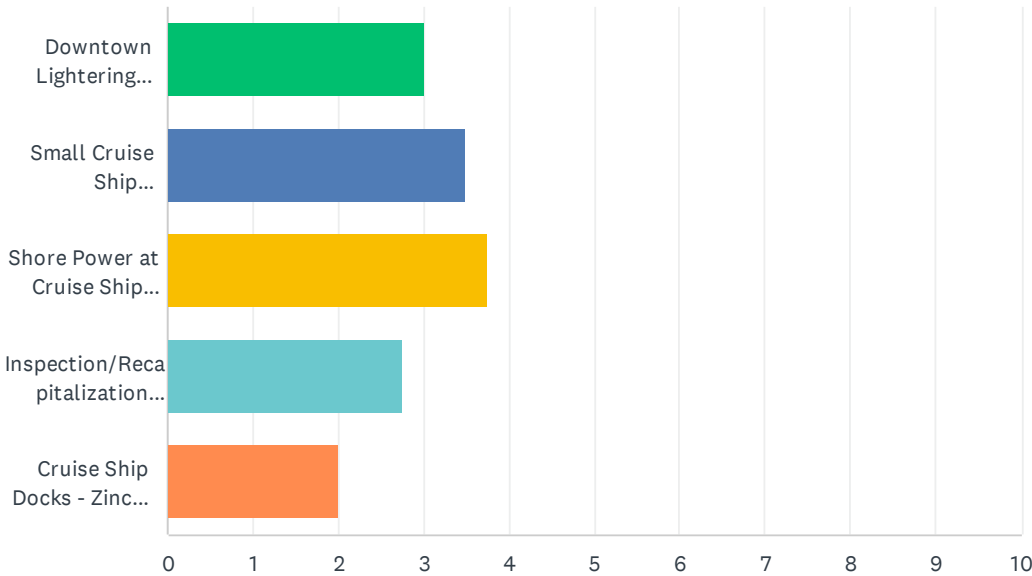
# Q5 Future Harbor Enterprise Projects - Out the Road

Answered: 5    Skipped: 0



Q6 Future Docks Enterprise Projects (MPF funded)

Answered: 4   Skipped: 1



## Q7 What other projects should be considered?

Answered: 2   Skipped: 3

| # | RESPONSES  | DATE                |
|---|--|---------------------|
| 1 | Juneau Fisheries Terminal  | 12/26/2023 10:30 AM |
| 2 | All dredging projects should be completed, to the extent possible. Under the same contract. Some of these projects should be considered dead in place. As for North Douglas, this needs to happen. BUT, it needs to be looked at with a much larger picture in mind. Probably the most common thing I hear from people is a for request more permanent assigned moorage on the northern end of the borough. They're a lot of people who want a permanent slip, but don't want to deal with a waiting list that is 5-10 years. Also, we must find a way to secure our interest in the UAS property. | 12/13/2023 7:13 AM  |



## Port of Juneau

155 Heritage Way • Juneau, AK 99801  
(907) 586-0292 Phone • (907) 586-0295 Fax

**From:** Carl Uchytel, P.E.  
Port Director

**To:** Alexandra Pierce  
Tourism Manager

**Via:** (1) Docks & Harbors Operations-Planning  
(2) Docks & Harbors Board

**Date:** December 29<sup>th</sup>, 2023

**Re:** FY 2025 Marine Passenger Fee (MPF) Request

1. Attached for your consideration is a list of FY25 Marine Passenger Fee requests from Docks & Harbors. This list was discussed by the Docks & Harbors Operations-Planning Committee at its December 20<sup>th</sup> meeting and approved at its December 28<sup>th</sup>, 2023 regular board meeting.

2. Docks & Harbors is very appreciative of the financial support received thorough this process. Please know that the MPF generously provided to the Docks Enterprise provides approximately one-third of all revenue collected. In November, the Assembly approved a 9% Docks Enterprise fee increase in 2024. Broadly speaking, this is the first fee increase since 2007; however, MPF will remain an important revenue source to the financial health of this Enterprise.

3. Please contact me should you have questions at 586-0282.

#

Encl: (1) FY25 Docks & Harbors Marine Passenger Fee Request

Copy: City Manager  
Parks & Recreation  
Finance Department

**CBJ Docks and Harbors Board**  
**FY2025 Marine Passenger Fee Request**

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Section F, Item 3.

**Statter Harbor Phase IIID**  
(Curb, gutter, paving & Baywalk)

**Descriptions:** Docks & Harbors has been diligently and methodically building out the Statter Harbor infrastructure since 2011. Statter Phase III is specifically designated to provide services to assist in passengers embarking on charter vessel excursions. Phase IIID would provide curb, gutter, paving and Baywalk amenities to complete the improvements for the charter operators. The November 2022 estimate for this work was \$3.5M and the existing CIP has \$1.5M available.

**Marine Passenger Fee Funds Requested (FY25):** \$2,500,000 (Total estimated project cost \$4M)

**Benefits:** This project would provide a clean and finished appearance at Statter Harbor, including the continuation of the Baywalk through the various Statter Harbor facilities (launch ramp, bus staging, bathroom and Harbor Office) .

**Maintenance and Operation Responsibility:** Docks & Harbors is responsible for all ongoing maintenance and operating expenses and will use Enterprise funds for these expenses.

Project Contact: Matthew Sill, Port Engineer, or Carl Uchytel, CBJ Port Director 586-0292.

**CBJ Docks and Harbors Board**  
**FY2025 Marine Passenger Fee Request**

Section F, Item 3.

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**Area Wide Port Operations**

**Descriptions:** CBJ's cruise ship docks and associated infrastructure are run as an enterprise fund established by local ordinance. All expenses and revenues associated with operating and maintaining CBJ's cruise ship docks and associated infrastructure are accounted within this fund. The CBJ Assembly has placed these assets under the responsibility of the Docks and Harbors Board. CBJ Ordinance Title 85 requires the Board to be self-supporting, generating revenues sufficient to meet the operating costs of the Docks Enterprise. The Board has established a number of fees to generate revenues from users of the assets. The Board has calibrated these fees to assure the overall revenue generated by the enterprise equals the overall cost of running the enterprise.

Many of the uplands assets are used by entities which it is not possible, feasible, or acceptable to charge fees. As a result, users paying fees are subsidizing users that do not pay fees. The services provided to these users are area wide in nature benefiting the general public and cruise ship passengers of private docks. As part of this fee request, the Board identified services that are area wide in nature.

**Board identified the following services:**

1. Year round maintenance and monitoring of Marine Park.
2. Maintenance and operation of public parking at the Columbia Lot and seasonal public parking at the Steamship Wharf Plaza and the Visitor's Center Lot.
3. Maintenance and operation of unrestricted pedestrian access along the waterfront at the public docks.
4. Year round maintenance and monitoring of Peratrovich Plaza.
5. Costs associated with landscape maintenance services throughout the Downtown Waterfront.
6. Providing area wide port security. Of note are new Coast Guard requirements to validate credentials of passengers and crew returning to the cruise ships. New security structures have provided greater efficiencies but the resultant is greater staff responsibilities to meet the Facility Security Plan. [Note an additional \$300K MPF request for "Port of Call" access control is included in this year's request.]
7. Billing and collecting CBJ area wide fees for all docks.
8. Maintenance & repairs of Visitor's Kiosk.

The Board reviewed its FY22 budget and apportioned expenses associated with these services. Based on its review, it estimates that about 20% of the annual docks budget is attributable to area wide services.

**Marine Passenger Fee Funds Requested (FY25): \$275,000**

**Benefits:** This approach is supported by the cruise ship industry since it is more equitable than raising dockage fees, although Docks & Harbors is considering fee increases. This approach meets the intent of the marine passenger fee since the services benefit all cruise ship passengers, not just the passengers at the public docks. This approach allows the Docks and Harbors Board to direct part of the dock lease revenues to the much needed rebuild effort of the small boat harbors reducing the need for fee increases at the harbors.

**Maintenance and Operation Responsibility:** CBJ is responsible for all ongoing maintenance and operating expenses and will use local Docks enterprise funds for these expenses.

Project Contact: Teena Larson, Port Admin Officer or Carl Uchytel, CBJ Port Director 586-0292.

**CBJ Docks and Harbors Board**  
**FY2025 Marine Passenger Fee Request**

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Section F, Item 3.

**Port-Customs and Visitor Center Buildings Maintenance Support**

**Project Descriptions:** The Port-Customs and Visitor Center buildings are located on the downtown Juneau waterfront, an area that serves in excess of one and a half million cruise ship passengers each year. Docks and Harbors, an enterprise operation, is responsible for costs associated with operating the Port-Customs and Visitor Center Buildings. Expenses include all utilities (water, sewage, electrical, alarm monitoring) and facility support (parking lot, plaza, snow removal, janitorial and general maintenance). The two buildings comprise approximately 4450 square feet in area. Maintenance costs are estimated at \$2.66 per square foot per month equaling \$142,000.

**Marine Passenger Fee Funds Requested (FY25):** \$142,000

**Project Review:** The Port-Customs Building was completed in May 2011 with the Visitor Center completion in June 2012. The project which included the buildings, infill dock construction, covered shelters, landscaping and plaza cost approximately \$9M and was funded with Marine Passenger Fees. The Port-Customs Building is occupied by the US Customs and Border Protection (CBP) and Docks and Harbors staff. CBP claims to be exempt from any costs associated with their operations within a port. The Visitor Center Building is occupied by the Travel Juneau, a non-profit organization for the purpose of supporting cruise passenger inquiries. The Travel Juneau budget does not support maintenance of the building. This leaves the Docks enterprise funds fully exposed to the costs of maintaining and servicing these buildings.

**Benefits:** By establishing a Port-Customs and Visitor Center Buildings maintenance fund Docks & Harbors can effectively manage and maintain the properties entrusted under their responsibilities. Passenger fees have been granted for this purpose since FY2013.

**Maintenance and Operation Responsibility:** CBJ Docks and Harbors is responsible for all ongoing maintenance and operating expenses of these two buildings and associated upland support facilities.

**Project Contact:** Matthew Sill, CBJ Port Engineer or Carl Uchtyl, CBJ Port Director 586-0292.

**CBJ Docks and Harbors Board**  
**FY2025 Marine Passenger Fee Request**

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Section F, Item 3.

**Safety Rail along Dock Face**

**Project Descriptions:** The project would be located along the downtown Juneau waterfront, an area that services over one and a half million cruise ship passengers each year. The project consists of constructing a new guardrail along the face of the existing dock.

**Marine Passenger Fee Funds Requested (FY25):** \$1,500,000

**Project Review:** This project would construct a new pedestrian guardrail along the existing dock face from Marine Park to the South Berth approach dock. The existing dock face only features an eighteen inch bullrail at the edge. For pedestrian safety a forty two inch high guard rail would be constructed. The proposed guardrail would be designed in the same character as other guardrails along the Seawalk.

**Project Time-Line:** This project would begin as soon as funding is allocated. The first step would be to design the guardrail and prepare construction bid documents. Upon award of a contract to the lowest qualified bidder construction would begin. The plan would be to have the guardrail installed by the end of the 2024 season, provided full funding is obtained.

**Maintenance and Operation Responsibility:** CBJ is responsible for all ongoing maintenance and operating expenses. Maintenance and operations expenses for the guardrail would be minimal.

**Project Contact:** Matthew Sill, CBJ Port Engineer or Carl Uchytel, CBJ Port Director 586-0292.



**CBJ Docks and Harbors Board**  
**FY2025 Marine Passenger Fee Request**

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Section F, Item 3.

**Dock Electrification**

**Descriptions:** Docks & Harbors has been pursuing funding for cruise ship dock electrification for many years. Efforts for RAISE and PIDP grants have not realized success. On December 1<sup>st</sup>, a \$1.5M EPA DERA grant was submitted and we anticipate submission of an EPA Clean Port grant in the spring. The latest update to the Assembly was provided in a [memo dated August 31<sup>st</sup>, 2023](#). The purpose of this request is to augment the existing CIP with funds to construct a shoreside electrical system allowing cruise ship to connect to clean renewable power while moored.

**Marine Passenger Fee Funds Requested (FY25):** \$5M. In the EPA DERA grant application, the total project estimate to electrify both the AS & CT Docks is \$53M. Of which, \$5.3M is currently in a CIP. The project can be scaled to separate the construction into providing power to only one berth, as funding allows.

**Benefits:** This project seeks to reduce carbon emissions/greenhouse gases and has been a priority since the completion of the 16B project in 2017.

**Maintenance and Operation Responsibility:** Docks & Harbors has been working in concert with AELP to develop planning and design efforts to move forward in an efficient manner. Most likely, Docks & Harbors will be responsible for maintenance and operations of the constructed system via future Marine Passenger Fees. Docks & Harbors is hopeful to have a MOA crafted with AELP early in 2024 outlining design responsibilities and funding commitments.

**Project Contact:** Carl Uchytel, CBJ Port Director 586-0292.

**CBJ Docks and Harbors Board**  
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**Additional Personnel for “Port of Call” Access Control**

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**Description:**

After two years of cruise ship inactivity due to the pandemic, CY23 rebounded with 1.65M arriving passengers which was a record number. The CY24 schedule calls for an equally busy season for the AS/CT Docks and at the PFO lightering dock. The 2020 Coast Guard requirements described below is a non-funded federal mandate that must met to remain compliant with our approved Federal Security Plan. Docks & Harbors has provided briefings to determining the financial resources necessary to meet this requirement.

On December 18<sup>th</sup>, 2020 Coast Guard Sector Juneau released a Marine Safety Information Bulletin clarifying the regulatory requirements for Maritime Transportation Security Act (MTSA) regulated facilities which receive large foreign passenger vessels (i.e. cruise ships). The Consolidated Cruise Ship Security final rule, published on March 19<sup>th</sup>, 2018 defined the differences between a “cruise ship terminal” and a “port of call”. The final rule also prompted a conversation between USCG Sector Juneau and SEAK industry stakeholders, including the Port of Juneau. Previously, SEAK industry stakeholders (including the Port of Juneau) interpreted Title 33, Code of Federal Regulations (CFR), Section 105.255(d)(4) as a list of documents which could serve as personal identification irrespective of criteria in 33 CFR 101.515. As such, facility security personnel (including the Port of Juneau) were allowing individuals with only a vessel boarding pass or room key to gain access to the secure area adjacent to the cruise vessel.

The resultant clarification in the MSIB is that, effective April 1<sup>st</sup>, 2021, facility security personnel must use a two-prong approach to ensure proper identification and valid purpose:

1. Check the personal identification meeting the criteria in 33 CFR 101.515; and,
2. Confirm the purpose for access by examining at least one document listed in 33 CFR 105.255(d)(4).

Although this may seem like a minor additional task to validate an ID with a boarding pass, we believe the impact will greatly impede the flow of passengers returning to their vessel. The above mentioned two-prong requirement will be similar to what one experiences at an airport TSA checkpoint. The extra time required to ensure each boarding pass matches the government issued ID has the potential to create delays when excess of 1000 passengers/hour attempt to embark their vessels during the waning time in Juneau. Additionally, passengers who do not have government issued ID will need to be escorted by port facility security to the vessel security officer which will only exasperate those waiting in the queuing line.

**Marine Passenger Fee Funds Requested (FY25):** \$300,000 (17 Part Time Limited Harbor Technicians)

**Benefits:** By funding an additional 17 PTL Harbor Technicians positions, Docks & Harbors will recruit seasonal employees who will augment the standing Docks security force enabling greater redundancy for properly checking credential in accordance with Coast Guard guidance.

**Maintenance and Operation Responsibility:** CBJ Docks & Harbors, as the facility manager for the AS and CT Docks, has uplands security requirements required under MTSA regulations.

**Project Contact:** Matt Creswell, CBJ Harbormaster or Carl Uchtyl, CBJ Port Director 586-0292.

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**Purchase of Archipelago Property, LLC Uplands**

**Description:** Purchase the upland property in private ownership adjoining Peratrovich Plaza. This 0.777 acre parcel is owned by Archipelago Property, LLC is assessed at \$9.5M. Docks & Harbors completed the [Marine Park to Taku Dock Urban Design Plan in 2018](#) which provided direction for expanding the use of the along the Juneau waterfront. This plan lead to a sophisticated land swap/sale with the private owner to achieve beneficial use.



**Board identified the following:** The Marine Park to Taku Dock Urban Design Plan envisioned the *terra firma* property to be developed with private capital for retail purchase. The plan was also a catalyst for identifying a future, undefined waterfront attraction on the wooden deck. The CBJ Manager has identified a project to relocate the Juneau-Douglas City Museum to the waterfront.

**Marine Passenger Fee Funds Requested (FY25):** \$10M

**Benefits:** Docks & Harbors believes the best use of the waterfront would be to purchase the uplands and develop the museum along Franklin Street. This would leave Peratrovich Plaza, including the Peratrovich mural, to have view planes protected along the Seawalk and to Juneau Harbor.

**Maintenance and Operation Responsibility:** As this is request is for property transaction only there is no maintenance and operational costs.

**Project Contact:** Carl Uchytel, CBJ Port Director 586-0292.

**CBJ Docks and Harbors Board  
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**Lone Sailor Statue**

**Description:** Alaska Pioneers (Igloo 6) are in the initial planning stages to erect a [Lone Sailor Statue](#) in Juneau. There are currently 17 Lone Sailor Statues around the world. Discussion with the Navy Memorial, which oversee the program, indicates that a sponsor would need to fundraise \$350,000 and provide a suitable location for display. The sailor is 7' 4" tall and made of bronze.



**Marine Passenger Fee Funds Requested (FY25):** \$100K

**Benefits:** This is a non-profit civic organization's efforts to bring art and vitality to Juneau. There is a connection to the USS JUNEAU and the Lone Sailor mission. The Lone Sailor is an iconic symbol of the Navy Memorial's mission to *Honor, Recognize, and Celebrate* the men and women of the Sea Services, past, present, and future; and to Inform the public about their service.

**Maintenance and Operation Responsibility:** Should a suitable location be found on CBJ property, the appropriate CBJ department could maintain the bronze statue. Else, the sponsoring organization could retain this responsibility.

**Project Contact:** Carl Uchtyl, CBJ Port Director 586-0292.

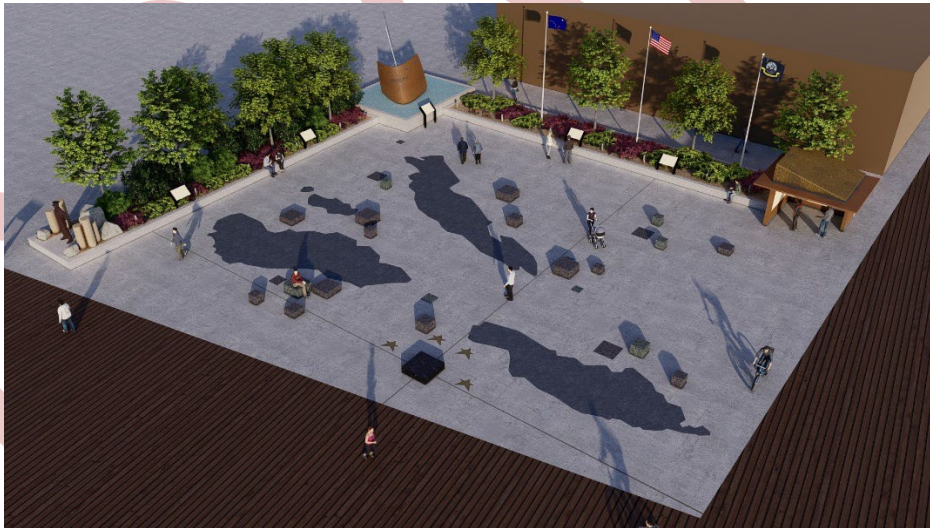
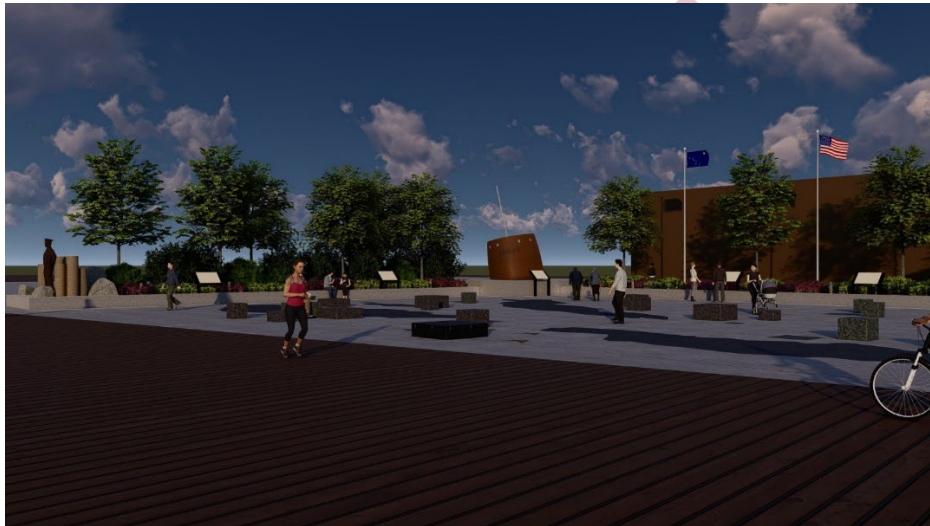


**CBJ Docks and Harbors Board  
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**USS JUNEAU MEMORIAL - EXPANSION**

**Description:** In the [Marine Park to Taku Dock Urban Design Plan in 2018](#) an option was explored to create a larger and more significant USS JUNEAU memorial along the Seawalk. The USS JUNEAU memorial is currently revered at its location; however, it lacks interpretive information on the Battle of Guadalcanal and the five Sullivan brothers. A well designed memorial could enhance the visitor experience and honor a local namesake.



**Marine Passenger Fee Funds Requested (FY25):** \$6M

**Benefits:** This project could expand the useable width of the Seawalk, provide an historical educational display and honor those in the sea going services.

**Maintenance and Operation Responsibility:** CBJ is responsible for all ongoing maintenance and operating expenses of CBJ owned facilities and will use local Docks enterprise funds or future Marine Passengers Fees for these expenses.

**Project Contact:** Carl Uchtyl, CBJ Port Director 586-0292.

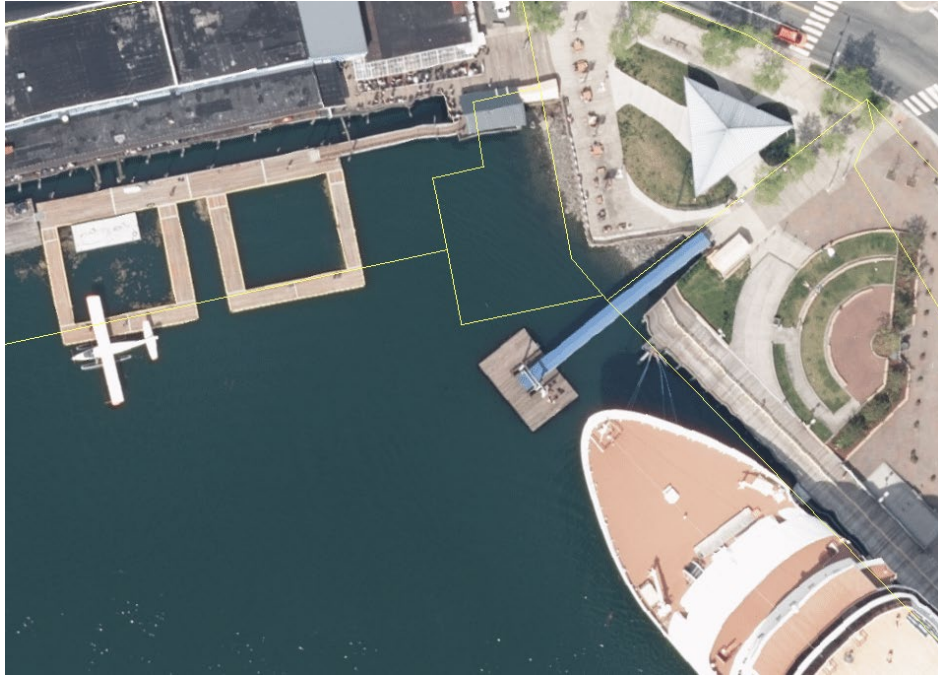
**CBJ Docks and Harbors Board**  
**FY2025 Marine Passenger Fee Request**

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**Reestablishment of Emergency Vessel Loading Float**

**Description:** With the construction of the new downtown cruise ship docks, the former lightering float became a risk to the float planes and was removed.



**Marine Passenger Fee Funds Requested (FY25):** \$1M

**Benefits:** This project, at a yet to be determined location, would contribute to providing a secondary emergency vessel mooring location to offload cruise ship passenger in the result of a mishap.

**Maintenance and Operation Responsibility:** Docks & Harbors would be responsible for all ongoing maintenance and operating expenses for this CBJ owned facility and will use local Docks enterprise funds or future Marine Passengers Fees for expenses.

**Project Contact:** Carl Uchtyl, CBJ Port Director 586-0292.

## Docks &amp; Harbors Fleet Replacement Schedule

| Division | Equipment Type                               | Equipment Description  | FY Purchased | Useful Life | FY23 Budget | FY23 Actual | FY24 Budget | FY24 Actual | FY25 Budget | FY26 Budget | FY27 Budget | FY28 Budget | FY29 Budget | FY30 Budget | FY31 Budget | FY32 Budget | FY33 Budget | FY34 Budget | FY35 Budget | FY36 Budget | FY37 Budget | FY38 Budget | FY39 Budget | FY40 Budget |
|----------|--|--|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Docks    | Truck - Light                                | Ford F150  | 2016         | 10          |             |             |             |             |             |             | 30,000      |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Docks    | Boats - fiberglass, metal, engines, trailers | Port Boat  | 2004         | 21          |             |             |             |             |             |             |             |             |             |             |             | 130,000     |             |             |             |             |             |             |             |             |
| Docks    | Boats - fiberglass, metal, engines, trailers | Port Boat Outboard   | 2015         | 10          |             |             |             |             |             |             |             | 20,000      |             |             |             |             |             |             |             |             |             |             |             |             |
| Docks    | ATV/Snowmachine                              | 2023 Patriot Blue Cushman Hauler Pro Elite 4.2 (Electric Cart) | 2023         | 10          | 17,500      | 16,650      |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Docks    | Heavy Equipment                              | John Deere Tractor   | 2009         | 15          |             |             |             |             |             |             |             |             |             | 12,500      |             |             |             |             |             |             |             |             |             |             |
| Docks    | Heavy Equipment                              | 821B Case Loader - Split D/H                                   | 2016         | 9           |             |             |             |             |             |             |             |             |             | 25,000      |             |             |             |             |             |             |             |             |             |             |
| Docks    | Heavy Equipment                              | 906 Caterpillar Loader - Split D/H                             | 2002         | 15          |             |             |             |             |             | 25,000      |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Truck - Light                                | 2019 Chevy GMC 1500 Sierra                                     | 2019         | 15          |             |             |             |             |             |             |             |             |             |             |             |             | 40,000      |             |             |             |             |             |             |             |
| Harbors  | Truck - Light                                | Chevrolet 3500 Truck   | 2016         | 14          |             |             |             |             |             |             |             |             |             |             |             | 54,000      |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Monroe Dumpbed (w/ 405H Truck)                                 | 2016         | 15          |             |             |             |             |             |             |             |             |             | 6,000       |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Flink Sander (w/ 405H Truck)                                   | 2015         | 12          |             |             |             |             |             |             |             |             |             | 20,000      |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Western Sander(plan to surplus)                                | 2002         | 12          |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Quality Equipment Sander Model P-8 (w/ 401 Truck)              | 2010         | 12          | 10,000      |             | 10,000      | 18,306      |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | ATV/Snowmachine                              | Husqvarna R-322 Tractor/Snow                                   | 2020         | 10          |             |             |             |             |             |             |             |             |             | 9,000       |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Heavy Equipment                              | 821B Case Loader - Split D/H                                   | 2016         | 15          |             |             |             |             |             |             |             |             |             | 25,000      |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Heavy Equipment                              | 906 Caterpillar Loader - Split D/H                             | 2002         | 9           |             |             |             |             |             | 25,000      |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Truck - Light                                | Ford F350 Flatbed Truck  | 2009         | 14          |             |             | 50,000      | 59,385      |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | ATV/Snowmachine                              | Honda Tractor  | 1995         | 10          |             |             |             |             |             |             |             |             |             |             |             | 8,000       |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Honda HTA Snow Blower  | 2015         | 5           |             |             |             |             |             |             |             |             |             |             |             | 1,000       |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Boss Blade A/B Snow Plow (w/ 401 Truck)                        | 2008         | 4           | 9,000       |             |             |             |             |             | 9,000       |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Boats - fiberglass, metal, engines, trailers | Munson Landing Craft Boat                                      | 2007         | 25          |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Boats - fiberglass, metal, engines, trailers | Munson Landing Craft Outboard                                  | 2008         | 10          |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Truck - Light                                | Chevy 3500   | 2021         | 15          |             |             |             |             |             |             |             |             |             |             |             |             |             |             | 40,000      |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Boss Blade D/T Snow Plow (w/ 402 Truck)                        | 2008         | 7           | 9,000       |             |             |             |             |             | 9,000       |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Boss Blade A/B Snow Plow (w/ 405 Truck)                        | 2015         | 8           |             |             |             |             |             |             |             |             |             | 9,000       |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Razor Snow Blade (Plow) RZ4S0010                               | 2019         | 20          |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             | 9,500       |             |
| Harbors  | Other > \$5,000                              | Boss Blade D/T Snow Plow (spare, old)                          | 2017         | 13          |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Boss Blade D/T Snow Plow (w/ 403 Truck)                        | 2014         | 11          |             |             |             |             |             |             |             | 9,000       |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Truck - Light                                | Ford F150 Truck  | 2016         | 14          |             |             |             |             |             |             |             |             |             |             | 30,000      |             |             |             |             |             |             |             |             |             |
| Harbors  | Boats - fiberglass, metal, engines, trailers | 26' Skiff (Statter - Deputy Harbormaster)                      | Unknown      | 15          |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Boats - fiberglass, metal, engines, trailers | 26' Skiff Yamaha Outboard                                      | 2019         | 15          |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Sea-Lift Hydraulic Boat Lift                                   | 2013         | 12          |             |             |             |             |             | 225,100     |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Travel Lift Boat Lift (purchase used)                          | 2006         | 5           |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Truck - Light                                | Ford F350 Truck  | 2014         | 15          |             |             | 42,000      | 56,086      |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | GARL Utility Trailer (Aurora)                                  | Unknown      | 7           |             |             |             |             | 5,000       |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | TPHT Utility Trailer (Auke Bay Loading Facility)               | 2013         | 7           |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Boats - fiberglass, metal, engines, trailers | Venture Boat Trailer   | 2015         | 15          |             |             |             |             |             |             |             |             |             | 8,500       |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Boat Sewage Pump Out Cart (Aurora)                             | 2014         | 12          |             |             |             |             |             |             |             |             | 8,500       |             |             |             |             |             |             |             |             | 8,750       |             |             |
| Harbors  | Other > \$5,000                              | Boat Sewage Pump Out (Douglas)                                 | 2019         | 12          |             |             |             |             |             |             |             |             |             | 8,500       |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Boat Sewage Pump Out (Harris)                                  | 2021         | 12          |             |             |             |             |             |             |             |             |             |             |             | 8,500       |             |             |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Boat Sewage Pump Out (Statter) Old                             | 2013         | 12          |             |             |             |             |             |             |             |             |             | 8,000       |             |             |             | 8,250       |             |             |             |             |             |             |
| Harbors  | Other > \$5,000                              | Boat Sewage Pump Out (Statter)New                              | 2020         | 12          |             |             |             |             |             |             |             |             |             |             | 8,500       |             |             |             |             |             |             |             |             |             |
| Harbors  | Truck - Heavy                                | Ford F750 Boom Truck   | 2011         | 10          |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
| Harbors  | Truck - Light                                | Chevy 1500   | 2022         | 15          | 40,000      |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
|          |  |  |              |             | 85,500      | 16,650      | 102,000     | 133,777     | 5,000       | 275,100     | 48,000      | 29,000      | 8,500       | 169,000     | 46,500      | 147,500     | 8,500       | 40,000      | 8,250       | 40,000      | -           | 8,750       | 9,500       | -           |

| Fleet Replacement Schedule      |           |           |                 |         |                |           |         |
|---------------------------------|-----------|-----------|-----------------|---------|----------------|-----------|---------|
| FY24                            |           |           | FY25            |         | FY26           |           |         |
| Harbors Fleet                   | Budget    | Actual    |                 | Budget  |                | Budget    |         |
| Sander                          | \$10,000  | \$18,306  | Utility Trailer | \$5,000 | 906 Cat Loader | \$25,000  | (split) |
| F350 Flatbed Truck              | \$50,000  | \$59,385  |                 |         | Boat Lift      | \$225,100 |         |
| F350 Truck                      | \$42,000  | \$56,086  |                 |         |                |           |         |
| Totals                          | \$102,000 | \$133,777 |                 | \$5,000 |                | \$225,100 |         |
| Harbors<br>Annual Contributions |           |           | \$30,000        |         | \$30,000       |           |         |
|                                 |           |           |                 |         |                |           |         |
| FY24                            |           |           | FY25            |         | FY26           |           |         |
| Docks Fleet                     | Budget    | Actual    |                 | Budget  |                | Budget    |         |
|                                 | 0         | 0         |                 | 0       | 906 Cat Loader | \$25,000  | (split) |
|                                 |           |           |                 |         |                |           |         |
|                                 |           |           |                 |         |                |           |         |
| Totals                          | 0         | 0         |                 | 0       |                | \$25,000  |         |
| Docks<br>Annual Contributions   |           |           | \$10,000        |         | \$17,500       |           |         |



| Travel/Training Budget            |                         |                       |                                |                              |
|-----------------------------------|-------------------------|-----------------------|--------------------------------|------------------------------|
| <b>FY24</b>                       | <b>Training Harbors</b> | <b>Training Docks</b> | <b>Business Travel Harbors</b> | <b>Business Travel Docks</b> |
| Carl AAHPA Ketchikan              |                         | \$1,768.20            |                                |                              |
| Matt Creswell AAHPA Ketchikan     | \$1,768.20              |                       |                                |                              |
| Matt Sill AAHPA Ketchikan         |                         | \$1,756.20            |                                |                              |
| Jeremy Norbryn AAHPA Ketchikan    | \$1,756.20              |                       |                                |                              |
| Kevin Dugan AAHPA Ketchikan       | \$1,768.20              |                       |                                |                              |
| Scott Hinton - AAHPA Ketchikan    |                         | \$1,756.20            |                                |                              |
| Admin AAHPA - Teena - Anchorage   |                         | \$1,000.00            |                                |                              |
| Admin AAHPA - Angie - Anchorage   | \$1,000.00              |                       |                                |                              |
| Admin AAHPA - Montel - Anchorage  | \$1,000.00              |                       |                                |                              |
| Admin AAHPA - Leah - Anchorage    | \$1,000.00              |                       |                                |                              |
| Seattle Boat Show Kevin           |                         |                       | \$675.00                       | \$675.00                     |
| Seattle Boat Show Jeremy          |                         |                       | \$825.00                       | \$825.00                     |
| PPM Matt Creswell - Miami Florida | \$2,200.00              | \$2,200.00            |                                |                              |
| AMI Jeremy Norbryhn               | \$4,500.00              |                       |                                |                              |
|                                   | <u>\$14,992.60</u>      | <u>\$8,480.60</u>     | <u>\$1,500.00</u>              | <u>\$1,500.00</u>            |
| <b>FY25</b>                       | <b>Training Harbors</b> | <b>Training Docks</b> | <b>Business Travel Harbors</b> | <b>Business Travel Docks</b> |
| Carl AAHPA - Homer                |                         | \$2,000.00            |                                |                              |
| Matt Creswell AAHPA - Homer       | \$2,000.00              |                       |                                |                              |
| Matt Sill AAHPA - Homer           |                         | \$2,000.00            |                                |                              |
| Jeremy Norbryn AAHPA - Homer      | \$2,000.00              |                       |                                |                              |
| Kevin Dugan AAHPA - Homer         | \$2,000.00              |                       |                                |                              |
| Scott Hinton - AAHPA - Homer      |                         | \$2,000.00            |                                |                              |
| Admin AAHPA - Teena               |                         | \$1,030.00            |                                |                              |
| Admin AAHPA - Vacant              |                         | \$1,030.00            |                                |                              |
| Admin AAHPA - Angie               | \$1,030.00              |                       |                                |                              |
| Admin AAHPA - Montel              | \$1,030.00              |                       |                                |                              |
| Admin AAHPA - Leah                | \$1,030.00              |                       |                                |                              |
| AAHPA Annual Conference Mcreswell | \$1,250.00              | \$1,250.00            |                                |                              |
| FSO Training (Deputy POS)         |                         | \$3,000.00            |                                |                              |
| AMI/IMM Scott Hinton              |                         | \$4,000.00            |                                |                              |
| Seattle Boat Show                 |                         |                       | \$895.00                       | \$895.00                     |
| Seattle Boat Show Jeremy          |                         |                       | \$1,205.00                     | \$1,205.00                   |
|                                   | <u>\$10,340.00</u>      | <u>\$16,310.00</u>    | <u>\$2,100.00</u>              | <u>\$2,100.00</u>            |
| <b>FY26</b>                       | <b>Training Harbors</b> | <b>Training Docks</b> | <b>Business Travel Harbors</b> | <b>Business Travel Docks</b> |
| Carl AAHPA -                      |                         | \$2,000.00            |                                |                              |
| Matt Creswell AAHPA -             | \$2,000.00              |                       |                                |                              |
| Matt Sill AAHPA -                 |                         | \$2,000.00            |                                |                              |
| Jeremy Norbryn AAHPA -            | \$2,000.00              |                       |                                |                              |
| Kevin Dugan AAHPA -               | \$2,000.00              |                       |                                |                              |
| Scott Hinton - AAHPA -            |                         | \$2,000.00            |                                |                              |
| Admin AAHPA - Vacant              |                         | \$1,080.00            |                                |                              |
| Admin AAHPA - Teena               |                         | \$1,080.00            |                                |                              |
| Admin AAHPA - Angie               | \$1,080.00              |                       |                                |                              |
| Admin AAHPA - Montel              | \$1,080.00              |                       |                                |                              |
| Admin AAHPA - Leah                | \$1,080.00              |                       |                                |                              |
| AMI/AMM Jeremy Norbryhn           | \$4,000.00              |                       |                                |                              |
| AMI/IMM Kevin Dugan               | \$4,000.00              |                       |                                |                              |
| Seattle Boat Show                 |                         |                       | \$895.00                       | \$895.00                     |
| Seattle Boat Show Jeremy          |                         |                       | \$1,205.00                     | \$1,205.00                   |
|                                   | <u>\$17,240.00</u>      | <u>\$8,160.00</u>     | <u>\$2,100.00</u>              | <u>\$2,100.00</u>            |

## Docks Staff FY24

| Division | FTE  | Split FTE | Net FTE | Pay Range | Class Title                | Employee           | 1st Step | 1st Step Rate | 1st Step Hours | 1st Step Wages | 2nd Step | 2nd Step Rate | 2nd Step Hours | 2nd Step Wages | Total Wages | H&W     | Other Benefits | Total Wages & Benefits |
|----------|------|-----------|---------|-----------|----------------------------|--------------------|----------|---------------|----------------|----------------|----------|---------------|----------------|----------------|-------------|---------|----------------|------------------------|
| DOCKS    | 0.25 |           | 0.25    | 21        | ENG/ARCH I                 | VACANT             | 1        | 44.39         | 486            | -              | 1        | 44.39         | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 1.00 | (0.90)    | 0.10    | 21        | Deputy Port Engineer       | VACANT             | 1        | 44.39         | 194            | 8,623          | 1        | 44.39         | -              | -              | 8,623       | 2,142   | 2,587          | 13,352                 |
| DOCKS    | 1.00 | (0.20)    | 0.80    | 21        | Deputy Port Engineer       | VACANT             | 1        | 44.39         | 1,554          | 68,982         | 1        | 44.39         | -              | -              | 68,982      | 17,139  | 20,695         | 106,815                |
| DOCKS    | 1.00 | (0.10)    | 0.90    | 22        | Port Engineer              | SILL, MATTHEW      | 8        | 60.85         | 1,865          | 113,473        | 8        | 60.85         | -              | -              | 113,473     | 19,281  | 34,042         | 166,796                |
| DOCKS    | 1.00 |           | 1.00    | 19        | ENG/ARCH ASSOC.            | VACANT             | 1        | 38.95         | 1,943          | -              | 1        | 38.95         | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 1.00 | (0.50)    | 0.50    | 16        | ADMIN OFFICER I            | LARSON, TEENA B    | 10       | 44.88         | 971            | 43,590         | 10       | 44.88         | -              | -              | 43,590      | 10,712  | 13,077         | 67,378                 |
| DOCKS    | 1.00 | (0.50)    | 0.50    | 12        | PORT ADMIN ASSISTANT I     | VACANT             | 1        | 24.66         | 971            | 23,951         | 1        | 24.66         | -              | -              | 23,951      | 10,712  | 7,185          | 41,848                 |
| DOCKS    | 0.50 |           | 0.50    | 15        | HARBOR OFFICER             | VACANT             | 1        | 30.04         | 971            | 29,176         | 1        | 30.04         | -              | -              | 29,176      | 10,712  | 8,753          | 48,641                 |
| DOCKS    | 0.50 |           | 0.50    | 15        | HARBOR OFFICER             | VACANT             | 1        | 30.04         | 971            | 29,176         | 1        | 30.04         | -              | -              | 29,176      | 10,712  | 8,753          | 48,641                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | RIVERA, DIEGO      | 2        | 22.36         | 641            | 14,333         | 2        | 22.36         | -              | -              | 14,333      | -       | 1,240          | 15,573                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | LONGSTRETH, KARA   | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 0.00 |           | -       | 10        | HARBOR TECHNICIAN-PTL      | VACANT             |          | -             | -              | -              | 0        | -             | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | RODRIGUEZ, LYDIA   | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | ENGLISH, CHRISTIAN | 1        | 21.65         | 152            | 3,292          | 2        | 22.36         | 489            | 10,934         | 14,225      | -       | 1,230          | 15,456                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | GILBERT, CLAYTON   | 1        | 21.65         | 53             | 1,148          | 2        | 22.36         | 588            | 13,147         | 14,296      | -       | 1,237          | 15,532                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | PARKER, SPENCE     | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | COSGROVE, COLEMAN  | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | MCDONALD, CLAYTON  | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 0.00 |           | -       | 10        | HARBOR TECHNICIAN-PTL      | VACANT             |          | -             | -              | -              | 0        | -             | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | BOWMAN, THOMAS     | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | BROWN, CAEL        | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | UNZICKER, ISAIAH   | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | BYRD, RACHEL       | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | FETH, MARK         | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 0.00 |           | -       | 10        | HARBOR TECHNICIAN-PTL      | VACANT             |          | -             | -              | -              | 0        | -             | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | GILBERT, BRADLEY   | 1        | 21.65         | 53             | 1,148          | 2        | 22.36         | 588            | 13,147         | 14,296      | -       | 1,237          | 15,532                 |
| DOCKS    | 0.33 |           | 0.33    | 15        | HARBOR OFFICER-PTL         | VACANT             | 1        | 30.04         | 641            | -              | 1        | 30.04         | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | CASHEN, BRICE      | 1        | 21.65         | 598            | 12,937         | 2        | 22.36         | 43             | 972            | 13,909      | -       | 1,203          | 15,112                 |
| DOCKS    | 0.33 |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | CORDLE, MADISON    | 1        | 21.65         | 641            | 13,878         | 1        | 21.65         | -              | -              | 13,878      | -       | 1,200          | 15,079                 |
| DOCKS    | 1.00 |           | 1.00    | 18        | PORT OPERATIONS SUPERVISOR | HINTON, SCOTT      | 6        | 42.96         | 1,361          | -              | 7        | 44.88         | 582            | -              | -           | -       | -              | -                      |
| DOCKS    | 1.00 | (0.50)    | 0.50    | 25        | PORT DIRECTOR              | UCHYTIL, CARL J.   | 10       | 80.76         | 86             | 6,922          | 11       | 84.36         | 950            | 80,166         | 87,088      | 10,712  | 26,127         | 123,927                |
| DOCKS    | 0.50 |           | 0.50    | 15        | HARBOR OFFICER             | VACANT             | 1        | 30.04         | 971            | 29,176         | 1        | 30.04         | -              | -              | 29,176      | 10,712  | 8,753          | 48,641                 |
| DOCKS    | 0.50 | (0.25)    | 0.25    | 12        | Port ADMIN ASSISTANT I     | VACANT             | 1        | 24.66         | 486            | 11,976         | 1        | 24.66         | -              | -              | 11,976      | 5,356   | 3,593          | 20,924                 |
| DOCKS    | 0.50 |           | 0.50    | 10        | HARBOR TECHNICIAN          | MILLER, EVAN       | 1        | 21.65         | 5              | 116            | 2        | 22.36         | 966            | 21,597         | 21,713      | 10,712  | 6,514          | 38,939                 |
| DOCKS    | 0.50 |           | 0.50    | 15        | HARBOR OFFICER             | VARNER, CECIL R    | 1        | 30.04         | 971            | 29,176         | 1        | 30.04         | -              | -              | 29,176      | 10,712  | 8,753          | 48,641                 |
| DOCKS    | 0.67 |           | 0.67    | 15        | HARBOR OFFICER             | CROCKER, KEITH     | 1        | 30.04         | 1,301          | 39,096         | 1        | 30.04         | -              | -              | 39,096      | 14,354  | 11,729         | 65,179                 |
| DOCKS    | 0.50 |           | 0.50    | 10        | HARBOR TECHNICIAN          | HANNASCH, SAMUEL   | 1        | 21.65         | 51             | 1,102          | 2        | 22.36         | 920            | 20,579         | 21,681      | 10,712  | 6,504          | 38,897                 |
| DOCKS    | 0.50 |           | 0.50    | 10        | HARBOR TECHNICIAN          | ENGLISH, TRENTON   | 2        | 22.36         | 971            | 21,717         | 2        | 22.36         | -              | -              | 21,717      | 10,712  | 6,515          | 38,944                 |
| DOCKS    | 0.50 |           | 0.50    | 10        | HARBOR TECHNICIAN          | JAENICKE, ETHAN    | 1        | 21.65         | 217            | 4,697          | 2        | 22.36         | 754            | 16,866         | 21,563      | 10,712  | 6,469          | 38,744                 |
| DOCKS    | 0.67 |           | 0.67    | 15        | HARBOR OFFICER             | MORGAN, MARK       | 1        | 30.04         | 1,301          | 39,096         | 1        | 30.04         | -              | -              | 39,096      | 14,354  | 11,729         | 65,179                 |
| DOCKS    | 0.50 |           | 0.50    | 10        | HARBOR TECHNICIAN          | VACANT             | 1        | 21.65         | 971            | 21,028         | 1        | 21.65         | -              | -              | 21,028      | 10,712  | 6,308          | 38,048                 |
| DOCKS    | 1.00 | (0.50)    | 0.50    | 22        | HARBORMASTER               | CRESWELL, MATTHEW  | 8        | 60.85         | 806            | 49,028         | 9        | 63.53         | 230            | 14,630         | 63,658      | 10,712  | 19,097         | 93,467                 |
| DOCKS    | 1.00 | (0.50)    | 0.50    | 15        | HARBOR SECURITY OFFICER    | MICKELSON, MATTHEW | 1        | 30.04         | 793            | 23,817         | 2        | 31.00         | 178            | 5,530          | 29,348      | 10,712  | 8,804          | 48,864                 |
| 22.20    |      | (3.95)    | 18.25   |           |                            |                    |          |               | 29,407         | 779,438        |          |               | 6,290          | 197,570        | 977,008     | 222,588 | 245,338        | 1,444,934              |

## Addition

| Division | FTE  | Split FTE | Net FTE | Pay Range | Class Title                       | Employee | 1st Step | 1st Step Rate | 1st Step Hours | 1st Step Wages | 2nd Step | 2nd Step Rate | 2nd Step Hours | 2nd Step Wages | Total Wages | H&W | Other Benefits | Total Wages & Benefits |
|----------|------|-----------|---------|-----------|-----------------------------------|----------|----------|---------------|----------------|----------------|----------|---------------|----------------|----------------|-------------|-----|----------------|------------------------|
| Docks    | 1.00 |           | 1.00    | 16        | Deputy Port Operations Supervisor | Vacant   | 1        | 32.02         | 1,943          | -              | 1        | 32.02         | -              | -              | -           | -   | -              | -                      |

## Docks Staff FY25

| Division     | FTE  | Split FTE     | Net FTE      | Pay Range | Class Title                | Employee           | 1st Step | 1st Step Rate | 1st Step Hours | 1st Step Wages | 2nd Step | 2nd Step Rate | 2nd Step Hours | 2nd Step Wages | Total Wages      | H&W            | Other Benefits | Total Wages & Benefits |
|--------------|------|---------------|--------------|-----------|----------------------------|--------------------|----------|---------------|----------------|----------------|----------|---------------|----------------|----------------|------------------|----------------|----------------|------------------------|
| DOCKS        | 0.25 |               | 0.25         | 21        | ENG/ARCH I                 | VACANT             | 1        | 45.28         | 489            | -              | 1        | 45.28         | -              | -              | -                | -              | -              | -                      |
| DOCKS        | 1.00 | (0.90)        | 0.10         | 21        | Deputy Port Engineer       | VACANT             | 1        | 45.28         | 196            | 8,864          | 1        | 45.28         | -              | -              | 8,864            | 2,246          | 2,659          | 13,768                 |
| DOCKS        | 1.00 | (0.20)        | 0.80         | 21        | Deputy Port Engineer       | VACANT             | 1        | 45.28         | 1,566          | 70,908         | 1        | 45.28         | -              | -              | 70,908           | 17,965         | 21,273         | 110,146                |
| DOCKS        | 1.00 | (0.10)        | 0.90         | 22        | Port Engineer              | SILL, MATTHEW      | 8        | 62.07         | 792            | 49,159         | 9        | 64.80         | 1,087          | 70,451         | 119,610          | 20,210         | 35,883         | 175,703                |
| DOCKS        | 1.00 |               | 1.00         | 19        | ENG/ARCH ASSOC.            | VACANT             | 1        | 39.73         | 1,958          | -              | 1        | 39.73         | -              | -              | -                | -              | -              | -                      |
| DOCKS        | 1.00 | (0.50)        | 0.50         | 16        | ADMIN OFFICER I            | LARSON, TEENA B    | 10       | 45.78         | 638            | 29,185         | 11       | 47.81         | 341            | 16,315         | 45,500           | 11,228         | 13,650         | 70,378                 |
| DOCKS        | 1.00 | (0.50)        | 0.50         | 12        | Port ADMIN ASSISTANT I     | VACANT             | 3        | 26.87         | 979            | 26,299         | 3        | 26.87         | -              | -              | 26,299           | 11,228         | 7,890          | 45,417                 |
| DOCKS        | 0.50 |               | 0.50         | 15        | HARBOR OFFICER             | VACANT             | 1        | 30.64         | 979            | 29,989         | 1        | 30.64         | -              | -              | 29,989           | 11,228         | 8,997          | 50,213                 |
| DOCKS        | 0.50 |               | 0.50         | 15        | HARBOR OFFICER             | VACANT             | 5        | 34.87         | 979            | 34,129         | 5        | 34.87         | -              | -              | 34,129           | 11,228         | 10,239         | 55,596                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | RIVERA, DIEGO      | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735           | -              | 1,275          | 16,009                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | LONGSTRETH, KARA   | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735           | -              | 1,275          | 16,009                 |
| DOCKS        | 0.00 |               | -            | 10        | HARBOR TECHNICIAN-PTL      | VACANT             |          | -             | -              | -              | 0        | -             | -              | -              | -                | -              | -              | -                      |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | RODRIGUEZ, LYDIA   | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735           | -              | 1,275          | 16,009                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | ENGLISH, CHRISTIAN | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735           | -              | 1,275          | 16,009                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | GILBERT, CLAYTON   | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735           | -              | 1,275          | 16,009                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | PARKER, SPENCE     | 1        | 22.08         | 646            | 14,263         | 1        | 22.08         | -              | -              | 14,263           | -              | 1,234          | 15,497                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | COSGROVE, COLEMAN  | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735           | -              | 1,275          | 16,009                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | MCDONALD, CLAYTON  | 1        | 22.08         | 646            | 14,263         | 1        | 22.08         | -              | -              | 14,263           | -              | 1,234          | 15,497                 |
| DOCKS        | 0.00 |               | -            | 10        | HARBOR TECHNICIAN-PTL      | VACANT             |          | -             | -              | -              | 0        | -             | -              | -              | -                | -              | -              | -                      |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | BOWMAN, THOMAS     | 1        | 22.08         | 646            | 14,263         | 1        | 22.08         | -              | -              | 14,263           | -              | 1,234          | 15,497                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | BROWN, CAEL        | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735           | -              | 1,275          | 16,009                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | UNZICKER, ISAIAH   | 1        | 22.08         | 646            | 14,263         | 1        | 22.08         | -              | -              | 14,263           | -              | 1,234          | 15,497                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | BYRD, RACHEL       | 1        | 22.08         | 646            | 14,263         | 1        | 22.08         | -              | -              | 14,263           | -              | 1,234          | 15,497                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | FETH, MARK         | 1        | 22.08         | 646            | 14,263         | 1        | 22.08         | -              | -              | 14,263           | -              | 1,234          | 15,497                 |
| DOCKS        | 0.00 |               | -            | 10        | HARBOR TECHNICIAN-PTL      | VACANT             |          | -             | -              | -              | 0        | -             | -              | -              | -                | -              | -              | -                      |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | GILBERT, BRADLEY   | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735           | -              | 1,275          | 16,009                 |
| DOCKS        | 0.33 |               | 0.33         | 15        | HARBOR OFFICER-PTL         | VACANT             | 2        | 31.62         | 646            | -              | 2        | 31.62         | -              | -              | -                | -              | -              | -                      |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | CASHEN, BRICE      | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735           | -              | 1,275          | 16,009                 |
| DOCKS        | 0.33 |               | 0.33         | 10        | HARBOR TECHNICIAN-PTL      | CORDLE, MADISON    | 1        | 22.08         | 646            | 14,263         | 1        | 22.08         | -              | -              | 14,263           | -              | 1,234          | 15,497                 |
| DOCKS        | 1.00 |               | 1.00         | 18        | PORT OPERATIONS SUPERVISOR | HINTON, SCOTT      | 7        | 45.78         | 1,958          | 89,614         | 7        | 45.78         | -              | -              | 89,614           | 22,456         | 26,884         | 138,954                |
| DOCKS        | 1.00 | (0.50)        | 0.50         | 25        | PORT DIRECTOR              | UCHYTIL, CARL J.   | 11       | 86.05         | 1,044          | 89,836         | 11       | 86.05         | -              | -              | 89,836           | 11,228         | 26,951         | 128,015                |
| DOCKS        | 0.50 |               | 0.50         | 15        | HARBOR OFFICER             | VACANT             | 2        | 31.62         | 979            | 30,948         | 2        | 31.62         | -              | -              | 30,948           | 11,228         | 9,284          | 51,460                 |
| DOCKS        | 0.50 | (0.25)        | 0.25         | 12        | Port ADMIN ASSISTANT I     | VACANT             | 2        | 26.01         | 489            | 12,729         | 2        | 26.01         | -              | -              | 12,729           | 5,614          | 3,819          | 22,161                 |
| DOCKS        | 0.50 |               | 0.50         | 10        | HARBOR TECHNICIAN          | MILLER, EVAN       | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325           | 11,228         | 6,698          | 40,251                 |
| DOCKS        | 0.50 |               | 0.50         | 15        | HARBOR OFFICER             | VARNER, CECIL R    | 1        | 30.64         | 979            | 29,989         | 1        | 30.64         | -              | -              | 29,989           | 11,228         | 8,997          | 50,213                 |
| DOCKS        | 0.67 |               | 0.67         | 15        | HARBOR OFFICER             | CROCKER, KEITH     | 1        | 30.64         | 251            | 7,698          | 2        | 31.62         | 1,060          | 33,526         | 41,224           | 15,045         | 12,367         | 68,637                 |
| DOCKS        | 0.50 |               | 0.50         | 10        | HARBOR TECHNICIAN          | HANNASCH, SAMUEL   | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325           | 11,228         | 6,698          | 40,251                 |
| DOCKS        | 0.50 |               | 0.50         | 10        | HARBOR TECHNICIAN          | ENGLISH, TRENTON   | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325           | 11,228         | 6,698          | 40,251                 |
| DOCKS        | 0.50 |               | 0.50         | 10        | HARBOR TECHNICIAN          | JAENICKE, ETHAN    | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325           | 11,228         | 6,698          | 40,251                 |
| DOCKS        | 0.67 |               | 0.67         | 15        | HARBOR OFFICER             | MORGAN, MARK       | 1        | 30.64         | 251            | 7,698          | 2        | 31.62         | 1,060          | 33,526         | 41,224           | 15,045         | 12,367         | 68,637                 |
| DOCKS        | 0.50 |               | 0.50         | 10        | HARBOR TECHNICIAN          | VACANT             | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325           | 11,228         | 6,698          | 40,251                 |
| DOCKS        | 1.00 | (0.50)        | 0.50         | 22        | HARBORMASTER               | CRESWELL, MATTHEW  | 9        | 64.80         | 1,044          | 67,651         | 9        | 64.80         | -              | -              | 67,651           | 11,228         | 20,295         | 99,174                 |
| DOCKS        | 1.00 | (0.50)        | 0.50         | 15        | HARBOR OFFICER             | MICKELSON, MATTHEW | 2        | 31.62         | 788            | 24,901         | 3        | 32.66         | 191            | 6,246          | 31,147           | 11,228         | 9,344          | 51,719                 |
| <b>22.20</b> |      | <b>(3.95)</b> | <b>18.25</b> |           |                            |                    |          |               | <b>32,232</b>  | <b>953,679</b> |          |               | <b>3,740</b>   | <b>160,064</b> | <b>1,113,743</b> | <b>255,771</b> | <b>284,494</b> | <b>1,654,006</b>       |

| Division | FTE  | Split FTE | Net FTE | Pay Range | Class Title                       | Employee | 1st Step | 1st Step Rate | 1st Step Hours | 1st Step Wages | 2nd Step | 2nd Step Rate | 2nd Step Hours | 2nd Step Wages | Total Wages | H&W    | Other Benefits | Total Wages & Benefits |
|----------|------|-----------|---------|-----------|-----------------------------------|----------|----------|---------------|----------------|----------------|----------|---------------|----------------|----------------|-------------|--------|----------------|------------------------|
| Docks    | 1.00 |           | 1.00    | 16        | Deputy Port Operations Supervisor | Vacant   | 1        | 32.66         | 1,958          | 63,932         | 1        | 32.66         | -              | -              | 63,932      | 22,456 | 19,180         | 105,567                |

## Docks Staff FY26

| Division | FTE    | Split FTE | Net FTE | Pay Range | Class Title                | Employee           | 1st Step | 1st Step Rate | 1st Step Hours | 1st Step Wages | 2nd Step | 2nd Step Rate | 2nd Step Hours | 2nd Step Wages | Total Wages | H&W     | Other Benefits | Total Wages & Benefits |
|----------|--------|-----------|---------|-----------|----------------------------|--------------------|----------|---------------|----------------|----------------|----------|---------------|----------------|----------------|-------------|---------|----------------|------------------------|
| DOCKS    | 0.25   |           | 0.25    | 21        | ENG/ARCH I                 | VACANT             | 1        | 45.28         | 489            | -              | 1        | 45.28         | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 1.00   | (0.90)    | 0.10    | 21        | Deputy Port Engineer       | VACANT             | 1        | 45.28         | 196            | 8,864          | 1        | 45.28         | -              | -              | 8,864       | 2,246   | 2,659          | 13,768                 |
| DOCKS    | 1.00   | (0.20)    | 0.80    | 21        | Deputy Port Engineer       | VACANT             | 1        | 45.28         | 1,566          | 70,908         | 1        | 45.28         | -              | -              | 70,908      | 17,965  | 21,273         | 110,146                |
| DOCKS    | 1.00   | (0.10)    | 0.90    | 22        | Port Engineer              | SILL, MATTHEW      | 9        | 64.80         | 1,879          | 121,772        | 9        | 64.80         | -              | -              | 121,772     | 20,210  | 36,532         | 178,514                |
| DOCKS    | 1.00   |           | 1.00    | 19        | ENG/ARCH ASSOC.            | VACANT             | 1        | 39.73         | 1,958          | -              | 1        | 39.73         | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 1.00   | (0.50)    | 0.50    | 16        | ADMIN OFFICER I            | LARSON, TEENA B    | 11       | 47.81         | 979            | 46,794         | 11       | 47.81         | -              | -              | 46,794      | 11,228  | 14,038         | 72,060                 |
| DOCKS    | 1.00   | (0.50)    | 0.50    | 12        | Port ADMIN ASSISTANT I     | VACANT             | 3        | 26.87         | 979            | 26,299         | 3        | 26.87         | -              | -              | 26,299      | 11,228  | 7,890          | 45,417                 |
| DOCKS    | 0.50   |           | 0.50    | 15        | HARBOR OFFICER             | VACANT             | 1        | 30.64         | 979            | 29,989         | 1        | 30.64         | -              | -              | 29,989      | 11,228  | 8,997          | 50,213                 |
| DOCKS    | 0.50   |           | 0.50    | 15        | HARBOR OFFICER             | VACANT             | 5        | 34.87         | 979            | 34,129         | 5        | 34.87         | -              | -              | 34,129      | 11,228  | 10,239         | 55,596                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | RIVERA, DIEGO      | 3        | 23.56         | 646            | 15,219         | 3        | 23.56         | -              | -              | 15,219      | -       | 1,316          | 16,536                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | LONGSTRETH, KARA   | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.00   |           | -       | 10        | HARBOR TECHNICIAN-PTL      | VACANT             |          | -             | -              | -              | 0        | -             | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | RODRIGUEZ, LYDIA   | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | ENGLISH, CHRISTIAN | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | GILBERT, CLAYTON   | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | PARKER, SPENCE     | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | COSGROVE, COLEMAN  | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | MCDONALD, CLAYTON  | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.00   |           | -       | 10        | HARBOR TECHNICIAN-PTL      | VACANT             |          | -             | -              | -              | 0        | -             | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | BOWMAN, THOMAS     | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | BROWN, CAEL        | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | UNZICKER, ISAIAH   | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | BYRD, RACHEL       | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | FETH, MARK         | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.00   |           | -       | 10        | HARBOR TECHNICIAN-PTL      | VACANT             |          | -             | -              | -              | 0        | -             | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | GILBERT, BRADLEY   | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 15        | HARBOR OFFICER-PTL         | VACANT             | 2        | 31.62         | 646            | -              | 2        | 31.62         | -              | -              | -           | -       | -              | -                      |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | CASHEN, BRICE      | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 0.33   |           | 0.33    | 10        | HARBOR TECHNICIAN-PTL      | CORDLE, MADISON    | 2        | 22.81         | 646            | 14,735         | 2        | 22.81         | -              | -              | 14,735      | -       | 1,275          | 16,009                 |
| DOCKS    | 1.00   |           | 1.00    | 18        | PORT OPERATIONS SUPERVISOR | HINTON, SCOTT      | 7        | 45.78         | 1,345          | 61,558         | 8        | 47.81         | 613            | 29,301         | 90,858      | 22,456  | 27,258         | 140,572                |
| DOCKS    | 1.00   | (0.50)    | 0.50    | 25        | PORT DIRECTOR              | UCHYTIL, CARL J.   | 11       | 86.05         | 77             | 6,638          | 12       | 89.85         | 967            | 86,872         | 93,510      | 11,228  | 28,053         | 132,791                |
| DOCKS    | 0.50   |           | 0.50    | 15        | HARBOR OFFICER             | VACANT             | 2        | 31.62         | 979            | 30,948         | 2        | 31.62         | -              | -              | 30,948      | 11,228  | 9,284          | 51,460                 |
| DOCKS    | 0.50   | (0.25)    | 0.25    | 12        | Port ADMIN ASSISTANT I     | VACANT             | 2        | 26.01         | 489            | 12,729         | 2        | 26.01         | -              | -              | 12,729      | 5,614   | 3,819          | 22,161                 |
| DOCKS    | 0.50   |           | 0.50    | 10        | HARBOR TECHNICIAN          | MILLER, EVAN       | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325      | 11,228  | 6,698          | 40,251                 |
| DOCKS    | 0.50   |           | 0.50    | 15        | HARBOR OFFICER             | VARNER, CECIL R    | 2        | 31.62         | 979            | 30,948         | 2        | 31.62         | -              | -              | 30,948      | 11,228  | 9,284          | 51,460                 |
| DOCKS    | 0.67   |           | 0.67    | 15        | HARBOR OFFICER             | CROCKER, KEITH     | 2        | 31.62         | 1,312          | 41,470         | 2        | 31.62         | -              | -              | 41,470      | 15,045  | 12,441         | 68,957                 |
| DOCKS    | 0.50   |           | 0.50    | 10        | HARBOR TECHNICIAN          | HANNASCH, SAMUEL   | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325      | 11,228  | 6,698          | 40,251                 |
| DOCKS    | 0.50   |           | 0.50    | 10        | HARBOR TECHNICIAN          | ENGLISH, TRENTON   | 3        | 23.56         | 979            | 23,059         | 3        | 23.56         | -              | -              | 23,059      | 11,228  | 6,918          | 41,205                 |
| DOCKS    | 0.50   |           | 0.50    | 10        | HARBOR TECHNICIAN          | JAENICKE, ETHAN    | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325      | 11,228  | 6,698          | 40,251                 |
| DOCKS    | 0.67   |           | 0.67    | 15        | HARBOR OFFICER             | MORGAN, MARK       | 2        | 31.62         | 1,312          | 41,470         | 2        | 31.62         | -              | -              | 41,470      | 15,045  | 12,441         | 68,957                 |
| DOCKS    | 0.50   |           | 0.50    | 10        | HARBOR TECHNICIAN          | VACANT             | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325      | 11,228  | 6,698          | 40,251                 |
| DOCKS    | 1.00   | (0.50)    | 0.50    | 22        | HARBORMASTER               | CRESWELL, MATTHEW  | 9        | 64.80         | 797            | 51,655         | 10       | 67.65         | 247            | 16,700         | 68,355      | 11,228  | 20,506         | 100,089                |
| DOCKS    | 1.00   | (0.50)    | 0.50    | 15        | HARBOR OFFICER             | MICKELSON, MATTHEW | 3        | 32.66         | 785            | 25,632         | 4        | 33.76         | 194            | 6,547          | 32,179      | 11,228  | 9,654          | 53,061                 |
| 22.20    | (3.95) | 18.25     |         |           |                            |                    |          |               | 33,952         | 990,404        |          |               | 2,021          | 139,420        | 1,129,824   | 255,771 | 288,510        | 1,674,104              |

| Division | FTE  | Split FTE | Net FTE | Pay Range | Class Title                       | Employee | 1st Step | 1st Step Rate | 1st Step Hours | 1st Step Wages | 2nd Step | 2nd Step Rate | 2nd Step Hours | 2nd Step Wages | Total Wages | H&W    | Other Benefits | Total Wages & Benefits |
|----------|------|-----------|---------|-----------|-----------------------------------|----------|----------|---------------|----------------|----------------|----------|---------------|----------------|----------------|-------------|--------|----------------|------------------------|
| Docks    | 1.00 |           | 1.00    | 16        | Deputy Port Operations Supervisor | Vacant   | 2        | 33.76         | 1,958          | 66,085         | 2        | 33.76         | -              | -              | 66,085      | 22,456 | 19,826         | 108,366                |

## Harbors Staff FY24

| Division     | FTE  | Split FTE     | Net FTE      | Pay Range | Class Title                  | Employee           | 1st Step | 1st Step Rate | 1st Step Hours | 1st Step Wages | 2nd Step | 2nd Step Rate | 2nd Step Hours | 2nd Step Wages | Total Wages      | H&W            | Other Benefits | Total Wages & Benefits |
|--------------|------|---------------|--------------|-----------|------------------------------|--------------------|----------|---------------|----------------|----------------|----------|---------------|----------------|----------------|------------------|----------------|----------------|------------------------|
| HARBORS      | 1.00 | (0.90)        | 0.10         | 21        | Deputy Port ENG/ARCH I       | VACANT             | 1        | 44.39         | 194            | 8,623          | 1        | 44.39         | -              | -              | 8,623            | 2,142          | 2,587          | 13,352                 |
| HARBORS      | 1.00 | (0.90)        | 0.10         | 22        | Port ENG/ARCH II             | SILL, MATTHEW      | 8        | 60.85         | 207            | 12,608         | 8        | 60.85         | -              | -              | 12,608           | 2,142          | 3,782          | 18,533                 |
| HARBORS      | 1.00 | (0.50)        | 0.50         | 16        | ADMIN OFFICER I              | LARSON, TEENA B    | 10       | 44.88         | 971            | 43,590         | 10       | 44.88         | -              | -              | 43,590           | 10,712         | 13,077         | 67,378                 |
| HARBORS      | 1.00 | (0.50)        | 0.50         | 12        | PORT ADMIN ASSISTANT I       | VACANT             | 1        | 24.66         | 971            | 23,951         | 1        | 24.66         | -              | -              | 23,951           | 10,712         | 7,185          | 41,848                 |
| HARBORS      | 1.00 |               | 1.00         | 15        | HARBOR OFFICER               | LIERMANN, DOUGLAS  | 12       | 45.85         | 1,286          | 58,950         | 13       | 47.92         | 657            | 31,473         | 90,423           | 21,423         | 27,127         | 138,973                |
| HARBORS      | 0.50 |               | 0.50         | 10        | HARBOR TECHNICIAN            | STADNIKOVA, OXANA  | 1        | 21.65         | 268            | 5,799          | 2        | 22.36         | 703            | 15,728         | 21,527           | 10,712         | 6,458          | 38,697                 |
| HARBORS      | 1.00 | (0.50)        | 0.50         | 25        | PORT DIRECTOR                | UCHYTIL, CARL J.   | 10       | 80.76         | 86             | 6,922          | 11       | 84.36         | 950            | 80,166         | 87,088           | 10,712         | 26,127         | 123,927                |
| HARBORS      | 0.50 |               | 0.50         | 15        | HARBOR OFFICER               | MCKEOWN, SEAN      | 2        | 31.00         | 793            | 24,579         | 3        | 32.02         | 178            | 5,712          | 30,291           | 10,712         | 9,087          | 50,090                 |
| HARBORS      | 1.00 |               | 1.00         | 12        | Statler ADMIN ASSISTANT      | VACANT             | 1        | 24.66         | 1,943          | 47,902         | 1        | 24.66         | -              | -              | 47,902           | 21,423         | 14,371         | 83,696                 |
| HARBORS      | 1.00 |               | 1.00         | 12        | Statler ADMIN ASSISTANT      | NARUM, LEAH        | 2        | 25.50         | 686            | 17,486         | 3        | 26.34         | 1,257          | 33,104         | 50,589           | 21,423         | 15,177         | 87,190                 |
| HARBORS      | 0.50 | (0.25)        | 0.25         | 12        | Port ADMIN ASSISTANT         | VACANT             | 1        | 24.66         | 486            | 11,976         | 1        | 24.66         | -              | -              | 11,976           | 5,356          | 3,593          | 20,924                 |
| HARBORS      | 1.00 |               | 1.00         | 12        | Aurora ADMIN ASSISTANT       | WILLIS, MONTEL     | 1        | 24.66         | 11             | 264            | 2        | 25.50         | 1,932          | 49,261         | 49,525           | 21,423         | 14,857         | 85,806                 |
| HARBORS      | 0.50 |               | 0.50         | 12        | Aurora ADMIN ASSISTANT       | KELLEY, DALE       | 2        | 25.50         | 971            | 24,767         | 2        | 25.50         | -              | -              | 24,767           | 10,712         | 7,430          | 42,909                 |
| HARBORS      | 1.00 |               | 1.00         | 15        | ADMIN SUPERVISOR             | THROWER, ANGELA    | 1        | 30.04         | 1,943          | 58,353         | 1        | 30.04         | -              | -              | 58,353           | 21,423         | 17,506         | 97,282                 |
| HARBORS      | 1.00 |               | 1.00         | 15        | HARBOR OFFICER               | WESTON, BARRETT    | 1        | 30.04         | 1,943          | 58,353         | 1        | 30.04         | -              | -              | 58,353           | 21,423         | 17,506         | 97,282                 |
| HARBORS      | 1.00 |               | 1.00         | 15        | HARBOR OFFICER               | CRYTS, JEREMIAH    | 5        | 34.19         | 536            | 18,316         | 6        | 35.30         | 1,407          | 49,660         | 67,976           | 21,423         | 20,393         | 109,792                |
| HARBORS      | 1.00 |               | 1.00         | 15        | HARBOR OFFICER               | TURNER, DAN        | 3        | 32.02         | 386            | 12,351         | 4        | 33.10         | 1,557          | 51,530         | 63,880           | 21,423         | 19,164         | 104,468                |
| HARBORS      | 1.00 |               | 1.00         | 15        | HARBOR OFFICER               | NELSON, KYLE L     | 13       | 47.92         | 1,061          | 50,829         | 13       | 47.92         | 882            | 42,255         | 93,085           | 21,423         | 27,925         | 142,433                |
| HARBORS      | 1.00 |               | 1.00         | 15        | HARBOR OFFICER               | DAVIS, PATRICK M   | 8        | 38.56         | 1,511          | 58,253         | 9        | 40.24         | 432            | 17,375         | 75,628           | 21,423         | 22,688         | 119,740                |
| HARBORS      | 0.50 |               | 0.50         | 15        | HARBOR OFFICER               | MIKESELL, SARAH    | 1        | 30.04         | 230            | 6,920          | 2        | 31.00         | 741            | 22,968         | 29,888           | 10,712         | 8,966          | 49,566                 |
| HARBORS      | 0.50 |               | 0.50         | 12        | Statler ADMIN ASSISTANT      | VACANT             | 1        | 24.66         | 971            | 23,951         | 1        | 24.66         | -              | -              | 23,951           | 10,712         | 7,185          | 41,848                 |
| HARBORS      | 1.00 | (0.50)        | 0.50         | 22        | HARBORMASTER                 | CRESWELL, MATTHEW  | 8        | 60.85         | 806            | 49,028         | 9        | 63.53         | 230            | 14,630         | 63,658           | 10,712         | 19,097         | 93,467                 |
| HARBORS      | 1.00 |               | 1.00         | 18        | DEPUTY HARBORMASTER          | NORBRYHN, JEREMY   | 3        | 38.95         | 1,371          | 53,417         | 4        | 40.24         | 701            | 28,191         | 81,608           | 21,423         | 24,482         | 127,514                |
| HARBORS      | 1.00 |               | 1.00         | 17        | HARBOR OPERATIONS SUPERVISOR | DUGAN, KEVIN       | 1        | 34.19         | 461            | 15,752         | 2        | 35.30         | 1,482          | 52,307         | 68,059           | 21,423         | 20,418         | 109,900                |
| HARBORS      | 1.00 | (0.50)        | 0.50         | 15        | HARBOR SECURITY OFFICER      | MICKELSON, MATTHEW | 1        | 30.04         | 793            | 23,817         | 2        | 31.00         | 178            | 5,530          | 29,348           | 10,712         | 8,804          | 48,864                 |
| <b>22.00</b> |      | <b>(4.55)</b> | <b>17.45</b> |           |                              |                    |          |               | <b>20,882</b>  | <b>716,756</b> |          |               | <b>13,287</b>  | <b>499,889</b> | <b>1,216,644</b> | <b>373,838</b> | <b>364,993</b> | <b>1,955,475</b>       |

## Harbor Staff FY25

| Division | FTE          | Split FTE     | Net FTE      | Pay Range | Class Title                  | Employee           | 1st Step | 1st Step Rate | 1st Step Hours | 1st Step Wages | 2nd Step | 2nd Step Rate | 2nd Step Hours | 2nd Step Wages | Total Wages      | H&W            | Other Benefits | Total Wages & Benefits |
|----------|--------------|---------------|--------------|-----------|------------------------------|--------------------|----------|---------------|----------------|----------------|----------|---------------|----------------|----------------|------------------|----------------|----------------|------------------------|
| HARBORS  | 1.00         | (0.90)        | 0.10         | 21        | ENG/ARCH I                   | VACANT             | 1        | 45.28         | 196            | 8,864          | 1        | 45.28         | -              | -              | 8,864            | 2,246          | 2,659          | 13,768                 |
| HARBORS  | 1.00         | (0.90)        | 0.10         | 22        | ENG/ARCH II                  | SILL, MATTHEW      | 8        | 62.07         | 88             | 5,462          | 9        | 64.80         | 121            | 7,828          | 13,290           | 2,246          | 3,987          | 19,523                 |
| HARBORS  | 1.00         | (0.50)        | 0.50         | 16        | ADMIN OFFICER I              | LARSON, TEENA B    | 10       | 45.78         | 638            | 29,185         | 11       | 47.81         | 341            | 16,315         | 45,500           | 11,228         | 13,650         | 70,378                 |
| HARBORS  | 1.00         | (0.50)        | 0.50         | 12        | Port ADMIN ASSISTANT I       | VACANT             | 3        | 26.87         | 979            | 26,299         | 3        | 26.87         | -              | -              | 26,299           | 11,228         | 7,890          | 45,417                 |
| HARBORS  | 1.00         |               | 1.00         | 15        | HARBOR OFFICER               | LIERMANN, DOUGLAS  | 13       | 48.88         | 1,958          | 95,683         | 13       | 48.88         | -              | -              | 95,683           | 22,456         | 28,705         | 146,843                |
| HARBORS  | 0.50         |               | 0.50         | 10        | HARBOR TECHNICIAN            | STADNIKOVA, OXANA  | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325           | 11,228         | 6,698          | 40,251                 |
| HARBORS  | 1.00         | (0.50)        | 0.50         | 25        | PORT DIRECTOR                | UCHYTIL, CARL J.   | 11       | 86.05         | 1,044          | 89,836         | 11       | 86.05         | -              | -              | 89,836           | 11,228         | 26,951         | 128,015                |
| HARBORS  | 0.50         |               | 0.50         | 15        | HARBOR OFFICER               | MCKEOWN, SEAN      | 3        | 32.66         | 979            | 31,966         | 3        | 32.66         | -              | -              | 31,966           | 11,228         | 9,590          | 52,784                 |
| HARBORS  | 1.00         |               | 1.00         | 12        | Statter ADMIN ASSISTANT      | VACANT             | 2        | 26.01         | 1,958          | 50,915         | 2        | 26.01         | -              | -              | 50,915           | 22,456         | 15,274         | 88,645                 |
| HARBORS  | 1.00         |               | 1.00         | 12        | Statter ADMIN ASSISTANT      | NARUM, LEAH        | 3        | 26.87         | 675            | 18,137         | 4        | 27.76         | 1,283          | 35,602         | 53,739           | 22,456         | 16,122         | 92,317                 |
| HARBORS  | 0.50         | (0.25)        | 0.25         | 12        | Port ADMIN ASSISTANT         | VACANT             | 2        | 26.01         | 489            | 12,729         | 2        | 26.01         | -              | -              | 12,729           | 5,614          | 3,819          | 22,161                 |
| HARBORS  | 1.00         |               | 1.00         | 12        | Aurora ADMIN ASSISTANT       | WILLIS, MONTEL     | 2        | 26.01         | -              | -              | 3        | 26.87         | 1,958          | 52,598         | 52,598           | 22,456         | 15,779         | 90,833                 |
| HARBORS  | 0.50         |               | 0.50         | 12        | Aurora ADMIN ASSISTANT       | KELLEY, DALE       | 2        | 26.01         | 113            | 2,926          | 3        | 26.87         | 866            | 23,276         | 26,202           | 11,228         | 7,861          | 45,291                 |
| HARBORS  | 1.00         |               | 1.00         | 15        | ADMIN SUPERVISOR             | THROWER, ANGELA    | 1        | 30.64         | 750            | 22,980         | 2        | 31.62         | 1,208          | 38,181         | 61,161           | 22,456         | 18,348         | 101,965                |
| HARBORS  | 1.00         |               | 1.00         | 15        | HARBOR OFFICER               | WESTON, BARRETT    | 1        | 30.64         | 150            | 4,596          | 2        | 31.62         | 1,808          | 57,153         | 61,749           | 22,456         | 18,525         | 102,730                |
| HARBORS  | 1.00         |               | 1.00         | 15        | HARBOR OFFICER               | CRYTS, JEREMIAH    | 6        | 36.01         | 525            | 18,905         | 7        | 37.64         | 1,433          | 53,919         | 72,825           | 22,456         | 21,847         | 117,128                |
| HARBORS  | 1.00         |               | 1.00         | 15        | HARBOR OFFICER               | TURNER, DAN        | 4        | 33.76         | 375            | 12,660         | 5        | 34.87         | 1,583          | 55,182         | 67,842           | 22,456         | 20,353         | 110,650                |
| HARBORS  | 1.00         |               | 1.00         | 15        | HARBOR OFFICER               | NELSON, KYLE L     | 13       | 48.88         | 1,958          | 95,683         | 13       | 48.88         | -              | -              | 95,683           | 22,456         | 28,705         | 146,843                |
| HARBORS  | 1.00         |               | 1.00         | 15        | HARBOR OFFICER               | DAVIS, PATRICK M   | 9        | 41.04         | 1,958          | 80,336         | 9        | 41.04         | -              | -              | 80,336           | 22,456         | 24,101         | 126,892                |
| HARBORS  | 0.50         |               | 0.50         | 15        | HARBOR OFFICER               | MIKESELL, SARAH    | 2        | 31.62         | 979            | 30,948         | 2        | 31.62         | -              | -              | 30,948           | 11,228         | 9,284          | 51,460                 |
| HARBORS  | 0.50         |               | 0.50         | 12        | Statter ADMIN ASSISTANT      | VACANT             | 2        | 26.01         | 979            | 25,457         | 2        | 26.01         | -              | -              | 25,457           | 11,228         | 7,637          | 44,322                 |
| HARBORS  | 1.00         | (0.50)        | 0.50         | 22        | HARBORMASTER                 | CRESWELL, MATTHEW  | 9        | 64.80         | 1,044          | 67,651         | 9        | 64.80         | -              | -              | 67,651           | 11,228         | 20,295         | 99,174                 |
| HARBORS  | 1.00         |               | 1.00         | 18        | DEPUTY HARBORMASTER          | NORBRYHN, JEREMY   | 4        | 41.04         | 1,360          | 55,814         | 5        | 42.42         | 728            | 30,882         | 86,696           | 22,456         | 26,009         | 135,161                |
| HARBORS  | 1.00         |               | 1.00         | 17        | HARBOR OPERATIONS SUPERVISOR | DUGAN, KEVIN       | 2        | 36.01         | 450            | 16,205         | 3        | 37.21         | 1,508          | 56,094         | 72,299           | 22,456         | 21,690         | 116,444                |
| HARBORS  | 1.00         | (0.50)        | 0.50         | 15        | HARBOR OFFICER               | MICKELSON, MATTHEW | 2        | 31.62         | 788            | 24,901         | 3        | 32.66         | 191            | 6,246          | 31,147           | 11,228         | 9,344          | 51,719                 |
|          | <b>22.00</b> | <b>(4.55)</b> | <b>17.45</b> |           |                              |                    |          |               | <b>21,407</b>  | <b>850,462</b> |          |               | <b>13,025</b>  | <b>433,277</b> | <b>1,283,739</b> | <b>391,852</b> | <b>385,122</b> | <b>2,060,712</b>       |

## Harbor Staff FY26

| Division     | FTE           | Split FTE    | Net FTE | Pay Range | Class Title                  | Employee           | 1st Step | 1st Step Rate | 1st Step Hours | 1st Step Wages | 2nd Step | 2nd Step Rate | 2nd Step Hours | 2nd Step Wages | Total Wages      | H&W            | Other Benefits | Total Wages & Benefits |
|--------------|---------------|--------------|---------|-----------|------------------------------|--------------------|----------|---------------|----------------|----------------|----------|---------------|----------------|----------------|------------------|----------------|----------------|------------------------|
| HARBORS      | 1.00          | (0.90)       | 0.10    | 21        | ENG/ARCH I                   | VACANT             | 1        | 45.28         | 196            | 8,864          | 1        | 45.28         | -              | -              | 8,864            | 2,246          | 2,659          | 13,768                 |
| HARBORS      | 1.00          | (0.90)       | 0.10    | 22        | ENG/ARCH II                  | SILL, MATTHEW      | 9        | 64.80         | 209            | 13,530         | 9        | 64.80         | -              | -              | 13,530           | 2,246          | 4,059          | 19,835                 |
| HARBORS      | 1.00          | (0.50)       | 0.50    | 16        | ADMIN OFFICER I              | LARSON, TEENA B    | 11       | 47.81         | 979            | 46,794         | 11       | 47.81         | -              | -              | 46,794           | 11,228         | 14,038         | 72,060                 |
| HARBORS      | 1.00          | (0.50)       | 0.50    | 12        | Port ADMIN ASSISTANT I       | VACANT             | 3        | 26.87         | 979            | 26,299         | 3        | 26.87         | -              | -              | 26,299           | 11,228         | 7,890          | 45,417                 |
| HARBORS      | 1.00          |              | 1.00    | 15        | HARBOR OFFICER               | LIERMANN, DOUGLAS  | 13       | 48.88         | 1,270          | 62,060         | 13       | 48.88         | 688            | 33,622         | 95,683           | 22,456         | 28,705         | 146,843                |
| HARBORS      | 0.50          |              | 0.50    | 10        | HARBOR TECHNICIAN            | STADNIKOVA, OXANA  | 2        | 22.81         | 979            | 22,325         | 2        | 22.81         | -              | -              | 22,325           | 11,228         | 6,698          | 40,251                 |
| HARBORS      | 1.00          | (0.50)       | 0.50    | 25        | PORT DIRECTOR                | UCHYTIL, CARL J.   | 11       | 86.05         | 77             | 6,638          | 12       | 89.85         | 967            | 86,872         | 93,510           | 11,228         | 28,053         | 132,791                |
| HARBORS      | 0.50          |              | 0.50    | 15        | HARBOR OFFICER               | MCKEOWN, SEAN      | 3        | 32.66         | 979            | 31,966         | 3        | 32.66         | -              | -              | 31,966           | 11,228         | 9,590          | 52,784                 |
| HARBORS      | 1.00          |              | 1.00    | 12        | Statter ADMIN ASSISTANT      | VACANT             | 2        | 26.01         | 1,958          | 50,915         | 2        | 26.01         | -              | -              | 50,915           | 22,456         | 15,274         | 88,645                 |
| HARBORS      | 1.00          |              | 1.00    | 12        | Statter ADMIN ASSISTANT      | NARUM, LEAH        | 4        | 27.76         | 670            | 18,589         | 5        | 28.65         | 1,288          | 36,897         | 55,486           | 22,456         | 16,646         | 94,588                 |
| HARBORS      | 0.50          | (0.25)       | 0.25    | 12        | Port ADMIN ASSISTANT         | VACANT             | 2        | 26.01         | 489            | 12,729         | 2        | 26.01         | -              | -              | 12,729           | 5,614          | 3,819          | 22,161                 |
| HARBORS      | 1.00          |              | 1.00    | 12        | Aurora ADMIN ASSISTANT       | WILLIS, MONTEL     | 4        | 27.76         | 1,958          | 54,340         | 4        | 27.76         | -              | -              | 54,340           | 22,456         | 16,302         | 93,098                 |
| HARBORS      | 0.50          |              | 0.50    | 12        | Aurora ADMIN ASSISTANT       | KELLEY, DALE       | 3        | 26.87         | 979            | 26,299         | 3        | 26.87         | -              | -              | 26,299           | 11,228         | 7,890          | 45,417                 |
| HARBORS      | 1.00          |              | 1.00    | 15        | ADMIN SUPERVISOR             | THROWER, ANGELA    | 2        | 31.62         | 745            | 23,546         | 3        | 32.66         | 1,213          | 39,612         | 63,158           | 22,456         | 18,947         | 104,560                |
| HARBORS      | 1.00          |              | 1.00    | 15        | HARBOR OFFICER               | WESTON, BARRETT    | 2        | 31.62         | 145            | 4,574          | 3        | 32.66         | 1,813          | 59,208         | 63,782           | 22,456         | 19,134         | 105,372                |
| HARBORS      | 1.00          |              | 1.00    | 15        | HARBOR OFFICER               | CRYTS, JEREMIAH    | 7        | 37.64         | 1,958          | 73,680         | 7        | 37.64         | -              | -              | 73,680           | 22,456         | 22,104         | 118,240                |
| HARBORS      | 1.00          |              | 1.00    | 15        | HARBOR OFFICER               | TURNER, DAN        | 5        | 34.87         | 370            | 12,889         | 6        | 36.01         | 1,588          | 57,179         | 70,068           | 22,456         | 21,020         | 113,544                |
| HARBORS      | 1.00          |              | 1.00    | 15        | HARBOR OFFICER               | NELSON, KYLE L     | 13       | 48.88         | 1,958          | 95,683         | 13       | 48.88         | -              | -              | 95,683           | 22,456         | 28,705         | 146,843                |
| HARBORS      | 1.00          |              | 1.00    | 15        | HARBOR OFFICER               | DAVIS, PATRICK M   | 9        | 41.04         | 1,495          | 61,340         | 10       | 42.88         | 463            | 19,847         | 81,187           | 22,456         | 24,356         | 127,999                |
| HARBORS      | 0.50          |              | 0.50    | 15        | HARBOR OFFICER               | MIKESELL, SARAH    | 2        | 31.62         | 979            | 30,948         | 2        | 31.62         | -              | -              | 30,948           | 11,228         | 9,284          | 51,460                 |
| HARBORS      | 0.50          |              | 0.50    | 12        | Statter ADMIN ASSISTANT      | VACANT             | 2        | 26.01         | 979            | 25,457         | 2        | 26.01         | -              | -              | 25,457           | 11,228         | 7,637          | 44,322                 |
| HARBORS      | 1.00          | (0.50)       | 0.50    | 22        | HARBORMASTER                 | CRESWELL, MATTHEW  | 9        | 64.80         | 797            | 51,655         | 10       | 67.65         | 247            | 16,700         | 68,355           | 11,228         | 20,506         | 100,089                |
| HARBORS      | 1.00          |              | 1.00    | 18        | DEPUTY HARBORMASTER          | NORBRYHN, JEREMY   | 5        | 42.42         | 1,354          | 57,449         | 6        | 43.82         | 734            | 32,151         | 89,600           | 22,456         | 26,880         | 138,936                |
| HARBORS      | 1.00          |              | 1.00    | 17        | HARBOR OPERATIONS SUPERVISOR | DUGAN, KEVIN       | 3        | 37.21         | 445            | 16,545         | 4        | 38.45         | 1,513          | 58,169         | 74,715           | 22,456         | 22,414         | 119,585                |
| HARBORS      | 1.00          | (0.50)       | 0.50    | 15        | HARBOR OFFICER               | MICKELSON, MATTHEW | 3        | 32.66         | 785            | 25,632         | 4        | 33.76         | 194            | 6,547          | 32,179           | 11,228         | 9,654          | 53,061                 |
| <b>22.00</b> | <b>(4.55)</b> | <b>17.45</b> |         |           |                              |                    |          |               | <b>23,726</b>  | <b>860,746</b> |          |               | <b>10,706</b>  | <b>446,805</b> | <b>1,307,551</b> | <b>391,852</b> | <b>392,265</b> | <b>2,091,669</b>       |



| Division | Account Description             | FY2021<br>Actuals | FY2022<br>Actuals | FY2023<br>Actuals | FY2024<br>Amended | FY2024<br>Projected<br>Actuals | FY2025<br>Proposed | FY2026<br>Proposed | Change<br>Amount | Change<br>Percent | Change Description                            | Other Information  |
|----------|---------------------------------|-------------------|-------------------|-------------------|-------------------|--------------------------------|--------------------|--------------------|------------------|-------------------|---|--|
| Docks    | Salaries                        | 352,046           | 587,789           | 742,597           | 932,100           | 803,200                        | 987,200            | 1,003,200          | 55,100           | 5.9%              | From Staff Schedule                           |  |
| Docks    | Overtime                        | 11,475            | 26,751            | 55,525            | 40,000            | 40,000                         | 40,000             | 40,000             | -                | 0.0%              | From Staff Schedule                           |  |
| Docks    | Accrued leave                   | 47,995            | 66,179            | 83,287            | -                 | -                              | -                  | -                  | -                |                   |   |  |
| Docks    | Benefits                        | 193,178           | 309,320           | 353,413           | 439,800           | 393,500                        | 498,600            | 502,600            | 58,800           | 13.4%             | From Staff Schedule                           |  |
| Docks    | Deferred Comp Employer Match    |                   |                   |                   | 7,900             | 7,900                          | 8,500              | 9,000              | 600              | 7.6%              |   |  |
| Docks    | Workers compensation            | 16,000            | 16,000            | 15,800            | 24,600            | 24,600                         | 19,100             | 20,500             | (5,500)          | (22.4%)           | From Staff Schedule                           |  |
| Docks    | Engineering workforce           |                   |                   | 240               |                   |                                | -                  | -                  | -                |                   |   |  |
| Docks    | Business travel                 | -                 | -                 | -                 | 2,100             | 1500                           | 2,100              | 2,100              | -                | 0.0%              | Identified Travel                             |  |
| Docks    | Mileage                         | 175               | 96                | 478               | 200               | 300                            | 300                | 300                | 100              | 50.0%             | Estimated                                     |  |
| Docks    | Travel and training             | 1,868             | 18,868            | 12,669            | 10,300            | 8500                           | 16,300             | 8,200              | 6,000            | 58.3%             | Identified Travel                             |  |
| Docks    | Contractual training            | 100               | 1,620             | -                 | 2,500             | 2,500                          | 2,500              | 2,500              | -                | 0.0%              | Needs to be coded to Docks<br>Personnel       |  |
| Docks    | Telephone                       | 834               | 1,799             | 1,457             | 2,000             | 2,500                          | 1,800              | 1,800              | (200)            | (10.0%)           | Estimated based off FY22 and<br>FY23 numbers  | Need an additional Port Cell Phone   |
| Docks    | Printing                        | 1,208             | 1,732             | 2,212             | 1,400             | 2,500                          | 2,500              | 2,500              | 1,100            | 78.6%             | Increase based on FY23.                       |  |
| Docks    | Advertising                     | 709               | 1,034             | 1,845             | 1,500             | 2,000                          | 2,000              | 2,000              | 500              | 33.3%             | Based off FY23.                               | This is for Regulation Change Ads, and<br>facebook posts. Split with Harbors |
| Docks    | Rents                           | 57,784            | 63,891            | 67,662            | 62,500            | 68,000                         | 70,000             | 72,100             | 7,500            | 12.0%             | Based on FY23 actuals.                        |  |
| Docks    | Electricity                     | 22,634            | 36,508            | 34,183            | 39,500            | 40,000                         | 40,000             | 40,000             | 500              | 1.3%              | Estimate based off GL290                      |  |
| Docks    | Fuel oil & propane              | -                 | 64                | 186               | 100               | 200                            | 200                | 200                | 100              | 100.0%            | Estimate based off previous<br>Fiscal Years   |  |
| Docks    | Refuse disposal                 | 15,255            | 14,273            | 35,767            | 38,500            | 36,000                         | 37,100             | 38,200             | (1,400)          | (3.6%)            | Estimate based off previous<br>Fiscal Years   |  |
| Docks    | Water service                   | 1,558             | 16,539            | 75,848            | 100,000           | 120,000                        | 120,000            | 120,000            | 20,000           | 20.0%             | Estimated - Unknown cruise<br>ship water use  |  |
| Docks    | Wastewater service              | 2,378             | 2,514             | 2,687             | 2,600             | 2,800                          | 2,800              | 2,800              | 200              | 7.7%              | Estimate based off previous<br>Fiscal Years   |  |
| Docks    | Repairs                         | 4,007             | 31,705            | 32,288            | 50,000            | 50,000                         | 50,000             | 50,000             | -                | 0.0%              | AS Dock Lights \$30K, and IVF<br>Water Repair |  |
| Docks    | Electronic repairs              | -                 | 140               | -                 | 200               | 200                            | 200                | 200                | -                | 0.0%              |   |  |
| Docks    | Maintenance - buildings         |                   |                   | 151               |                   |                                |                    |                    | -                |                   |   |  |
| Docks    | Building Maint Division Charges | 32,600            | 25,600            | 25,300            | 31,700            | 31,700.00                      | 35,000             | 36,700             | 3,300            | 10.4%             | From Budget Book                              |  |
| Docks    | Maintenance - software          | -                 | -                 | -                 | 3,500             | 3,500                          | 3,500              | 3,500              | -                | 0.0%              |   |  |
| Docks    | Landscape Division Charges      | 45,000            | 45,000            | 44,300            | 42,800            | 42,800.00                      | 44,000             | 45,300             | 1,200            | 2.8%              | From Budget Book                              |  |
| Docks    | Equipment rentals               | 1,428             | 2,262             | 3,153             | 2,400             | 3,000                          | 3,000              | 3,000              | 600              | 25.0%             | Estimate based off previous<br>Fiscal Years   |  |
| Docks    | Fleet replacement reserve       | 10,000            | 10,000            | 10,000            | 10,000            | 10000                          | 10000              | 10000              | -                | 0.0%              | From Fleet Schedule                           |  |
| Docks    | Equipment maint - non-fleet     | 776               | 2                 | -                 | 1,500             | 1,500                          | 1,500              | 1,500              | -                | 0.0%              |   |  |
| Docks    | Spec & Prop                     | 120,803           | 121,176           | 309,313           | 348,200           | 348,200                        | 353,800            | 373,100            | 5,600            | 1.6%              | From Budget Book                              |  |
| Docks    | General Liab, Auto & EE Pract   | 7,900             | 7,900             | 200               | 300               | 300                            | 500                | 500                | 200              | 66.7%             | From Budget Book                              |  |
| Docks    | Dues and subscriptions          | 11,631            | 9,925             | 11,535            | 10,500            | 12,000                         | 12,000             | 12,000             | 1,500            | 14.3%             | Estimate based off previous<br>fiscal years   |  |
| Docks    | Fleet gasoline                  |                   | 2,871             | 2,220             | 3,200             | 2,500                          | 2,600              | 2,700              | (600)            | (18.8%)           | Estimate based off previous<br>Fiscal Years   |  |



|       |                                 |                  |                  |                  |                  |                  |                  |                  |                |          |   |  |
|-------|---------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|----------------|----------|---|--|
| Docks | Contractual services            | 58,732           | 41,912           | 85,837           | 45,873           | 100,000          | 100,000          | 100,000          | 54,127         | 118.0%   | Estimated based off FY23 actual.  |  |
| Docks | Full Cost Allocation            | 215,400          | 195,800          | 206,200          | 220,500          | 220,500          | 253,800          | 253,800          | 33,300         | 15.1%    | From Budget Book  |  |
| Docks | Bank card fees                  | 279              | 315              | 270              | 600              | 500              | 500              | 500              | (100)          | (16.7%)  | Based off previous Fiscal Years   |  |
| Docks | Office supplies                 | 1,299            | 1,712            | 2,548            | 1,400            | 1,400            | 2,500            | 2,600            | 1,100          | 78.6%    | Estimate based on GL290 and Previous Fiscal Years                       |  |
| Docks | Postage and parcel post         | 14               | 1,933            | 5,952            | 2,200            | 5,000            | 3,500            | 3,500            | 1,300          | 59.1%    | FY24 will have heavy items shipped, FY25 & FY26 do not anticipate that. |  |
| Docks | Uniforms and safety equipment   | 2,620            | 17,743           | 19,859           | 12,000           | 10,000           | 10,000           | 10,000           | (2,000)        | (16.7%)  | Plan to re-use past purchased uniforms.                                 |  |
| Docks | Materials and commodities       | 12,080           | 17,804           | 32,205           | 30,000           | 35,000           | 36,000           | 36,100           | 6,000          | 20.0%    | Estimate based off previous Fiscal Years                                |  |
| Docks | Safety programs and equipment   | 747              | 4,233            | 4,271            | 5,000            | 5,000            | 5,000            | 5,000            | -              | 0.0%     | Based off previous fiscal years.  |  |
| Docks | Gasoline and oil                | -                | -                | -                | -                | -                | -                | -                | -              | -        |   |  |
| Docks | Loss contingency                | 743              | -                | 9,702            | 1,000            | 1,000            | 1,000            | 1,000            | -              | 0.0%     |   |  |
| Docks | Minor equipment                 | 37               | 13,483           | 8,830            | 6,000            | 6,000            | 6,000            | 6,000            | -              | 0.0%     | Pressure washers.   |  |
| Docks | Minor furniture and fixtures    | -                | -                | 2,885            | 1,000            | 1,000            | 1,000            | 1,000            | -              | 0.0%     | Unknown need at this time.  |  |
| Docks | Minor Software                  | -                | -                | -                | 1,500            | 1,000            | 1,000            | 1,000            | (500)          | (33.3%)  | Unknown need at this time.  |  |
| Docks | Vehicles and equipment          | -                | -                | -                | -                | -                | -                | -                | -              | -        |   |  |
| Docks | Reimbursable Expense - Internal | (15,100)         | (15,100)         | (15,100)         | (40,200)         | -40,200          | -40,200          | -40,200          | -              | 0.0%     | From Budget Book  |  |
| Docks | Reimbursable Expense - Externa  |                  |                  | (1,044)          |                  |                  |                  |                  | -              |          |   |  |
| Docks | Salaries                        | 10,305           | 11,473           | 11,796           | 185,300          | 182,500          | 190,500          | 192,700          | 5,200          | 2.8%     | From Staff Schedule   |  |
| Docks | Overtime                        | 329              |                  |                  |                  |                  | -                | -                | -              |          |   |  |
| Docks | Accrued leave                   | 21,162           | 25,951           | 17,866           | -                |                  | -                | -                | -              |          |   |  |
| Docks | Benefits                        | 13,330           | 18,422           | 10,001           | 92,000           | 91,100           | 95,400           | 96,000           | 3,400          | 3.7%     | From Staff Schedule   |  |
| Docks | Deferred Comp Employer Match    |                  |                  |                  | 1,700            | 1,700            | 1,700            | 1,700            | -              | 0.0%     |   |  |
| Docks | All other workforce             | -                | -                | -                | (275,900)        | -275,900         | (275,900)        | (275,900)        | -              | 0.0%     | From Staff Schedule   |  |
| Docks | Mileage                         | 1,376            | 364              | -                | 400              |                  |                  |                  | (400)          | (100.0%) |   |  |
|       |                                 | <b>1,282,693</b> | <b>1,757,604</b> | <b>2,326,393</b> | <b>2,502,273</b> | <b>2,407,300</b> | <b>2,758,900</b> | <b>2,801,300</b> | <b>256,627</b> |          |   |  |

| Division | Account Description        | FY2021<br>Actuals | FY2022<br>Actuals | FY2023<br>Actuals | FY2024<br>Amended | FY2024<br>Projected<br>Actuals | FY2025<br>Proposed | FY2026<br>Proposed | Change<br>Amount | Change<br>Percent | Change Description   |
|----------|----------------------------|-------------------|-------------------|-------------------|-------------------|--------------------------------|--------------------|--------------------|------------------|-------------------|--|
| Docks    | Interest income in Lawson  | (12,902)          | 39,256            | (34,813)          | (67,100)          | -45,100                        | -62,300            | -64,600            | 4,800            | (7.2%)            | From Budget Book   |
| Docks    | User fees                  | (32,072)          | (135,049)         | (298,179)         | (250,000)         | -300,000                       | -300,000           | -300,000           | (50,000)         | 20.0%             | Based off FY23. This is mainly water.  |
| Docks    | Cruiseship Dock Fees       | (17,460)          | (461,211)         | (904,325)         | (710,000)         | -929,500                       | -950,000           | -950,000           | (240,000)        | 33.8%             | Known 9% increase effective 01/01/24/could be an addition CPI effective 04/01/24 |
| Docks    | Maintenance Port Fees      | -                 | (581,352)         | (1,285,286)       | (840,000)         | -1,350,000                     | -1,375,000         | -1,375,000         | (535,000)        | 63.7%             | Known 9% increase effective 01/01/24/could be an addition CPI effective 04/01/24 |
| Docks    | Land lease revenue         |                   | (1,522)           |                   |                   |                                |                    |                    | -                |                   |  |
| Docks    | Interest income in Lawson  | 0                 | 193               | (76)              | -                 |                                |                    |                    | -                |                   |  |
| Docks    | Marine passenger fee       | (97,536)          | (448,500)         | (717,000)         | (717,000)         | -717,000                       | -717,000           | -717,000           | -                | 0.0%              |  |
| Docks    | State Marine Passenger Fee | (350,964)         |                   |                   |                   |                                |                    |                    | -                |                   |  |
|          |                            | (510,934)         | (1,588,185)       | (3,239,679)       | (2,584,100)       | (3,341,600)                    | (3,404,300)        | (3,406,600)        | (820,200)        |                   |  |

| Division | Account Description             | FY2021<br>Actuals | FY2022<br>Actuals | FY2023<br>Actuals | FY2024<br>Amended | FY2024<br>Projected<br>Actuals | FY2025<br>Proposed | FY2026<br>Proposed | Change<br>Amount | Change<br>Percent | Change Description                                      | Other Information                                  |
|----------|---------------------------------|-------------------|-------------------|-------------------|-------------------|--------------------------------|--------------------|--------------------|------------------|-------------------|---|--|
| Harbors  | Transfers Out - Harbor projects |                   |                   | 750,000           |                   |                                |                    |                    | -                |                   |   |  |
| Harbors  | Salaries                        | 885,094           | 981,112           | 1,041,599         | 1,280,200         | 1,216,600                      | 1,326,900          | 1,350,800          | 46,700           | 3.6%              | From Staff Schedule                                     |  |
| Harbors  | Overtime                        | 29,920            | 50,592            | 50,593            | 45,000            | 45,000                         | 45,000             | 45,000             | -                | 0.0%              | From Staff Schedule                                     |  |
| Harbors  | Accrued leave                   | 112,825           | 128,931           | 108,739           | -                 | -                              | -                  | -                  | -                |                   |   |  |
| Harbors  | Benefits                        | 525,594           | 594,841           | 608,043           | 771,400           | 765,300                        | 803,500            | 810,700            | 32,100           | 4.2%              | From Staff Schedule                                     |  |
| Harbors  | Deferred Comp Employer Match    |                   |                   |                   | 10,000            | 10,000                         | 10,000             | 10,000             | -                | 0.0%              |   |  |
| Harbors  | Workers compensation            | 18,900            | 18,900            | 18,400            | 26,300            | 26,300                         | 20,600             | 22,100             | (5,700)          | (21.7%)           | From Staff Schedule                                     |  |
| Harbors  | Business travel                 | -                 | -                 | -                 | 1,800             | 1500                           | 2,100              | 2,100              | 300              | 16.7%             | Identified Travel                                       |  |
| Harbors  | Mileage                         | 305               | 914               | 1,425             | 1,300             | 1300                           | 1500               | 1500               | 200              | 15.4%             | Estimate based off GL290 and increase                   |  |
| Harbors  | Travel and training             | 4,518             | 17,489            | 10,907            | 13,300            | 15,000.00                      | 10,300             | 17,200             | (3,000)          | (22.6%)           | Identified Travel                                       |  |
| Harbors  | Contractual training            | 2,200             | -                 | 2,498             | 2,500             | 2,500                          | 2,500              | 2,500              | -                | 0.0%              | Based off previous Fiscal Years                         |  |
| Harbors  | Telephone                       | 19,745            | 14,170            | 14,102            | 20,700            | 14,200                         | 14,600             | 15,000             | (6,100)          | (29.5%)           | Based off FY22 and FY23 actuals                         |  |
| Harbors  | Printing                        | 3,767             | 7,888             | 8,847             | 8,400             | 10,000                         | 10,000             | 10,000             | 1,600            | 19.0%             | Based off GL290. Estimated for FY25 & FY26              |  |
| Harbors  | Advertising                     | 1,383             | 3,259             | 4,927             | 3,700             | 5,000                          | 5,000              | 5,000              | 1,300            | 35.1%             | Based off FY23.   | Ads for Reg changes, Impounds, and facebook posts. |
| Harbors  | Rents                           | 10,861            | 63,119            | 35,304            | 240,000           | 120,000                        | 120,000            | 120,000            | (120,000)        | (50.0%)           | Negotiated UAS Lease (\$100K)                           | UAS & DOT permit (\$18,450)                        |
| Harbors  | Electricity                     | 128,690           | 138,435           | 153,436           | 152,300           | 153,500                        | 158,100            | 162,800            | 5,800            | 3.8%              | Estimate Based off FY23 Actual                          |  |
| Harbors  | Fuel oil & propane              | 22,697            | 37,954            | 34,398            | 42,000            | 40,000                         | 41,200             | 43,400             | (800)            | (1.9%)            | Building Heating Oil.                                   |  |
| Harbors  | Refuse disposal                 | 198,977           | 195,130           | 200,514           | 227,000           | 250,000                        | 257,500            | 265,200            | 30,500           | 13.4%             | Estimate based off GL290 FY to date                     |  |
| Harbors  | Water service                   | 30,069            | 15,397            | 15,854            | 21,000            | 21,000                         | 21,600             | 22,200             | 600              | 2.9%              | Added Statter Restroom. Estimated from GL290 FY to date |  |
| Harbors  | Wastewater service              | 8,897             | 9,394             | 10,273            | 11,600            | 16,000                         | 16,500             | 17,000             | 4,900            | 42.2%             | Added Statter Restroom. Estimated from GL290 FY to date |  |
| Harbors  | Repairs                         | 124,328           | 34,853            | 81,576            | 213,062           | 200,000                        | 200,000            | 200,000            | (13,062)         | (6.1%)            |   |  |
| Harbors  | Electronic repairs              | 1,107             | 766               | 1,705             | 3,400             | 2,000                          | 2,000              | 2,000              | (1,400)          | (41.2%)           | Estimated   |  |
| Harbors  | Maintenance contracts           | -                 |                   |                   |                   |                                |                    |                    | -                |                   |   |  |
| Harbors  | Maintenance - buildings         | -                 |                   |                   |                   |                                |                    |                    | -                |                   |   |  |
| Harbors  | Building Maint Division Charges | 53,300            | 59,400            | 56,600            | 59,100            | 59,100                         | 66,600             | 71,400             | 7,500            | 12.7%             | From Budget Book  |  |
| Harbors  | Maintenance - software          | -                 | -                 | -                 | 3,500             | 3,500                          | 3,500              | 3,500              | -                | 0.0%              | Estimated   |  |
| Harbors  | Landscape Division Charges      | 36,000            | 36,000            | 35,500            | 42,800            | 42,800                         | 44,000             | 45,300             | 1,200            | 2.8%              | From Budget Book  |  |
| Harbors  | Equipment rentals               | 3,262             | 2,368             | 5,692             | 8,400             | 8,400                          | 8,400              | 8,400              | -                | 0.0%              | Estimated   |  |
| Harbors  | Fleet equipment maintenance     | 41,450            | 58,049            | 73,424            | 72,700            | 72,700                         | 68,100             | 70,000             | (4,600)          | (6.3%)            | From Budget Book  |  |
| Harbors  | Fleet replacement reserve       | 20,000            | 25,000            | 40,000            | 30,000            | 30,000                         | 30,000             | 30,000             | -                | 0.0%              | Fleet Schedule  |  |
| Harbors  | Equipment maint - non-fleet     | 3,647             | 3,694             | 234               | 4,000             | 2,000                          | 2,000              | 2,000              | (2,000)          | (50.0%)           | Estimate  |  |
| Harbors  | Spec & Prop                     | 120,803           | 121,176           | 224,113           | 311,600           | 311,600                        | 323,100            | 340,700            | 11,500           | 3.7%              | From Budget Book  |  |
| Harbors  | General Liab, Auto & EE Pract   | 8,200             | 8,200             | 1,300             | 900               | 900                            | 800                | 800                | (100)            | (11.1%)           | From Budget Book  |  |

|         |                                |                  |                  |                  |                  |                  |                  |                  |               |         |   |  |
|---------|--------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|---------------|---------|---|--|
| Harbors | Dues and subscriptions         | 3,017            | 9,697            | 12,453           | 10,500           | 15,000           | 15,000           | 15,000           | 4,500         | 42.9%   | Estimate from GL290 FY to date                  |  |
| Harbors | Fleet gasoline                 | 11,556           | 17,347           | 16,385           | 21,000           | 17,000           | 17,500           | 18,000           | (3,500)       | (16.7%) | Estimate based off previous Fiscal Years        |  |
| Harbors | Contractual services           | 197,208          | 232,082          | 341,990          | 349,995          | 350,000          | 350,000          | 350,000          | 5             | 0.0%    | Based off previous Fiscal Years                 |  |
| Harbors | Full Cost Allocation           | 215,400          | 195,800          | 206,200          | 220,500          | 220,500          | 253,800          | 253,800          | 33,300        | 15.1%   | From Budget Book                                |  |
| Harbors | Bank card fees                 | 80,483           | 128,230          | 149,486          | 136,500          | 150,000          | 154,500          | 159,100          | 18,000        | 13.2%   | Estimate Based off FY23 Actual                  |  |
| Harbors | Office supplies                | 4,661            | 10,556           | 7,121            | 7,500            | 5,000            | 5,200            | 5,400            | (2,300)       | (30.7%) | Estimate based off GL290.                       |  |
| Harbors | Postage and parcel post        | 5,207            | 5,148            | 7,171            | 5,600            | 9,000            | 6,000            | 6,000            | 400           | 7.1%    | FY24 expecting large items. FY25 & FY26 reduced |  |
| Harbors | Uniforms and safety equipment  | 5,540            | 9,970            | 7,553            | 10,500           | 8,000            | 8,500            | 9,000            | (2,000)       | (19.0%) |   |  |
| Harbors | Materials and commodities      | 53,706           | 63,119           | 80,602           | 80,000           | 90,000           | 95,000           | 100,000          | 15,000        | 18.8%   | Estimate based on GL290                         |  |
| Harbors | Safety programs and equipment  | 3,944            | 26,460           | 27,540           | 15,000           | 15,000           | 15,500           | 16,000           | 500           | 3.3%    | Safety Ladders                                  |  |
| Harbors | Gasoline and oil               |                  | 346              |                  |                  |                  |                  |                  | -             |         |   |  |
| Harbors | Loss contingency               |                  | 2,000            | -                | 1,000            | 1,000            | 1,000            | 1,000            | -             | 0.0%    |   |  |
| Harbors | Minor equipment                | 6,839            | 6,945            | 21,553           | 21,631           | 10,000           | 10,000           | 10,000           | (11,631)      | (53.8%) | Estimated                                       |  |
| Harbors | Minor furniture and fixtures   | 330              | -                | 586              | 1,500            | 1,500            | 1,500            | 1,500            | -             | 0.0%    | Estimated                                       |  |
| Harbors | Minor Software                 | -                | -                | -                | 1,500            | 1,000            | 1,000            | 1,000            | (500)         | (33.3%) | Estimated                                       |  |
| Harbors | Vehicles and equipment         | -                |                  | 7,299            |                  |                  |                  |                  | -             |         |   |  |
| Harbors | Reimbursable Expense - Externa |                  |                  | (812)            |                  |                  |                  |                  | -             |         |   |  |
| Harbors | Principal                      | 415,000          | 435,000          | 460,000          | 470,000          | 470,000          | 495,000          | 515,000          | 25,000        | 5.3%    | From Budget Book                                |  |
| Harbors | Interest and service charges   | 241,736          | 230,882          | 223,494          | 213,600          | 271,650          | 248,150          | 223,400          | 34,550        | 16.2%   | From Budget Book                                |  |
|         |                                | <b>3,661,166</b> | <b>4,000,611</b> | <b>5,158,623</b> | <b>5,194,288</b> | <b>5,080,850</b> | <b>5,293,050</b> | <b>5,380,800</b> | <b>98,762</b> |         |   |  |

| Division | Account Description        | FY2021<br>Actuals | FY2022<br>Actuals | FY2023<br>Actuals | FY2024<br>Amended | FY2024<br>Projected<br>Actuals | FY2025<br>Proposed | FY2026<br>Proposed | Change<br>Amount | Change<br>Percent | Change Description  |
|----------|----------------------------|-------------------|-------------------|-------------------|-------------------|--------------------------------|--------------------|--------------------|------------------|-------------------|---|
| Harbors  | Lease Revenue              |                   | 68,433            |                   |                   |                                |                    |                    | -                |                   |   |
| Harbors  | Cash over/short            |                   | 5                 |                   |                   |                                |                    |                    | -                |                   |   |
| Harbors  | Miscellaneous revenue      | (2,135)           |                   |                   |                   |                                |                    |                    | -                |                   |   |
| Harbors  | Interest income in Lawson  | (26,143)          | 137,527           | (263,774)         | (107,700)         | -241,000                       | -286,000           | -297,300           | (178,300)        | 165.5%            | From Budget Book  |
| Harbors  | Lease Interest Income      |                   | (494,612)         |                   |                   |                                |                    |                    | -                |                   |   |
| Harbors  | Loss on disposal of assets | 263,364           |                   |                   |                   |                                |                    |                    | -                |                   |   |
| Harbors  | CARES Relief               |                   | (116,484)         |                   |                   |                                |                    |                    | -                |                   |   |
| Harbors  | Harbor projects            | (270)             |                   |                   |                   |                                |                    |                    | -                |                   |   |
| Harbors  | State shared revenues      | (391,373)         | (292,878)         | (467,360)         | (350,000)         | -463,034                       | -350,000           | -350,000           | -                | 0.0%              | Estimated   |
| Harbors  | Federal grant revenue      |                   | (23,826)          | (10,960)          |                   |                                |                    |                    | -                |                   |   |
| Harbors  | User fees                  | (2,841,192)       | (3,256,387)       | (3,778,927)       | (3,780,000)       | -4,500,000                     | -4,750,000         | -4,750,000         | (970,000)        | 25.7%             | Fee Increase 9% jan1 2024 there could also be a CPI increase effective July 1 2024.                               |
| Harbors  | Permit revenues            | (5)               | (308,002)         | (386,036)         | (360,000)         | -400,000                       | -412,000           | -424,300           | (52,000)         | 14.4%             | Fee increase 9% Jan1 2024. Some permits April - June could also increase by CPI but will not know until February. |
| Harbors  | Minor Violations           | (7,445)           | (11,260)          | (13,439)          | (10,000)          | -10,000                        | -10,000            | -10,000            | -                | 0.0%              |   |
| Harbors  | Land sales                 |                   |                   |                   | -                 | -118,510                       | 0                  | 0                  | -                |                   |   |
| Harbors  | Land lease revenue         | (855,398)         | (898,731)         | (963,317)         | (900,000)         | -950,000                       | -950,000           | -950,000           | (50,000)         | 5.6%              | Based off FY23 Actual and other information comments  |
| Harbors  | Bad debts                  | 51,448            | (925)             | 38,704            | 75,000            | 75,000                         | 75,000             | 75,000             | -                | 0.0%              |   |
| Harbors  | Miscellaneous revenue      |                   | (5,500)           |                   |                   |                                |                    |                    | -                |                   |   |
| Harbors  | AR interest and fines      | (4,127)           | (6,500)           | (9,417)           | -                 | -9,000                         | -9,000             | -9,000             | (9,000)          |                   | Estimated Low from FY23 Actuals   |
|          |                            | (3,813,275)       | (5,209,140)       | (5,854,525)       | (5,432,700)       | (6,616,544)                    | (6,692,000)        | (6,715,600)        | (1,259,300)      |                   |   |

## Docks Overview

Section G, Item 4.

|                                       |                     | FY24             |                  | FY25             | FY26             |
|---------------------------------------|---------------------|------------------|------------------|------------------|------------------|
|                                       | FY23                | Amended          | Projected        | Proposed         | Proposed         |
|                                       | Actuals             | Budget           | Actuals          | Budget           | Budget           |
| <b>EXPENDITURES</b>                   |                     |                  |                  |                  |                  |
| Personnel Services                    | \$ 1,290,500        | 1,447,500        | 1,268,600        | 1,565,100        | 1,589,800        |
| Commodities and Services              | 1,051,000           | 1,095,000        | 1,178,900        | 1,234,000        | 1,251,700        |
| Capital Outlay                        | -                   | -                | -                | -                | -                |
| Support to:                           |                     |                  |                  |                  |                  |
| Marine Passenger Fee                  | -                   | -                | -                | -                | -                |
| Capital Projects                      | -                   | -                | -                | -                | -                |
| <b>Total Expenditures</b>             | <b>2,341,500</b>    | <b>2,542,500</b> | <b>2,447,500</b> | <b>2,799,100</b> | <b>2,841,500</b> |
| <b>FUNDING SOURCES</b>                |                     |                  |                  |                  |                  |
| Interdepartmental Charges             | 15,100              | 40,200           | 40,200           | 40,200           | 40,200           |
| Charges for Services                  | 2,487,800           | 1,800,000        | 2,579,500        | 2,625,000        | 2,625,000        |
| Licenses, Permits, and Fees           | -                   | -                | -                | -                | -                |
| Investment and Interest Income/(Loss) | 34,900              | 67,100           | 45,100           | 62,300           | 64,600           |
| Support from:                         |                     |                  |                  |                  |                  |
| Marine Passenger Fees                 | 717,000             | 717,000          | 717,000          | 717,000          | 717,000          |
| Port Development Fees                 | -                   | -                | -                | -                | -                |
| State Marine Passenger Fees           | -                   | -                | -                | -                | -                |
| Capital Projects                      | -                   | -                | -                | -                | -                |
| <b>Total Funding Sources</b>          | <b>3,254,800</b>    | <b>2,624,300</b> | <b>3,381,800</b> | <b>3,444,500</b> | <b>3,446,800</b> |
| <b>FUND BALANCE</b>                   |                     |                  |                  |                  |                  |
| Beginning of Period                   | 1,656,400           | 2,569,700        | 2,569,700        | 3,504,000        | 4,149,400        |
| Increase (Decrease) in Fund Balance   | 913,300             | 81,800           | 934,300          | 645,400          | 605,300          |
| <b>End of Period Fund Balance</b>     | <b>\$ 2,569,700</b> | <b>2,651,500</b> | <b>3,504,000</b> | <b>4,149,400</b> | <b>4,754,700</b> |
| <b>STAFFING</b>                       | <b>19.20</b>        | <b>19.24</b>     | <b>19.24</b>     | <b>19.25</b>     | <b>19.25</b>     |

FY24 staffing actual is 19.24. Increased admin FTE by .04.  
FY25 & FY26 Increase by .01 is due to deleting 3 PTL positions each at a .33 FTE and adding 1 FTE for a Deputy Port Operations Supervisor.

## Harbors Overview

Section G, Item 4.

|                                       |                     | FY24             |                  | FY25             | FY26             |
|---------------------------------------|---------------------|------------------|------------------|------------------|------------------|
|                                       | FY23                | Amended          | Projected        | Proposed         | Proposed         |
|                                       | Actuals             | Budget           | Actuals          | Budget           | Budget           |
| <b>EXPENDITURES</b>                   |                     |                  |                  |                  |                  |
| Personnel Services                    | \$ 1,827,400        | 2,132,900        | 2,063,200        | 2,206,000        | 2,238,600        |
| Commodities and Services              | 1,890,400           | 2,377,800        | 2,276,000        | 2,343,900        | 2,403,800        |
| Capital Outlay                        | 7,300               | -                | -                | -                | -                |
| Debt Service                          | 683,500             | 683,600          | 741,700          | 743,200          | 738,400          |
| Support to:                           |                     |                  |                  |                  |                  |
| Capital Projects                      | 750,000             | -                | -                | -                | -                |
| <b>Total Expenditures</b>             | <b>5,158,600</b>    | <b>5,194,300</b> | <b>5,080,900</b> | <b>5,293,100</b> | <b>5,380,800</b> |
| <b>FUNDING SOURCES</b>                |                     |                  |                  |                  |                  |
| Charges for Services                  | 3,740,200           | 3,705,000        | 4,425,000        | 4,675,000        | 4,675,000        |
| Licenses, Permits, and Fees           | 386,000             | 360,000          | 400,000          | 412,000          | 424,300          |
| Rentals and Leases                    | 963,300             | 900,000          | 1,068,500        | 950,000          | 950,000          |
| State Shared Revenue                  | 467,400             | 350,000          | 463,000          | 350,000          | 350,000          |
| Federal Revenue                       | 11,000              | -                | -                | -                | -                |
| Fines and Forfeitures                 | 13,400              | 10,000           | 10,000           | 10,000           | 10,000           |
| Investment and Interest Income/(Loss) | 273,200             | 107,700          | 250,000          | 295,000          | 306,300          |
| Support from:                         |                     |                  |                  |                  |                  |
| Pandemic Response                     | -                   | -                | -                | -                | -                |
| Capital Projects                      | -                   | -                | -                | -                | -                |
| <b>Total Funding Sources</b>          | <b>5,854,500</b>    | <b>5,432,700</b> | <b>6,616,500</b> | <b>6,692,000</b> | <b>6,715,600</b> |
| <b>FUND BALANCE</b>                   |                     |                  |                  |                  |                  |
| <b>Debt Reserve</b>                   |                     |                  |                  |                  |                  |
| Beginning Reserve Balance             | 791,900             | 795,400          | 795,400          | 795,400          | 795,400          |
| Increase (Decrease) in Reserve        | 3,500               | -                | -                | -                | -                |
| <b>End of Period Reserve</b>          | <b>\$ 795,400</b>   | <b>795,400</b>   | <b>795,400</b>   | <b>795,400</b>   | <b>795,400</b>   |
| <b>Available Fund Balance</b>         |                     |                  |                  |                  |                  |
| Beginning of Period                   | 2,246,500           | 2,938,900        | 2,938,900        | 4,474,500        | 5,873,400        |
| Increase (Decrease) in Fund Balance   | 692,400             | 238,400          | 1,535,600        | 1,398,900        | 1,334,800        |
| <b>End of Period Available</b>        | <b>\$ 2,938,900</b> | <b>3,177,300</b> | <b>4,474,500</b> | <b>5,873,400</b> | <b>7,208,200</b> |
| <b>STAFFING</b>                       | <b>16.83</b>        | <b>17.45</b>     | <b>17.45</b>     | <b>17.45</b>     | <b>17.45</b>     |

FY24 Staffing Actual 17.45. Increases are from: Admin changes .12 and Harbors Security Officer .50