

KODIAK CITY COUNCIL

WORK SESSION AGENDA

Tuesday, June 11, 2019

Kodiak Public Library Multi-Purpose Room

7:30 p.m.

Work sessions are informal meetings of the City Council where Councilmembers review the upcoming regular meeting agenda packet and seek or receive information from staff. Although additional items not listed on the work session agenda are sometimes discussed when introduced by the Mayor, Council, or staff, no formal action is taken at work sessions and items that require formal Council action are placed on a regular Council meeting agenda. Public comments at work sessions are NOT considered part of the official record. Public comments intended for the "official record" should be made at a regular City Council meeting.

Discussion Items

1. Public Comments (limited to 3 minutes)
2. Insurance Presentation from Marsh & McLennan Agency
3. Review the Application for the Near Island Land Use Plan1
4. Discussion About Amending Sections 9 and 12 of the Schedule of Fees, Charges, and Tariffs5
5. Review of Nondiscrimination, Anti-Harassment, and Equal Employment Policy.....10
6. Continued Discussion of the Sewer Rate Study Recommendations.....19
7. Elected Officials Training/Travel Requests
8. June 13, 2019, Agenda Packet Review

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MEMORANDUM

TO: Mayor Branson and City Council members

FROM: Mike Tvenge, City Manager

DATE: June 11, 2019

RE: Near Island Development Plan

This proposed land use plan has been reviewed by both the Council and community during several presentations all public and transparent.

Our notes from the latest Work Session identify the Near Island Concept A as the preferred Land Use Plan. This plan is identified as in tonight's packet.

Previously included in the comprehensive packet of materials include input from the Technical Advisory Committee meetings and public comments suggested for future use of Near Island. These comments were solicited during the public open house stakeholders meetings hosted by Aaron Christie, Michelle McNulty-Ritter, Tim Potter and Michaela Kozak all of DOWL. Additional public comment has occurred during council meetings.

Step one – temporary approval by council of a development plan with defined land use. Council has selected Concept A, minimal development of Near Island. Tonight we are confirming this and the application to the KIB Community Development Department.

Step two – File a completed application for rezone with KIB Community Development which will be reviewed with KIB Planning and Zoning, once approved by P&Z they forward the plan to Kodiak Island Borough Assembly for adoption by Ordinance, and inclusion into the Kodiak Island Borough Comprehensive Plan. This process could take several months. The City council would likely approve of the final plan by Resolution.

Step three – implement disposal methods such lease or sale

Other steps would include how much of the trail system will be maintained by City Parks and Recreation, creating designated rights of way or easements along the trails for preservation and much much more.

Administrative Request

Applicant Information:

Property Owner / Applicant: City of Kodiak

Mailing Address: 2410 Mill Bay Road

Phone Number: 907.486.8065

Other Contact email, etc.: mtvenge@city.kodiak.ak.us

Agent &/or Surveyor: N/A

Mailing Address: _____

Phone Number: _____

Other Contact email, etc.: _____

Nature / Purpose of Request: Other

Property Information:

Legal Description: Subdv: Near Island Block: _____ Lot: _____

Current Zoning: R3 KIBC 17.85

Applicable Comprehensive Plan: A. Kodiak Island Comprehensive Plan Update 2008

Present Use of Property: Mixed Use

I am providing additional information in the form of: Additional Narrative / History: _____ Site Plan: _____

As-built Survey: _____ Maps: _____ Photographs: _____ Other: _____

Date: _____ Signature: _____

Payment Verification Fee Payable in Cashier's Office Room # 104 - Main floor of Borough Building

- Reconsideration of P&Z Commission Decision KIBC 17.215 \$150.00
- Appeal to P&Z Commission KIBC 17.220 \$350.00
- P&Z Commission Site Plan Review KIBC 17.130.020 \$150.00
- P&Z Commission Screening Approval KIBC 17.105.060 \$150.00
- Title 18 Land Disposal Review KIBC 18.20.060 A \$350.00
- Postponement at Petitioner's request - Public Hearing Item \$100.00
- Postponement at Petitioner's request - Non-Public Hearing Item \$ 25.00
- Other \$150.00

Date: _____ CDD Staff: _____

Applicant Narrative

The City of Kodiak requests consideration of the Kodiak Island Planning and Zoning Commission and Borough Assembly for incorporation of the Near Island Development Plan - Concept A-Minimized Development dated December 2017 into the 2008 Kodiak Island Borough Comprehensive Plan. Concept A reflects public feedback to not expand the industrial area beyond the City's conditional use permit. Specifically, it limits both the industrial area supporting the harbor and the float plane basin to their current areas of disturbance. Concept A does not add any new commercial or institutional land uses to Near Island.

With the assistance of Dowl Engineering, City Staff completed the Near Island Development Plan in December 2017.

The Kodiak Mayor and City Council discussed minimum (A), moderate (B), and maximum (C) proposed concepts included in the plan. Concepts A, B, and C of the Near Island Development Plan were considered during five work sessions in 2018-2019. It is the consensus of the Council to approve the 2017 Near Island Development Plan- Concept A-Minimum Development.

Per KIB Code 17.15.050, please consider incorporating the Near Island Development Plan - Concept A - Minimum Development in to the 2008 Kodiak Island Borough Comprehensive Plan.

Concept A Minimized Development

This concept reflects public feedback to not expand the industrial area the original conditional use permit and recent amended boundary. Specifically it limits both the industrial area supporting the harbor and the float plane basin to their current areas of disturbance. This concept does not add any new commercial or institutional land uses.

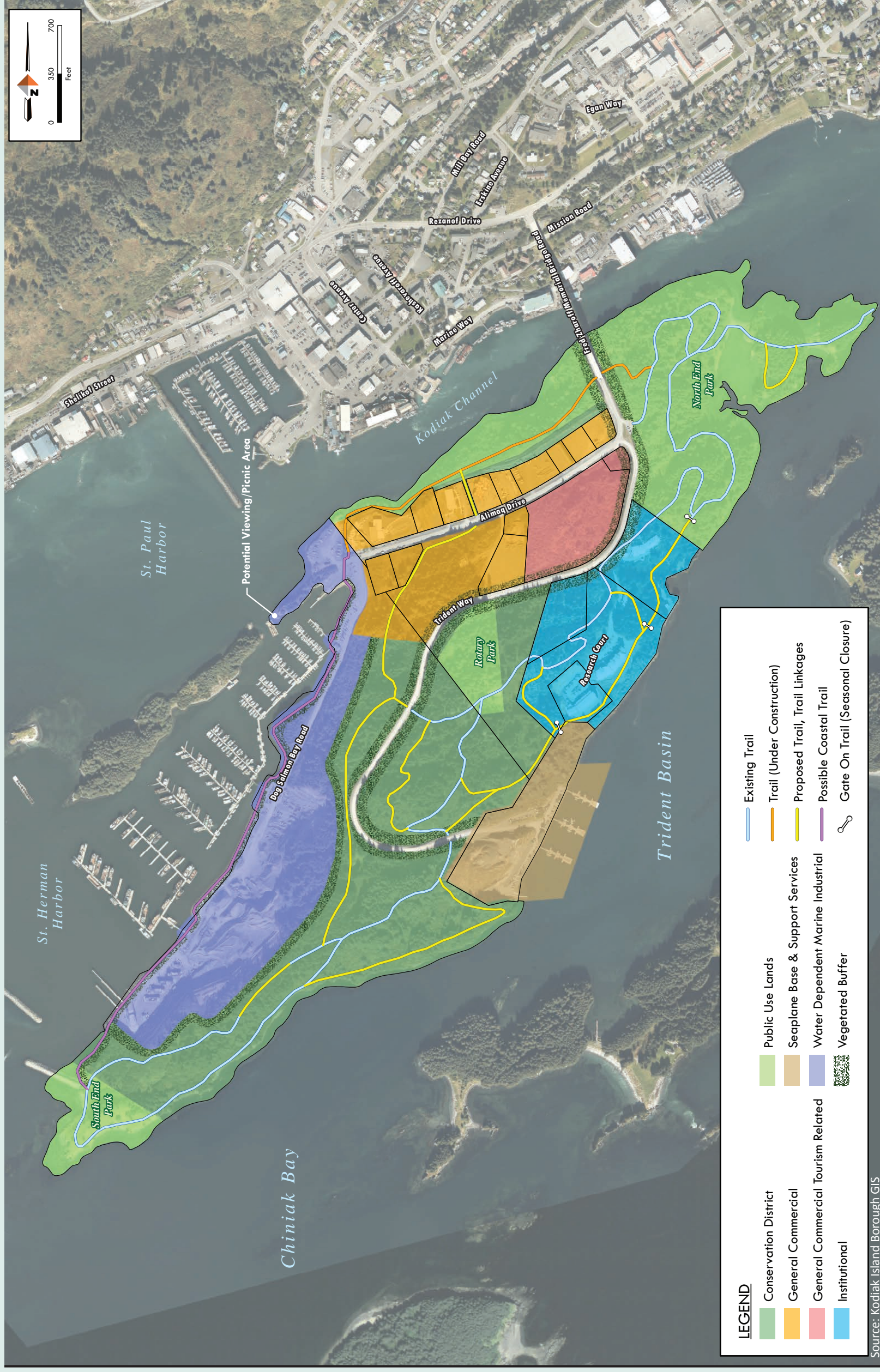


FIGURE 8: Concept A – Minimized Development

**CITY OF KODIAK
RESOLUTION NUMBER 2019-10**

**A RESOLUTION OF THE COUNCIL OF THE CITY OF KODIAK AMENDING
SECTIONS 9 AND 12 OF THE SCHEDULE OF FEES, CHARGES, AND TARIFFS**

WHEREAS, at the February 14, 2019, regular meeting the Kodiak City Council approved its budget goals for FY2020, including annually reviewing and updating the Schedule of Fees, Charges, and Tariffs; and

WHEREAS, staff reviewed the Schedule of Fees and Charges, and it was decided to bring forth amendments to the City fees; and

WHEREAS, the suggested fee amendments herein reflect the City’s cost to provide services.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Kodiak, Alaska, that Sections 9 and 12 of the City’s Schedule of Fees, Charges, and Tariffs are hereby amended as follows:

BE IT FURTHER RESOLVED that this resolution shall supersede previous resolutions amending Sections 9 and 12 of the Schedules of Fees, Charges and Tariffs.

BE IT FURTHER RESOLVED that the changes to Sections 9 and 12 of the Schedule of Fees, Charges, and Tariffs herein shall be effective July 1, 2019.

BE IT FURTHER RESOLVED that the City Clerk is authorized to make the required changes to the Schedule of Fees, Charges, and Tariffs.

Section 8 General Services

8.16	Memorial bench dedication fee	500.00 <u>1,500</u>
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Section 9 Harbor

A day is defined as a calendar day, midnight to midnight or portion thereof.

9.1	Disposal	
9.1.1	Drums, each 55 gallon.....	24.50 <u>25.00</u>
9.1.2	Containment boom, per foot, per day, plus labor	0.60 <u>0.62</u>
9.1.3	Sorbent pads and boom	cost + 10%
9.1.4	Petroleum products and bilge waste, per gallon	
9.1.4.1	Used oil	1.25 <u>1.30</u>
9.1.4.2	Oily bilge water, vessels under 400 gross tons	2.75 <u>2.80</u>
9.1.4.3	Oily bilge water, vessels over 400 gross tons	5.25 <u>5.40</u>
9.1.4.4	Testing and other necessary services	cost + 10%
9.2	Dry Storage	
	<i>No charge for fishing gear storage for the first three (3) days. Minimum charge is \$10.00 or per square foot fee, whichever is greater.</i>	
9.2.1	Daily, per square foot	0.04 <u>0.05</u>
9.2.2	Weekly, per square foot.....	0.14 <u>0.15</u>
9.2.3	Monthly, per square foot.....	.48 <u>0.49</u>

9.2.4	Annual, per square foot	1.50 <u>1.54</u>
Section 9 Harbor (continued)		
9.2.5	Impounded vessels: cost of labor, equipment, and storage	cost + 10%
9.3	Electric Service, temporary, per day	
9.3.1	120-volt single-phase or actual kWh cost, whichever is greater	18.00 <u>18.40</u>
9.3.2	208-volt single-phase or actual kWh cost, whichever is greater	43.00 <u>44.20</u>
9.3.3	208-volt three-phase or actual kWh cost, whichever is greater.....	49.00 <u>50.35</u>
9.3.4	Electric cord rental, per day	
	30-amp 120-volt twist lock cords	9.00 <u>9.25</u>
9.3.5	Electric plug rental, per day	
	30-amp twist lock GFI to 20-amp straight blade	6.00 <u>6.15</u>
	208 single phase to 30-amp twist lock.....	12.00 <u>12.30</u>
	208 three phase to 208 single phase.....	18.00 <u>18.50</u>
9.4	Tidal Grid, per foot, per tide	2.50 <u>2.57</u>
9.5	Services and equipment rental	
9.5.1	Backhoe/loader, with operator, per 1/2 hour	91.50 <u>94.00</u>
9.5.2	Fork Lift	
9.5.2.1	4-ton, with operator, per 1/2 hour	91.50 <u>94.00</u>
9.5.3	Labor and Materials	
9.5.3.1	City employees, straight time, per hour	79.00 <u>81.00</u>
9.5.3.2	City employees, overtime, per hour	110.00 <u>113.00</u>
9.5.3.3	Non-City labor and miscellaneous materials	cost + 10%
9.5.4	Pumps	
9.5.4.1	Dewatering, electric, per day	36.00 <u>37.00</u>
9.5.4.2	Dewatering, electric, per week.....	146.00 <u>150.00</u>
9.5.4.3	Dewatering, electric, per month	365.00 <u>375.00</u>
9.5.4.4	Dewatering gasoline, per day	61.00 <u>62.50</u>
9.5.4.5	Sewage, vessel or RV pump-out, per use	12.00 <u>12.25</u>
9.5.5	Tanker, used oil, with operator, per hour.....	158.00 <u>162.00</u>
9.5.6	Vessel, with operator, per hour	129.00 <u>132.50</u>
9.6	Dockage for commercial fishing vessels at piers and docks (all other vessels charged per port tariff)	
9.6.1	• Vessels 80' and under	1.85 <u>1.90</u>
9.6.2	• Vessels 81' and over.....	2.15 <u>2.20</u>
	• Includes Dock 1, Oscar's Dock, Piers 1, 2, & 3.	
	• Dockage fees shall be equal to the vessel's daily moorage rate, or the per foot rate, whichever is greater. Vessels with exclusive moorage, and vessels which have paid their annual daily moorage ceiling, receive the first day free when scheduled in advance. Dockage fees do not apply to the moorage ceiling.	
9.7	Moorage, exclusive, annual	
	• Exclusive moorage means a permanently assigned slip for a specific vessel. Moorage is calculated depending upon vessel length: Length x rate per linear foot.	
	• Length = length of vessel, including all fixed protuberances or length of slip, whichever is greater.	
	• Vessels moored at posted restricted areas in excess of the allotted time shall incur a moorage charge at double the daily rate, until the vessel has departed.	
	• 20% surcharge for vessels wider than 80% of the slip water space	
	• 50% surcharge for vessels wider than 100% of the slip water space	
9.7.1	0 to 20 feet.....	36.55 <u>37.50</u>
9.7.2	21 to 30 feet.....	36.55 <u>37.50</u>
9.7.3	31 to 40 feet.....	36.55 <u>37.50</u>
9.7.4	41 to 60 feet.....	49.95 <u>51.30</u>
9.7.5	61 to 80 feet.....	74.31 <u>76.40</u>
9.7.6	81 to 100 feet.....	87.10 <u>89.50</u>

9.7.7	101 to 120 feet.....	99.89 <u>102.70</u>
9.7.8	121 to 150 feet.....	108.42 <u>111.40</u>
Section 9 Harbor (continued)		
9.7.9	151+.....	121.82 <u>125.20</u>
9.8	Moorage, open/daily.....	1/60 of the annual moorage rate
	<ul style="list-style-type: none"> • Daily moorage shall stop accruing when an amount equal to 100% of the annual exclusive moorage has been reached. • Vessels moored at posted restricted areas in excess of the allotted time shall incur a moorage charge at double the daily rate, until the vessel has departed. • Vessels under 21' receive one free day per month at designated areas only, on first-come, first-served basis. 	
9.9	Parking	
9.9.1	Trailers at designated long-term parking areas	
9.9.1.1	Daily	6.00 <u>6.17</u>
9.9.1.2	Monthly	91.50 <u>94.00</u>
9.9.2	Permit parking for harbor customers in designated 30-day lots adjacent to the harbors, per day	4.00 <u>1.03</u>
	<ul style="list-style-type: none"> • Permits available to vessel slip holders and paid up transient vehicles only. Except that permits may be sold to the general public in the 30-day lot north of Ramp 1, St. Herman Harbor. 	
9.10	Gravel ramp use at SHH and SPH	
9.10.1	Aircraft, per launch or retrieval	91.50 <u>94.00</u>
9.10.2	Vessels under 76 feet in length, per foot, per tide.....	4.25 <u>1.29</u>
9.10.3	Vessels 76 feet and longer, per foot, per tide	4.80 <u>1.85</u>
9.10.4	Annual usage fee (must be paid in advance)	2437.00 <u>2,500</u>
9.11	Waiting list, per year.....	30.50 <u>31.00</u>
9.12	Launch ramp (exclusive slip holders and personal pleasure boats of persons sixty-five years of age or older are exempt)	
9.12.1	Daily.....	10.00
9.12.2	Annual	422.00 <u>125.00</u>
9.13	Administrative fees	
9.13.1	Slip transfer fee, per vessel	18.00 <u>18.50</u>
9.13.2	Account sent to collections	122.00 <u>125.00</u>
9.14	Vessel sewage disposal at Pier II per day (dockage charged separately)	91.50 <u>94.00</u>
9.15		
9.16	Harbor Shower Fee, per time period.....	6.00
	Crane Use Fee, per 15 minute period or portion thereof	25.00
9.17	Shipyard	
9.17.12	Utilities (includes water)	
9.17.12.1	120v single-phase 30 amp or actual kWh cost, whichever is greater	20.00 <u>18.50/day</u>
9.17.12.2	208v single-phase 50 amp or actual kWh cost, whichever is greater	40.00 <u>44.20/day</u>
9.17.12.2	208v single-phase 100 amp or actual kWh cost, whichever is greater	50.00 <u>50.35/day</u>
9.17.12.3	480v single-phase 100 amp or actual kWh cost, whichever is greater	70.00/day
9.17.13	Equipment Rental	
9.17.13.1	Fork Lift.....	75.00 <u>94.00</u> /half hr

9.17.13.2	Man Lift	75.00 94.00 /half hr
9.17.15	Waste Disposal Used oil	1.20 1.30/gallon
9.17.15.3	Non-Hazardous liquids, including oil bilge Water	2.25 2.80/gallon

Section 12 Parks and Recreation

Note: For activities including micro tournaments and clinics not listed, the Parks & Recreation Department will establish the activity/program fee. Youth includes ages 4-18; Adult 19-65; Senior 65+. Activity fees can be waived for parent volunteers for coaching and officiating. A sponsor can contribute to activities fee to reduce cost of Person or group participants. Promotional events may occur throughout the year that are not listed in the fee schedule when fees and events are approved by the City Manager.

12.1	City Organized Activities	
12.1.1	<u>Basketball</u>	
12.1.1.1	Adult Recreation Basketball Class A & Open Per Season Per Team ..	450.00
12.1.1.2	Adult Recreation Basketball Class B & C Per Season Per Team.....	350.00
12.1.1.3	Adult Recreation Basketball Half Season Per Team	250.00
12.1.1.4	Adult Recreation Basketball B & C (Student) Per Season Per Team...	175.00
12.1.1.5	Adult Recreation Basketball Class A & Open Per Person	75.00
12.1.1.6	Adult Recreation Basketball Class B & C Per Person	75.00
12.1.1.7	Adult Recreation Basketball (Student/Tournament/Half Season) Per Person	50.00
12.1.1.8	Little Dribblers Per Season (6 weeks) Per Person.....	40.00
12.1.2	<u>Volleyball</u>	
12.1.2.1	Adult Recreation Volleyball Per Season Per Team	200.00
12.1.2.2	Adult Recreation Volleyball Half Season Per Team	100.00
12.1.2.23	Adult Recreation Volleyball Per Person	40.00
12.1.2.34	Adult Recreation Women's Volleyball Per Person	25.00
12.1.3	<u>Soccer</u>	
12.1.3.1	Youth Soccer Per Season (6 weeks) Per Person	40.00
12.1.4	<u>Races</u>	
12.1.4.1	Per Race Per Adult.....	30.00
12.1.4.2	Per Race Per Youth/Senior.....	20.00
12.1.5	<u>Summer Program</u>	
12.1.5.1	Per Session (2 Week) Per Child	40.00
12.1.5.2	Half Session (1 Week) Per Child	25.00
12.1.6	<u>Softball</u>	
12.1.6.1	Adult Recreation Softball Per Season Per Team	200.00
12.1.6.2	Adult Recreation Softball Per Season Per Person.....	25.00
	<u>Hockey</u>	
12.1.7.1	Adult Recreation Hockey Per Season Per Person	75.00
12.2.1	City Facility	
12.2.1	<u>Ice Rink</u>	
12.2.1.1	Ice Time Per Session Per Adult.....	5.00
12.2.1.2	Ice Time Per Session Per Student/Senior	2.00
12.2.1.3	Ice Time Per Month Per Adult.....	45.00
12.2.1.4	Ice Time Per Month Per Student.....	15.00
12.2.1.5	Ice Time Per Season Per Adult.....	160.00
12.2.1.6	Ice Time Per Season Per Student/Senior	55.00

12.2.1.7	Rental Per Hour	100.00
12.2.1.8	Dasher board sponsor.....	350.00
12.2.2	<u>Swimming Pool</u>	
12.2.2.1	Per Session Per Adult.....	5.00
12.2.2.2	Per Session Per Youth/Senior	2.00
12.2.2.3	Per Month Per Adult.....	45.00
12.2.2.4	Per Month Per Student.....	15.00
12.2.2.5	Per Month Infant	8.00
12.2.2.6	10 Punch Per Adult	45.00
12.2.2.7	10 Punch Youth/Senior	15.00
12.2.2.8	10 Punch Infant.....	8.00
12.2.2.9	Per Year Per Adult	360.00
12.2.2.10	Per Year Youth/Senior	120.00
12.2.2.811	Infant - 3 years	1.00
12.2.2.912	Lessons Per Persons Per Session.....	40.00
12.2.2.13	<u>Pool Rental 2 Hour Block & Cleaning Fee (2 Guards)</u>	<u>200.00</u>
12.2.2.14	<u>Pool Rental 2 Hour Block & Cleaning Fee (3 Guards)</u>	<u>250.00</u>
12.2.2.15	<u>Lifeguard Certification Course</u>	<u>80.00</u>
12.2.3	<u>Teen Center</u>	
12.2.3.1	Racquetball Per Adult Per Session (1 hour)	5.00
12.2.3.2	Racquetball Per Student/Senior Per Session (1 Hour)	2.00
12.2.3.3	Racquetball Per Month Per Adult.....	45.00
12.2.3.4	Racquetball Per Month Per Youth/Senior <u>Student</u>	15.00
12.2.3.5	Racquetball Per Year Per Adult	360.00
12.2.3.6	Racquetball Per Year Per Youth/Senior <u>Student</u>	120.00
12.2.3.7	Auditorium Cleaning Fee.....	25.00
12.2.3.87	Auditorium Per 4 Hour Block (Under 50 people) <u>& Cleaning</u>	400.00 <u>125.00</u>
12.2.3.98	Auditorium Per 4 Hour Block (Over 50 people) <u>& Cleaning</u>	200.00 <u>225.00</u>
12.2.3.109	Folding Table Rental (Cost is per table)	5.00
12.2.3.110	Folding Chair Rental (Cost is per chair)	2.00

CITY OF KODIAK

MAYOR

ATTEST:

CITY CLERK

Adopted:

**CITY OF KODIAK
ORDINANCE NUMBER 1387**

AN ORDINANCE OF THE COUNCIL OF THE CITY OF KODIAK REPLACING THE EXISTING ADDENDUM B, SEXUAL HARASSMENT AND ANTI-HARASSMENT POLICY IN THE CITY PERSONNEL RULES AND REGULATIONS WITH A NEW ADDENDUM B, NON-DISCRIMINATION, ANTI-HARASSMENT AND EQUAL EMPLOYMENT POLICY

WHEREAS, it is necessary to amend the Personnel Rules and Regulations (PR&R) to comply with the Settlement Agreement entered into by the City of Kodiak with the Alaska State Commission for Human Rights (ASCHR); and

WHEREAS, the City is required to adopt and disseminate to all City of Kodiak employees a non-discrimination, anti-harassment, and equal employment policy that is approved by ASCHR; and

WHEREAS, the Non-Discrimination, Anti-Harassment, and Equal Employment Policy in Section 1 of this ordinance was submitted and approved by the ASCHR.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Kodiak, Alaska, as follows:

Section 1: The existing Addendum B, Sexual Harassment and Anti-Harassment Policy in the PR&R which was adopted in Section 23 of Ordinance No. 1383 is hereby rescinded and replaced as follows:

**NON-DISCRIMINATION, ANTI-HARASSMENT,
AND EQUAL EMPLOYMENT POLICY**

The following sets forth the City of Kodiak's policy of non-discrimination, anti-harassment and equal employment.

All City employees are responsible for complying with this policy, for maintaining a high level of professional conduct in the workplace, and for treating others with respect and fairness. An employee who violates this policy may be subject to disciplinary action, up to and including dismissal.

EQUAL EMPLOYMENT OPPORTUNITIES

The City of Kodiak is committed to the principle of equal employment opportunities being available to everyone. Specifically, all employees will be afforded equal consideration for hiring, promotions, transfers, reassignments, employee benefits, and all other aspects of employment related activities. These decisions will be based on merit principles of qualifications and

performance without regard to age, race, sex, religion, marital status, changes in marital status, pregnancy, parenthood, color, national origin, genetic information, veteran status, physical or mental disability or any other protected class.

DISCRIMINATION

The City strictly prohibits and does not tolerate discrimination of any kind, including harassment, against employees and applicants on the basis of age, race, sex, religion, marital status, changes in marital status, pregnancy, parenthood, color, national origin, genetic information, veteran status, physical or mental disability or any other protected class. This policy also prohibits discrimination against employees and applicants who are perceived to have any of the characteristics listed above or who associate with persons who have any of these characteristics. This policy applies to all employment practices and actions, including, but not limited to, recruitment, hiring, transfer and reassignment, training, discipline, compensation, promotion, dismissal, and any other term or condition of employment.

HARASSMENT

It is the City's policy that harassment relating to an employee's age, race, sex, religion, marital status, changes in marital status, pregnancy, parenthood, color, national origin, genetic information, veteran status, physical or mental disability or any other protected class or an affiliation with any other protected class is a violation of policy.

The City intends to provide a respectful work environment free from intimidation, hostility, or other conduct which might interfere with work performance.

The following examples of harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of policy:

- Verbal harassment may include offensive, unwanted or unwelcome comments, slurs, jokes, or innuendoes regarding a person's national origin, race, color, religion, gender, gender identity, sexual orientation, age, body, disability or appearance.
- Nonverbal harassment may include the distribution, display, or discussion of any written or graphic material that ridicules, denigrates, insults, belittles or shows hostility, aversion or disrespect toward an individual or group because of age, race, sex, religion, marital status, changes in marital status, pregnancy, parenthood, color, national origin, genetic information, veteran status, physical or mental disability or any other protected class.

Courteous, mutually respectful, pleasant, noncoercive interactions between employees that are appropriate in the workplace and acceptable to and welcomed by both parties are not considered to be harassment.

SEXUAL HARASSMENT

In addition to prohibiting other forms of harassment, the City maintains a strict policy prohibiting sexual harassment. All such harassment is unlawful and will not be tolerated. The City is committed to taking all reasonable steps to prevent sexual harassment from occurring.

Federal and state laws define sexual harassment as unwanted sexual advances, requests for sexual favors, or visual, verbal, or physical conduct of a sexual nature when: (1) submission to such conduct is made a term or condition of employment; (2) submission to or rejection of such conduct is used as a basis for employment decisions affecting the individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile or offensive working environment.

The above definition includes many forms of offensive behavior. The following is a non-exclusive list of conduct that may constitute harassment:

- Unwelcome or unwanted sexual advances. This means stalking, patting, pinching, brushing up against, hugging, cornering, kissing, fondling or any other similar physical contact that would be considered unacceptable by a reasonable individual.
- Verbal or written abuse, making jokes or comments of a sexual nature that would be considered unacceptable by a reasonable individual. This includes verbal, written, or electronically communicated comments about an individual's body or appearance where such comments go beyond mere courtesy, telling "dirty jokes" or any other tasteless, sexually oriented comments, innuendos, or actions that offend others. The harassment policy applies to employees' text messages, emails, social media posts, tweets, etc., that are directed to, about, or may be seen by other employees, customers, etc.
- Requests or demands for sexual favors. This includes subtle or obvious expectations, pressures, or requests for any type of sexual favor, along with an implied or specific promise of favorable treatment (or negative consequence) concerning one's current or future job or any term or condition of employment.

Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex. The harasser can be the victim's supervisor, a supervisor in another area, a coworker, or someone who is not an employee of the City, such as a contractor.

REPORTING VIOLATIONS

The City of Kodiak strongly encourages employees to promptly report incidents of discrimination, harassment and retaliation. If you believe that you have been discriminated against or harassed, or if you witness someone discriminating against or harassing another person(s), you should promptly report such conduct to your immediate supervisor, manager, Human Resource Manager or Department Head. If your immediate supervisor, manager, Human Resource Manager, or Department Head is the subject of the complaint, or if you feel uncomfortable reporting within your chain of command or to the Human Resource Manager, the complaint should be reported to any supervisor, manager, Department Head or to the City Manager. Employees are encouraged to report incidents of discrimination, harassment and retaliation in writing, but may also report incidents verbally. Employees may also contact the Alaska State Commission for Human Rights or the Equal Employment Opportunity Commission.

DISCRIMINATION & HARASSMENT INVESTIGATION PROCEDURES

The City is committed to providing a prompt, thorough and impartial investigation of any claim of unlawful harassment or discriminatory treatment and administering appropriate corrective action. Appropriate remedies will be made available for any victim of harassment. Supervisors and/or the Human Resource Manager will use the following guidelines when receiving an allegation of harassment or discriminatory treatment:

Step 1: When an employee comes forward with a workplace complaint, supervisors should inform the employee that the City cannot guarantee complete confidentiality due to the need to conduct an effective investigation, which may require revealing certain information to the alleged violator and potential witnesses. Confidentiality of the information received, the privacy of the individuals involved, and the wishes of the employee will be protected to as great a degree as possible. The expressed wishes of the employee for confidentiality will be considered in the context of the City's obligation to act on the harassment allegations.

Step 2: The supervisor must notify his or her supervisor and the Human Resource Manager about the allegations (assuming the allegations do not involve the supervisor).

Step 3: If the nature of the allegations warrants a simple intervention, the supervisor will consult with the Human Resource Manager and the course of action may be to handle the matter informally. The supervisor and/or Human Resource Manager may conduct a coaching session with the offender, explaining the impact of his/her actions and requiring the conduct not reoccur.

This approach is particularly appropriate when there is some ambiguity about whether the conduct was disrespectful.

Step 4: If a formal investigation is warranted, the individual alleging a violation of this policy will be interviewed to discuss the nature of the allegations. The person being interviewed may have someone of his/her own choosing present during the interview. Typically, the investigator will obtain the following description of the incident(s), including date(s), time(s) and place(s):

- Corroborating evidence.
- A list of witnesses.
- Identification of the offender.

Step 5: In most cases, as soon as practical after receiving the written or verbal complaint, the alleged policy violator will be informed of the allegations, and the alleged violator will have the opportunity to answer questions and respond to the allegations. The alleged policy violator will be informed that retaliation is prohibited and that retaliating may result in disciplinary action up to and including dismissal. The individual conducting the investigation will follow any other applicable policies or laws in the investigatory process.

Step 6: After investigation and consultation with the appropriate personnel, a decision will be made regarding whether disciplinary action will be taken.

Step 7: The alleged violator and complainant will be advised of the findings and conclusions as soon as practical. Any employee who submits in bad faith a false claim of harassment will be subject to disciplinary action up to and including dismissal.

RETALIATION

The City will not knowingly permit any retaliation against any employee who complains of discrimination or harassment or who participates in an investigation, proceeding or hearing relating to the report of alleged violations. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or other mistreatment towards an employee based on his or her decision to oppose or report harassment or another discriminatory practice.

Any report of retaliation by the person accused of harassment or by coworkers, supervisor/manager, will also be promptly, thoroughly and impartially investigated in accordance with the investigation procedure outlined above. If a complaint of retaliation is substantiated, the City will take appropriate disciplinary action, up to and including dismissal.

For more information, contact your immediate supervisor or the City's Human Resource Manager. You may also contact the Alaska State Commission for Human Rights or the Equal Employment Opportunity Commission.

EQUAL ACCESS TO THE WORKPLACE

It is the City's policy to reasonably accommodate individuals with disabilities and individuals with religious beliefs or practices where the accommodation does not pose an undue hardship to the City or to fellow employees. The City commits to providing a qualified applicant with a disability a reasonable accommodation to ensure the person has an equal opportunity to compete for a job. Additionally, the City will provide a qualified employee with a disability a reasonable accommodation to enjoy equal access to the benefits and privileges of employment, to perform the essential function of the job, and/or to gain access to the workplace. Essential functions are the basic job duties that an employee must be able to perform.

Definition of a disability:

An individual with a disability is a person who:

1. Has a physical or mental impairment that substantially limits one or more major life activity; or
2. Has a condition that may require the use of a prosthesis, special equipment for mobility, or a service animal; or
3. Has a record of such an impairment; or
4. Is regarded as having such an impairment.

Definition of a religious belief:

Religious beliefs are those associated both with known, established religions, as well as those that are new, uncommon, and not part of a formal church or sect. All aspects of religious belief and observance that are sincerely held will be considered as part of this policy.

Definition of a service animal:

A service animal is a dog, or in some cases another animal, that has been trained to perform tasks or do work for the benefit of a person with a disability. A service animal may also be any animal that alerts a person with a disability to the present impairment of a vital function which is a condition of the individual's disability, and whose ability to alert is verified in writing by a licensed health care provider who has conducted a physical examination of the individual in person. The tasks or work the animal does must be directly related to the person's disability, such as alerting

the handler of a seizure or reminding handlers to take necessary medication. A comfort or support animal is not considered a service animal under the Americans with Disabilities Act (ADA).

ACCOMMODATION PROCEDURES

The City will use the following guidelines when an employee or applicant requests an accommodation based on a disability (including the use of a service animal) or religious belief or practice:

Step 1: The individual should make such a request to his or her supervisor or to the Human Resource Manager, who will then promptly engage in the interactive process to clarify the needs of the person making the request. Although employees are strongly encouraged to submit their requests in writing, they are not required to do so.

Step 2: An employee should clearly communicate to his or her supervisor or to the Human Resource Manager that the employee believes he or she needs a reasonable accommodation. Any such request shall initiate an interactive process by which the employee and the City will determine whether a reasonable accommodation is required and appropriate to allow the employee to carry out the essential functions of his or her job. The interactive process may require that the person requesting the accommodation submit medical documentation to allow the City to ascertain that the disability is protected by law, whether the disability requires an accommodation, and if so, what reasonable accommodation would be most appropriate consistent with the City's legitimate business needs. Any medical information received as part of an accommodation request or during the accommodation process will be kept confidential and in a separate medical file. The nature of the disability and requested accommodation will be kept as confidential as possible under the circumstances. However, the City may need to discuss potential or proposed accommodations with others in order to evaluate the potential impact of the request on other employees or the workplace in general, as well as the specifics of the implementation of the request.

A request to use a service animal will be evaluated just like any other request for an accommodation. Employees and the City will engage in the interactive process to determine whether the presence of the animal is a reasonable accommodation. The City may request information explaining how the service animal's presence will relate to the employee's ability to perform the duties of the job and will discuss potential options for effective accommodations. Service animals may be excluded from the workplace if they pose either an undue hardship or a direct threat in the workplace.

Step 3: If it is determined that the request should be denied, this decision will be explained to the person requesting the accommodation. The City will continue the interactive process with the employee or applicant and explore an alternative request for accommodation if the person making the request desires to do so.

Step 4: If it is determined the request is reasonable and will not impose an undue hardship, the City will provide the accommodation in a timely fashion, will not retaliate against an individual for requesting an accommodation, and will not knowingly tolerate or permit retaliation against an employee or applicant requesting an accommodation by management, employees, or coworkers.

The following is a non-exhaustive list of accommodations that may be considered reasonable, depending on the circumstances:

- Granting breaks or providing a leave of absence
- Altering how, where, or when job duties are performed
- Removing and/or substituting a nonessential or marginal job function
- Providing assistive technology, including information technology and communication equipment, specially designed furniture, or modified tools
- Modification of work schedules
- Allowing for religious dress and grooming practices, such as religious clothing or hairstyles
- Allowing time for prayer during a work day and/or the ability to attend religious events or observe a religious holiday

Examples of accommodations that are not considered reasonable:

- Job assignments outside of an employee's seniority
- Indefinite leaves of absence
- Creating a different position for the employee to fill or a work schedule that is less than full-time if the employee's position is generally expected to be full-time
- Accommodations that would cause an undue hardship to the City or employees by creating significant difficulty or imposing unreasonable expense
- Accommodations that would pose a significant risk of substantial harm to the health and safety of the employee or others
- Altering the content of the job or job environment in such a manner as to alter the essential nature of the position

Employees or applicants may report discrimination related to reasonable accommodations (such as an improper denial of a reasonable accommodation request) using the same procedures outlined above for reporting harassment or discrimination.

SCOPE

This policy applies to all City of Kodiak temporary and regular employees and those individuals doing business with the City who have contact with City employees.

Conduct prohibited by this policy is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings and business-related social events.

I certify that I have received and read the above policy explaining the City of Kodiak policy of non-discrimination, anti-harassment and equal employment and understand that discipline, up to and including dismissal, may result from any violation of this policy.

IF YOU HAVE QUESTIONS ABOUT THIS POLICY, OR WISH TO REPORT A POTENTIAL VIOLATION, PLEASE CONTACT THE FOLLOWING OFFICE:

**Human Resource Manager
City of Kodiak
Tel: (907) 486-8653**

Employee Name Printed

Employee Signature

Date

Section 2: This ordinance shall be effective one month after final passage and publication.

CITY OF KODIAK

MAYOR

ATTEST:

CITY CLERK

First Reading:
Second Reading:
Effective Date:

City of Kodiak
Projected Inside City Sewer Rates, FY 2020-2024

Service Charge - Inside City	Basis for Charge	Existing FY 2018-19	5.0%		7.0%		4.0%		4.0%	
			Projected FY 2019-20	Projected FY 2020-21	Projected FY 2021-22	Projected FY 2022-23	Projected FY 2023-24			
Apartments, per unit	one unit per dwelling	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Auditorium	on unit per 3,500 sf of floor area or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Bakery	one unit per 200 sf of patron area or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Bar	one unit per 200 sf of patron area or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Beauty Shops/Barber/Animal Grooming	one unit per facility/residence	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
B&B / Boarding House	one-half unit per operator chair/tub	\$40.09	\$42.09	\$45.04	\$48.19	\$50.12	\$52.12	\$52.12	\$52.12	\$52.12
	one unit per facility/residence	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
	plus one-half unit per guest room	\$40.09	\$42.09	\$45.04	\$48.19	\$50.12	\$52.12	\$52.12	\$52.12	\$52.12
Churches	one unit per facility	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Construction	one-half the regular rate for intended use of building									
Day Care Facilities	one unit per business/dwelling unit	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
	plus one-quarter unit for each 5 persons or fraction thereof	\$20.04	\$21.04	\$22.51	\$24.09	\$25.05	\$26.05	\$26.05	\$26.05	\$26.05
Dining Facility/Café/Bakeries	one unit per 200 sf of patron area	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Doctor's office, medical clinic, dentist	one unit per 6 employees or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Dry Cleaners	one unit per 6 employees or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Gas Station / Auto Repair Shop	2 units per business	\$160.31	\$168.33	\$180.11	\$192.72	\$200.43	\$208.45	\$208.45	\$208.45	\$208.45
Hospital/Major Care Center	one unit per bed	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Hotel/Motel	one-half unit per guest room w/o cooking	\$40.09	\$42.09	\$45.04	\$48.19	\$50.12	\$52.12	\$52.12	\$52.12	\$52.12
	three-quarter unit per guest room w/cooking	\$60.11	\$63.12	\$67.54	\$72.26	\$75.15	\$78.16	\$78.16	\$78.16	\$78.16
Industrial	one unit per 6 employees or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Laundries and bath houses	three-quarter unit per washing machine	\$60.11	\$63.12	\$67.54	\$72.26	\$75.15	\$78.16	\$78.16	\$78.16	\$78.16
Meats or Produce Retail Stores	one unit per 6 employees or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Museums	one unit per dwelling	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Office/Retail	one unit per 6 employees or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Powerhouses	one unit per 6 employees or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Residential (no additional charge for home-based office/ret)	one unit per dwelling	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Rest Home/Long Term Care	one unit per 2 beds or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Schools	one unit per 20 persons in daily attendance, including staff	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Senior Citizens (primary residence)	one-half unit	\$40.09	\$42.09	\$45.04	\$48.19	\$50.12	\$52.12	\$52.12	\$52.12	\$52.12
Vacant Rate, per month	one-half the regular rate for intended use of building	\$40.09	\$42.09	\$45.04	\$48.19	\$50.12	\$52.12	\$52.12	\$52.12	\$52.12
Vacant Rate Noncompliance Fee		\$248.94	\$261.39	\$279.68	\$299.26	\$311.23	\$323.68	\$323.68	\$323.68	\$323.68
Warehouses	one unit per 6 employees or fraction thereof	\$80.16	\$84.17	\$90.06	\$96.37	\$100.22	\$104.23	\$104.23	\$104.23	\$104.23
Dump Fee										
disposal domestic sludge	per gallon	\$0.41	\$0.43	\$0.46	\$0.49	\$0.51	\$0.53	\$0.53	\$0.53	\$0.53
disposal septic tank/portable toilet water	per gallon	\$0.29	\$0.31	\$0.33	\$0.35	\$0.37	\$0.38	\$0.38	\$0.38	\$0.38

**City of Kodiak
Projected Outside City Sewer Rates, FY 2020-2024**

Service Charge - Outside City	Basis for Charge	Existing FY 2018-19	Existing FY 2019-20	Projected FY 2020-21	Projected FY 2021-22	Projected FY 2022-23	Projected FY 2023-24
Apartments, per unit	one unit per dwelling	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Auditorium	on unit per 3,500 sf of floor area or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Bakery	one unit per 200 sf of patron area or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Bar	one unit per 200 sf of patron area or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Beauty Shops/Barber/Animal Grooming	one unit per facility/residence	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
B&B / Boarding House	one-half unit per operator chair/tub	\$48.04	\$50.44	\$53.97	\$57.75	\$60.06	\$62.46
	one unit per facility/residence	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
	plus one-half unit per guest room	\$48.04	\$50.44	\$53.97	\$57.75	\$60.06	\$62.46
Churches	one unit per facility	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Construction	one-half the regular rate for intended use of building						
Day Care Facilities	one unit per business/dwelling unit	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
	plus one-quarter unit for each 5 persons or fraction thereof	\$24.03	\$25.23	\$27.00	\$28.89	\$30.05	\$31.25
Dining Facility/Café/Bakeries	one unit per 200 sf of patron area	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Doctor's office, medical clinic, dentist	one unit per 6 employees or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Dry Cleaners (one unit per 6 employees or fraction thereof)	one unit per 6 employees or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Gas Station / Auto Repair Shop	2 units per business	\$192.18	\$201.79	\$215.92	\$231.03	\$240.27	\$249.88
Hospital/Major Care Center (one unit per bed)	one unit per bed	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Hotel/Motel	one-half unit per guest room w/o cooking	\$48.04	\$50.44	\$53.97	\$57.75	\$60.06	\$62.46
	three-quarter unit per guest room w/cooking	\$72.07	\$75.68	\$80.97	\$86.64	\$90.11	\$93.71
Industrial	one unit per 6 employees or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Laundries and bath houses	three-quarter unit per washing machine	\$72.07	\$75.68	\$80.97	\$86.64	\$90.11	\$93.71
Meats or Produce Retail Stores	one unit per 6 employees or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Museums	one unit per dwelling	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Office/Retail	one unit per 6 employees or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Powerhouses	one unit per 6 employees or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Residential (no additional charge for home-based office/retail)	one unit per dwelling	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Rest Home/Long Term Care	one unit per 2 beds or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Schools	one unit per 20 persons in daily attendance, including staff	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Senior Citizens (primary residence)	one-half unit	\$48.04	\$50.44	\$53.97	\$57.75	\$60.06	\$62.46
Vacant Rate, per month	one-half the regular rate for intended use of building	\$48.04	\$50.44	\$53.97	\$57.75	\$60.06	\$62.46
Vacant Rate Noncompliance Fee		\$248.94	\$261.39	\$279.68	\$299.26	\$311.23	\$323.68
Warehouses	one unit per 6 employees or fraction thereof	\$96.09	\$100.90	\$107.96	\$115.52	\$120.14	\$124.94
Dump Fee							
disposal domestic sludge	per gallon	\$0.39	\$0.41	\$0.44	\$0.47	\$0.49	\$0.51
disposal septic tank/portable toilet water	per gallon	\$0.28	\$0.29	\$0.31	\$0.34	\$0.35	\$0.36

Kodiak Sewer Utility
Sewer Utility CIP

Inflation 3%

Project	2019 Cost	Year of Construction	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Downtown Phase 3-Center St	\$1,779,750	2019						\$1,779,750				
Lift Station Electric	\$25,000	2019	\$25,000									2024 funded
APDES Permit Renewal	\$69,000	2019	\$69,000									funded
Sewer Utility Rate Study	\$39,000	2019	\$39,000									funded
Upgrade Lift Stations #1 & #2	\$700,000	2019	\$700,000									funded
Upgrade Lift Stations #3 & #4	\$900,000	2019	\$900,000									funded
Lift Station #5 Rehab	\$200,000	2019	\$200,000									funded
I&I Repair	\$20,000	2019	\$20,000									annually
Sewer Utility Deferred Maintenance	\$72,000	2019	\$72,000									funded
Spill Prevention Containment & Countermeasures	\$1,600	2020					\$11,948					funded 2023
Downtown Phase 4-Mecca to Center St	\$96,250	2020							\$99,138			2025
Inflow & Infiltration Repair Materials (annual)	\$85,000	2020			\$87,550					\$1,878,854		2021
Disinfection system	\$5,000,000	2020			\$5,150,000							2026
Downtown Phase 4-Mecca to Center St	\$1,771,000	2021		\$92,829								funded
Aleutian Homes Phase 7-Hemlock St	\$87,500	2021			\$0							NA
Water Utility Rate Study	\$0	2021										2027
Aleutian Homes Phase 7-Hemlock St	\$1,931,300	2022			\$980,000						\$118,589	2027
Downtown Phase 5-Mecca to Rezanof	\$108,526	2022								\$1,000,000	\$1,000,000	\$1M per year starting 2021
Wastewater Treatment Plant Upgrade	\$18,400,000	2022			\$1,000,000			\$1,000,000	\$1,000,000	\$1,000,000	\$1,737,706	2027
Downtown Phase 5-Mecca to Rezanof	\$1,543,929	2023									\$158,556	2028
Downtown Phase 6-Alleys and Parking between Mall & Center St	\$140,875	2023				\$145,643					\$2,193,057	2028
Aleutian Homes Phase 8-Carolyn & Wilson St	\$129,402	2023									\$108,537	2029
Downtown Phase 6-Alleys and Parking between Mall & Center St	\$1,891,750	2024				\$2,118,878						2022
Downtown Phase 7-Mission Rd, Marine Way to Kashevarof	\$93,625	2024									\$1,484,655	2029
Aleutian Homes Phase 8-Carolyn & Wilson St	\$1,827,763	2024									\$181,794	2030
Downtown Phase 7-Mission Rd, Marine Way to Kashevarof	\$1,243,375	2025									\$2,636,542	2030
Downtown Phase 8-Kashevarof, Rezanof to Mission	\$152,250	2025										2023
Downtown Phase 8-Kashevarof, Rezanof to Mission	\$2,143,750	2026					\$118,806					2023
Aleutian Homes Phase 9-High Ave, Hillcrest Ave, Lightfoot Ave	\$96,600	2026					\$1,846,501					2030
Aleutian Homes Phase 9-High Ave, Hillcrest Ave, Lightfoot Ave	\$1,457,645	2027										2030
Water/Sewer/Streets Infrastructure-Malutin Lane	\$1,275,575	2027										\$1,615,860
Water/Sewer/Streets Infrastructure-Bancroft St	\$1,175,160	2028										\$1,533,317
Unused												
Unused												
Unused												
Unused												
Total	\$44,467,625		\$2,005,000	\$92,829	\$6,257,550	\$4,244,521	\$2,977,255	\$2,779,750	\$1,099,138	\$2,878,854	\$2,856,295	\$10,912,319