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**KODIAK ISLAND BOROUGH
ORDINANCE NO. FY2024-05 (VERSION2)**

**AN ORDINANCE OF THE ASSEMBLY OF THE KODIAK ISLAND BOROUGH ADOPTING
PROPOSED CHANGES TO THE KODIAK ISLAND BOROUGH SALARY SCHEDULES**

WHEREAS, the Kodiak Island Borough has two salary schedules that cover all regular and temporary employees (excluding contract employees); one for bargaining unit positions and one for non-bargaining unit positions; and

WHEREAS, the salary schedules for both bargaining unit positions and non-bargaining unit positions were most recently amended by Ordinance No. FY2023-09; and

WHEREAS, the bargaining unit employees salary changes are governed by the Collective Bargaining Agreement with the International Brotherhood Of Electrical Workers #1547 and there are proposed changes to the current schedule (Exhibit A) to reflect an increase of 2.5% to reflect current inflation trends; and

WHEREAS, the assembly finds that it is in the Borough's best interest to amend the non-bargaining unit employees salary schedule (Exhibit B) to reflect an increase of 2.5% to reflect current inflation trends.

NOW, THEREFORE, BE IT ORDAINED BY THE ASSEMBLY OF THE KODIAK ISLAND BOROUGH that:

Section 1: This ordinance is not of a general and permanent nature and shall not become a part of the Kodiak Island Borough Code of Ordinances.

Section 2: the Kodiak Island Borough salary schedules adopted by Ordinance No. FY2023-09 are hereby amended to reflect the salary schedules set forth in Exhibit A and Exhibit B, attached herein, which are adopted by reference, and prior versions of the schedules are hereby replaced.

Effective Date: This ordinance shall be effective as of August 6, 2023.

**ADOPTED BY THE ASSEMBLY OF THE KODIAK ISLAND BOROUGH
THIS SEVENTEENTH DAY OF AUGUST, 2023**

KODIAK ISLAND BOROUGH

ATTEST:



Scott Arndt, Mayor



Nova M. Javier, MMC | Borough Clerk

41

42 Introduced by: Manager

43 First reading: 08/03/2023

44 Second reading/public hearing: 08/17/2023

45

46 VOTES:

47 Ayes: LeDoux, Sharratt, Smiley, Smith, Turner, Griffin

48 Noes: Turner

Kodiak Island Borough
Salary Schedule for Bargaining Unit Positions
Changes Proposed by CBA FY2024-05

| | NEW OLD | A | B | C | D | E | F | G | H | I | J | K | L | M | |
|-------|------------|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------|
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | |
| 7.00 | Annual | 36,519 | 37,432 | 38,368 | 39,327 | 40,310 | 41,318 | 42,351 | 43,410 | 44,495 | 45,608 | 46,747 | 47,916 | 49,114 | 50,341 |
| | Hourly | 17.5573 | 17.9962 | 18.4461 | 18.9073 | 19.3800 | 19.8645 | 20.3611 | 20.8701 | 21.3919 | 21.9267 | 22.4748 | 23.0367 | 23.6126 | 24.2029 |
| 7.50 | Annual | 37,432 | 38,368 | 39,327 | 40,310 | 41,318 | 42,351 | 43,410 | 44,495 | 45,608 | 46,748 | 47,916 | 49,114 | 50,342 | 51,600 |
| | Hourly | 17.9962 | 18.4461 | 18.9073 | 19.3800 | 19.8645 | 20.3611 | 20.8701 | 21.3919 | 21.9267 | 22.4748 | 23.0367 | 23.6126 | 24.2029 | 24.8080 |
| 8.00 | Annual | 38,368 | 39,327 | 40,310 | 41,318 | 42,351 | 43,410 | 44,495 | 45,607 | 46,748 | 47,916 | 49,114 | 50,342 | 51,600 | 52,890 |
| | Hourly | 18.4461 | 18.9073 | 19.3800 | 19.8645 | 20.3611 | 20.8701 | 21.3919 | 21.9267 | 22.4748 | 23.0367 | 23.6126 | 24.2029 | 24.8080 | 25.4282 |
| 8.50 | Annual | 39,327 | 40,310 | 41,318 | 42,351 | 43,410 | 44,495 | 45,608 | 46,748 | 47,916 | 49,114 | 50,342 | 51,601 | 52,891 | 54,213 |
| | Hourly | 18.9073 | 19.3800 | 19.8645 | 20.3611 | 20.8701 | 21.3919 | 21.9267 | 22.4748 | 23.0367 | 23.6126 | 24.2029 | 24.8080 | 25.4282 | 26.0639 |
| 9.00 | Annual | 40,310 | 41,318 | 42,351 | 43,410 | 44,495 | 45,607 | 46,748 | 47,916 | 49,114 | 50,342 | 51,601 | 52,891 | 54,213 | 55,569 |
| | Hourly | 19.3800 | 19.8645 | 20.3611 | 20.8701 | 21.3919 | 21.9267 | 22.4748 | 23.0367 | 23.6126 | 24.2029 | 24.8080 | 25.4282 | 26.0639 | 26.7155 |
| 9.50 | Annual | 41,318 | 42,351 | 43,410 | 44,495 | 45,608 | 46,748 | 47,916 | 49,114 | 50,342 | 51,601 | 52,891 | 54,213 | 55,569 | 56,958 |
| | Hourly | 19.8645 | 20.3611 | 20.8701 | 21.3919 | 21.9267 | 22.4748 | 23.0367 | 23.6126 | 24.2029 | 24.8080 | 25.4282 | 26.0639 | 26.7155 | 27.3834 |
| 10.00 | Annual | 42,351 | 43,410 | 44,495 | 45,608 | 46,748 | 47,916 | 49,114 | 50,342 | 51,601 | 52,891 | 54,213 | 55,568 | 56,958 | 58,381 |
| | Hourly | 20.3611 | 20.8701 | 21.3919 | 21.9267 | 22.4748 | 23.0367 | 23.6126 | 24.2029 | 24.8080 | 25.4282 | 26.0639 | 26.7155 | 27.3834 | 28.0680 |
| 10.50 | Annual | 43,410 | 44,495 | 45,608 | 46,747 | 47,916 | 49,114 | 50,342 | 51,601 | 52,891 | 54,213 | 55,568 | 56,957 | 58,381 | 59,841 |
| | Hourly | 20.8701 | 21.3919 | 21.9267 | 22.4748 | 23.0367 | 23.6126 | 24.2029 | 24.8080 | 25.4282 | 26.0639 | 26.7155 | 27.3834 | 28.0680 | 28.7697 |
| 11.00 | Annual | 44,495 | 45,608 | 46,748 | 47,916 | 49,114 | 50,342 | 51,601 | 52,891 | 54,213 | 55,568 | 56,958 | 58,382 | 59,841 | 61,338 |
| | Hourly | 21.3919 | 21.9267 | 22.4748 | 23.0367 | 23.6126 | 24.2029 | 24.8080 | 25.4282 | 26.0639 | 26.7155 | 27.3834 | 28.0680 | 28.7697 | 29.4889 |
| 11.50 | Annual | 45,607 | 46,748 | 47,916 | 49,114 | 50,342 | 51,601 | 52,891 | 54,213 | 55,568 | 56,957 | 58,381 | 59,841 | 61,337 | 62,870 |
| | Hourly | 21.9267 | 22.4748 | 23.0367 | 23.6126 | 24.2029 | 24.8080 | 25.4282 | 26.0639 | 26.7155 | 27.3834 | 28.0680 | 28.7697 | 29.4889 | 30.2262 |
| 12.00 | Annual | 46,748 | 47,916 | 49,114 | 50,342 | 51,601 | 52,891 | 54,213 | 55,568 | 56,958 | 58,382 | 59,841 | 61,337 | 62,870 | 64,442 |
| | Hourly | 22.4748 | 23.0367 | 23.6126 | 24.2029 | 24.8080 | 25.4282 | 26.0639 | 26.7155 | 27.3834 | 28.0680 | 28.7697 | 29.4889 | 30.2262 | 30.9818 |
| 12.50 | Annual | 47,916 | 49,114 | 50,342 | 51,601 | 52,891 | 54,213 | 55,568 | 56,957 | 58,381 | 59,841 | 61,337 | 62,870 | 64,442 | 66,053 |
| | Hourly | 23.0367 | 23.6126 | 24.2029 | 24.8080 | 25.4282 | 26.0639 | 26.7155 | 27.3834 | 28.0680 | 28.7697 | 29.4889 | 30.2261 | 30.9818 | 31.7563 |
| 13.00 | Annual | 49,114 | 50,342 | 51,601 | 52,891 | 54,213 | 55,568 | 56,957 | 58,381 | 59,841 | 61,337 | 62,871 | 64,443 | 66,054 | 67,705 |
| | Hourly | 23.6126 | 24.2029 | 24.8080 | 25.4282 | 26.0639 | 26.7155 | 27.3834 | 28.0680 | 28.7697 | 29.4889 | 30.2262 | 30.9819 | 31.7564 | 32.5503 |
| 13.50 | Annual | 50,342 | 51,601 | 52,891 | 54,213 | 55,568 | 56,957 | 58,382 | 59,841 | 61,337 | 62,871 | 64,442 | 66,053 | 67,704 | 69,397 |
| | Hourly | 24.2029 | 24.8080 | 25.4282 | 26.0639 | 26.7155 | 27.3834 | 28.0680 | 28.7697 | 29.4889 | 30.2262 | 30.9818 | 31.7563 | 32.5503 | 33.3640 |
| 14.00 | Annual | 51,601 | 52,891 | 54,213 | 55,568 | 56,958 | 58,381 | 59,841 | 61,337 | 62,870 | 64,442 | 66,053 | 67,704 | 69,397 | 71,132 |
| | Hourly | 24.8080 | 25.4282 | 26.0639 | 26.7155 | 27.3834 | 28.0680 | 28.7697 | 29.4889 | 30.2262 | 30.9818 | 31.7564 | 32.5503 | 33.3641 | 34.1982 |
| 14.50 | Annual | 52,891 | 54,213 | 55,568 | 56,957 | 58,381 | 59,841 | 61,337 | 62,871 | 64,442 | 66,053 | 67,705 | 69,398 | 71,133 | 72,911 |
| | Hourly | 25.4282 | 26.0639 | 26.7155 | 27.3834 | 28.0680 | 28.7697 | 29.4889 | 30.2262 | 30.9818 | 31.7564 | 32.5503 | 33.3641 | 34.1982 | 35.0531 |
| 15.00 | Annual | 54,213 | 55,568 | 56,957 | 58,382 | 59,841 | 61,337 | 62,871 | 64,442 | 66,053 | 67,705 | 69,397 | 71,132 | 72,910 | 74,733 |
| | Hourly | 26.0639 | 26.7155 | 27.3834 | 28.0680 | 28.7697 | 29.4889 | 30.2262 | 30.9818 | 31.7564 | 32.5503 | 33.3640 | 34.1981 | 35.0531 | 35.9294 |

Exhibit A
(pg 2 of 3)

Kodiak Island Borough
Salary Schedule for Bargaining Unit Positions
Changes Proposed by CBA FY2024-05

| | NEW OLD | A | B | C | D | E | F | G | H | I | J | K | L | M | |
|-------|------------|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------|
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | |
| 15.50 | Annual | 55,568 | 56,957 | 58,381 | 59,841 | 61,337 | 62,871 | 64,442 | 66,053 | 67,705 | 69,397 | 71,132 | 72,910 | 74,733 | 76,601 |
| | Hourly | 26,7155 | 27.3834 | 28.0680 | 28.7697 | 29.4889 | 30.2262 | 30.9818 | 31.7564 | 32.5503 | 33.3640 | 34.1981 | 35.0531 | 35.9294 | 36.8276 |
| 16.00 | Annual | 56,958 | 58,382 | 59,841 | 61,337 | 62,870 | 64,442 | 66,053 | 67,705 | 69,397 | 71,132 | 72,910 | 74,733 | 76,601 | 78,516 |
| | Hourly | 27,3834 | 28.0680 | 28.7697 | 29.4889 | 30.2262 | 30.9818 | 31.7564 | 32.5503 | 33.3640 | 34.1981 | 35.0531 | 35.9294 | 36.8277 | 37.7484 |
| 16.50 | Annual | 58,382 | 59,841 | 61,337 | 62,870 | 64,442 | 66,053 | 67,705 | 69,397 | 71,132 | 72,910 | 74,733 | 76,601 | 78,516 | 80,479 |
| | Hourly | 28,0680 | 28.7697 | 29.4889 | 30.2262 | 30.9818 | 31.7564 | 32.5503 | 33.3640 | 34.1981 | 35.0531 | 35.9294 | 36.8276 | 37.7483 | 38.6920 |
| 17.00 | Annual | 59,841 | 61,337 | 62,871 | 64,442 | 66,053 | 67,705 | 69,397 | 71,132 | 72,910 | 74,733 | 76,601 | 78,516 | 80,479 | 82,491 |
| | Hourly | 28,7697 | 29.4889 | 30.2262 | 30.9818 | 31.7564 | 32.5503 | 33.3640 | 34.1981 | 35.0531 | 35.9294 | 36.8276 | 37.7483 | 38.6920 | 39.6593 |
| 17.50 | Annual | 61,337 | 62,871 | 64,442 | 66,053 | 67,705 | 69,397 | 71,132 | 72,911 | 74,733 | 76,601 | 78,516 | 80,479 | 82,491 | 84,553 |
| | Hourly | 29,4889 | 30.2262 | 30.9818 | 31.7564 | 32.5503 | 33.3640 | 34.1981 | 35.0531 | 35.9294 | 36.8276 | 37.7483 | 38.6920 | 39.6593 | 40.6508 |
| 18.00 | Annual | 62,870 | 64,442 | 66,053 | 67,705 | 69,397 | 71,132 | 72,910 | 74,733 | 76,601 | 78,517 | 80,479 | 82,491 | 84,553 | 86,667 |
| | Hourly | 30,2262 | 30.9818 | 31.7564 | 32.5503 | 33.3640 | 34.1981 | 35.0531 | 35.9294 | 36.8276 | 37.7483 | 38.6920 | 39.6593 | 40.6508 | 41.6671 |
| 18.50 | Annual | 64,442 | 66,053 | 67,705 | 69,397 | 71,132 | 72,910 | 74,733 | 76,601 | 78,516 | 80,479 | 82,491 | 84,553 | 86,667 | 88,834 |
| | Hourly | 30,9818 | 31.7564 | 32.5503 | 33.3640 | 34.1981 | 35.0531 | 35.9294 | 36.8276 | 37.7483 | 38.6920 | 39.6593 | 40.6508 | 41.6671 | 42.7087 |
| 19.00 | Annual | 66,053 | 67,705 | 69,397 | 71,132 | 72,910 | 74,733 | 76,601 | 78,516 | 80,479 | 82,491 | 84,554 | 86,668 | 88,835 | 91,055 |
| | Hourly | 31,7564 | 32.5503 | 33.3640 | 34.1981 | 35.0531 | 35.9294 | 36.8276 | 37.7483 | 38.6920 | 39.6593 | 40.6508 | 41.6671 | 42.7087 | 43.7765 |
| 19.50 | Annual | 67,705 | 69,397 | 71,132 | 72,910 | 74,733 | 76,601 | 78,517 | 80,479 | 82,491 | 84,554 | 86,668 | 88,835 | 91,056 | 93,332 |
| | Hourly | 32,5503 | 33.3640 | 34.1981 | 35.0531 | 35.9294 | 36.8276 | 37.7483 | 38.6920 | 39.6593 | 40.6508 | 41.6671 | 42.7088 | 43.7765 | 44.8709 |
| 20.00 | Annual | 69,397 | 71,132 | 72,910 | 74,733 | 76,601 | 78,516 | 80,479 | 82,491 | 84,554 | 86,668 | 88,834 | 91,055 | 93,331 | 95,665 |
| | Hourly | 33,3640 | 34.1981 | 35.0531 | 35.9294 | 36.8276 | 37.7483 | 38.6920 | 39.6593 | 40.6508 | 41.6671 | 42.7088 | 43.7765 | 44.8709 | 45.9927 |
| 20.50 | Annual | 71,132 | 72,910 | 74,733 | 76,602 | 78,517 | 80,479 | 82,491 | 84,554 | 86,668 | 88,834 | 91,055 | 93,331 | 95,665 | 98,056 |
| | Hourly | 34,1981 | 35.0531 | 35.9294 | 36.8276 | 37.7483 | 38.6920 | 39.6593 | 40.6508 | 41.6671 | 42.7088 | 43.7765 | 44.8709 | 45.9927 | 47.1425 |
| 21.00 | Annual | 72,910 | 74,733 | 76,601 | 78,517 | 80,479 | 82,491 | 84,554 | 86,668 | 88,834 | 91,055 | 93,331 | 95,664 | 98,056 | 100,507 |
| | Hourly | 35,0531 | 35.9294 | 36.8276 | 37.7483 | 38.6920 | 39.6593 | 40.6508 | 41.6671 | 42.7088 | 43.7765 | 44.8709 | 45.9927 | 47.1425 | 48.3211 |
| 21.50 | Annual | 74,733 | 76,601 | 78,516 | 80,479 | 82,491 | 84,554 | 86,668 | 88,834 | 91,055 | 93,332 | 95,665 | 98,057 | 100,508 | 103,021 |
| | Hourly | 35,9294 | 36.8276 | 37.7483 | 38.6920 | 39.6593 | 40.6508 | 41.6671 | 42.7088 | 43.7765 | 44.8709 | 45.9927 | 47.1425 | 48.3211 | 49.5291 |
| 22.00 | Annual | 76,601 | 78,516 | 80,479 | 82,491 | 84,554 | 86,667 | 88,834 | 91,055 | 93,331 | 95,665 | 98,056 | 100,507 | 103,020 | 105,596 |
| | Hourly | 36,8276 | 37.7483 | 38.6920 | 39.6593 | 40.6508 | 41.6671 | 42.7088 | 43.7765 | 44.8709 | 45.9927 | 47.1425 | 48.3211 | 49.5291 | 50.7673 |
| 22.50 | Annual | 78,517 | 80,479 | 82,491 | 84,554 | 86,668 | 88,834 | 91,055 | 93,331 | 95,665 | 98,056 | 100,508 | 103,021 | 105,596 | 108,236 |
| | Hourly | 37,7483 | 38.6920 | 39.6593 | 40.6508 | 41.6671 | 42.7088 | 43.7765 | 44.8709 | 45.9927 | 47.1425 | 48.3211 | 49.5291 | 50.7674 | 52.0365 |
| 23.00 | Annual | 80,479 | 82,491 | 84,554 | 86,668 | 88,834 | 91,055 | 93,331 | 95,665 | 98,056 | 100,508 | 103,021 | 105,597 | 108,236 | 110,942 |
| | Hourly | 38,6920 | 39.6593 | 40.6508 | 41.6671 | 42.7088 | 43.7765 | 44.8709 | 45.9927 | 47.1425 | 48.3211 | 49.5291 | 50.7673 | 52.0365 | 53.3374 |
| 23.50 | Annual | 82,491 | 84,554 | 86,668 | 88,834 | 91,055 | 93,332 | 95,665 | 98,056 | 100,508 | 103,021 | 105,596 | 108,236 | 110,942 | 113,715 |
| | Hourly | 39,6593 | 40.6508 | 41.6671 | 42.7088 | 43.7765 | 44.8709 | 45.9927 | 47.1425 | 48.3211 | 49.5291 | 50.7673 | 52.0365 | 53.3374 | 54.6708 |

Kodiak Island Borough
Salary Schedule for Bargaining Unit Positions
Changes Proposed by CBA FY2024-05

| NEW OLD | | A | B | C | D | E | F | G | H | I | J | K | L | M | |
|------------|--------|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------|
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | |
| 24.00 | Annual | 84,554 | 86,667 | 88,834 | 91,055 | 93,331 | 95,665 | 98,056 | 100,508 | 103,020 | 105,596 | 108,236 | 110,942 | 113,715 | 116,558 |
| | Hourly | 40.6508 | 41.6671 | 42.7088 | 43.7765 | 44.8709 | 45.9927 | 47.1425 | 48.3211 | 49.5291 | 50.7673 | 52.0365 | 53.3374 | 54.6708 | 56.0376 |
| 24.50 | Annual | 86,668 | 88,834 | 91,055 | 93,331 | 95,665 | 98,056 | 100,508 | 103,020 | 105,596 | 108,236 | 110,942 | 113,716 | 116,558 | 119,472 |
| | Hourly | 41.6671 | 42.7088 | 43.7765 | 44.8709 | 45.9927 | 47.1425 | 48.3211 | 49.5291 | 50.7673 | 52.0365 | 53.3374 | 54.6708 | 56.0376 | 57.4385 |
| 25.00 | Annual | 88,834 | 91,055 | 93,332 | 95,665 | 98,056 | 100,508 | 103,021 | 105,596 | 108,236 | 110,942 | 113,715 | 116,558 | 119,472 | 122,459 |
| | Hourly | 42.7088 | 43.7765 | 44.8709 | 45.9927 | 47.1425 | 48.3211 | 49.5291 | 50.7673 | 52.0365 | 53.3374 | 54.6708 | 56.0376 | 57.4385 | 58.8745 |
| 25.50 | Annual | 91,055 | 93,331 | 95,665 | 98,056 | 100,508 | 103,020 | 105,596 | 108,236 | 110,942 | 113,715 | 116,558 | 119,472 | 122,459 | 125,520 |
| | Hourly | 43.7765 | 44.8709 | 45.9927 | 47.1425 | 48.3211 | 49.5291 | 50.7673 | 52.0365 | 53.3374 | 54.6708 | 56.0376 | 57.4385 | 58.8745 | 60.3464 |
| 26.00 | Annual | 93,331 | 95,665 | 98,056 | 100,508 | 103,020 | 105,596 | 108,236 | 110,942 | 113,715 | 116,558 | 119,472 | 122,459 | 125,520 | 128,658 |
| | Hourly | 44.8709 | 45.9927 | 47.1425 | 48.3211 | 49.5291 | 50.7673 | 52.0365 | 53.3374 | 54.6708 | 56.0376 | 57.4386 | 58.8746 | 60.3464 | 61.8551 |
| 26.50 | Annual | 95,665 | 98,056 | 100,508 | 103,021 | 105,596 | 108,236 | 110,942 | 113,715 | 116,558 | 119,472 | 122,459 | 125,520 | 128,658 | 131,875 |
| | Hourly | 45.9927 | 47.1425 | 48.3211 | 49.5291 | 50.7673 | 52.0365 | 53.3374 | 54.6708 | 56.0376 | 57.4386 | 58.8745 | 60.3464 | 61.8550 | 63.4014 |
| 27.00 | Annual | 98,057 | 100,508 | 103,021 | 105,596 | 108,236 | 110,942 | 113,715 | 116,558 | 119,472 | 122,459 | 125,521 | 128,659 | 131,876 | 135,172 |
| | Hourly | 47.1425 | 48.3211 | 49.5291 | 50.7673 | 52.0365 | 53.3374 | 54.6708 | 56.0376 | 57.4386 | 58.8745 | 60.3464 | 61.8551 | 63.4014 | 64.9865 |
| 27.50 | Annual | 100,508 | 103,021 | 105,596 | 108,236 | 110,942 | 113,715 | 116,558 | 119,472 | 122,459 | 125,521 | 128,658 | 131,874 | 135,171 | 138,551 |
| | Hourly | 48.3211 | 49.5291 | 50.7673 | 52.0365 | 53.3374 | 54.6708 | 56.0376 | 57.4386 | 58.8745 | 60.3464 | 61.8550 | 63.4014 | 64.9864 | 66.6111 |
| 28.00 | Annual | 103,020 | 105,596 | 108,236 | 110,942 | 113,715 | 116,558 | 119,472 | 122,459 | 125,520 | 128,658 | 131,875 | 135,172 | 138,551 | 142,015 |
| | Hourly | 49.5291 | 50.7673 | 52.0365 | 53.3374 | 54.6708 | 56.0376 | 57.4386 | 58.8745 | 60.3464 | 61.8550 | 63.4014 | 64.9864 | 66.6111 | 68.2764 |
| 28.50 | Annual | 105,596 | 108,236 | 110,942 | 113,715 | 116,558 | 119,472 | 122,459 | 125,521 | 128,658 | 131,875 | 135,172 | 138,551 | 142,015 | 145,565 |
| | Hourly | 50.7673 | 52.0365 | 53.3374 | 54.6708 | 56.0376 | 57.4386 | 58.8745 | 60.3464 | 61.8550 | 63.4014 | 64.9864 | 66.6111 | 68.2763 | 69.9832 |
| 29.00 | Annual | 108,236 | 110,942 | 113,715 | 116,558 | 119,472 | 122,459 | 125,521 | 128,658 | 131,875 | 135,172 | 138,551 | 142,015 | 145,565 | 149,204 |
| | Hourly | 52.0365 | 53.3374 | 54.6708 | 56.0376 | 57.4386 | 58.8745 | 60.3464 | 61.8550 | 63.4014 | 64.9864 | 66.6111 | 68.2764 | 69.9833 | 71.7329 |
| 29.50 | Annual | 110,942 | 113,715 | 116,558 | 119,472 | 122,459 | 125,520 | 128,658 | 131,875 | 135,172 | 138,551 | 142,015 | 145,565 | 149,205 | 152,935 |
| | Hourly | 53.3374 | 54.6708 | 56.0376 | 57.4386 | 58.8745 | 60.3464 | 61.8550 | 63.4014 | 64.9864 | 66.6111 | 68.2764 | 69.9833 | 71.7329 | 73.5262 |
| 30.00 | Annual | 113,715 | 116,558 | 119,472 | 122,459 | 125,521 | 128,658 | 131,875 | 135,172 | 138,551 | 142,015 | 145,565 | 149,204 | 152,934 | 156,758 |
| | Hourly | 54.6708 | 56.0376 | 57.4386 | 58.8745 | 60.3464 | 61.8550 | 63.4014 | 64.9864 | 66.6111 | 68.2764 | 69.9833 | 71.7329 | 73.5262 | 75.3644 |

Kodiak Island Borough

Salary Schedule for Non-Bargaining Unit Positions

Changes Proposed by Ordinance FY2024-05

Exhibit B
(pg 1 of 4)

| | | Old | New | Old | New | Old | New | Old | New | Old | New | Old | New |
|---------|--------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|
| | | A | A | B | B | C | C | D | D | E | E | F | F |
| A11 | Annual | 37,062 | 37,989 | 38,359 | 39,318 | 39,702 | 40,695 | 41,091 | 42,118 | 42,530 | 43,593 | 44,018 | 45,118 |
| | Hourly | 17.8183 | 18.2638 | 18.4419 | 18.9029 | 19.0874 | 19.5646 | 19.7555 | 20.2494 | 20.4469 | 20.9581 | 21.1625 | 21.6916 |
| A12 | Annual | 42,622 | 43,688 | 44,114 | 45,217 | 45,658 | 46,799 | 47,256 | 48,437 | 48,940 | 50,133 | 50,622 | 51,888 |
| | Hourly | 20.4913 | 21.0036 | 21.2085 | 21.7387 | 21.9508 | 22.4996 | 22.7191 | 23.2871 | 23.5143 | 24.1022 | 24.3373 | 24.9457 |
| A13 | Annual | 46,884 | 48,056 | 48,525 | 49,738 | 50,223 | 51,479 | 51,981 | 53,281 | 53,801 | 55,146 | 55,684 | 57,076 |
| | Hourly | 22.5405 | 23.1040 | 23.3294 | 23.9126 | 24.1459 | 24.7495 | 24.9910 | 25.6158 | 25.8657 | 26.5123 | 26.7710 | 27.4403 |
| B21 | Annual | 49,228 | 50,459 | 50,951 | 52,225 | 52,735 | 54,053 | 54,581 | 55,946 | 56,491 | 57,903 | 58,468 | 59,930 |
| | Hourly | 23.6675 | 24.2592 | 24.4958 | 25.1082 | 25.3532 | 25.9870 | 26.2406 | 26.8966 | 27.1590 | 27.8380 | 28.1095 | 28.8122 |
| B22 | Annual | 51,690 | 52,982 | 53,499 | 54,836 | 55,371 | 56,755 | 57,309 | 58,742 | 59,315 | 60,798 | 61,391 | 62,926 |
| | Hourly | 24.8508 | 25.4721 | 25.7206 | 26.3636 | 26.6209 | 27.2864 | 27.5526 | 28.2414 | 28.5169 | 29.2298 | 29.5150 | 30.2529 |
| B23 | Annual | 54,274 | 55,631 | 56,173 | 57,577 | 58,139 | 59,592 | 60,174 | 61,678 | 62,280 | 63,837 | 64,460 | 66,072 |
| | Hourly | 26.0931 | 26.7454 | 27.0063 | 27.6815 | 27.9515 | 28.6503 | 28.9299 | 29.6531 | 29.9424 | 30.6910 | 30.9904 | 31.7652 |
| B24/B31 | Annual | 56,987 | 58,412 | 58,982 | 60,457 | 61,046 | 62,572 | 63,183 | 64,763 | 65,394 | 67,029 | 67,683 | 69,375 |
| | Hourly | 27.3977 | 28.0826 | 28.3567 | 29.0656 | 29.3491 | 30.0828 | 30.3764 | 31.1358 | 31.4395 | 32.2255 | 32.5399 | 33.3534 |
| B25/B32 | Annual | 59,837 | 61,333 | 61,931 | 63,479 | 64,099 | 65,701 | 66,342 | 68,001 | 68,664 | 70,381 | 71,068 | 72,845 |
| | Hourly | 28.7678 | 29.4870 | 29.7747 | 30.5191 | 30.8168 | 31.5872 | 31.8954 | 32.6928 | 33.0117 | 33.8370 | 34.1671 | 35.0213 |
| C41 | Annual | 62,829 | 64,400 | 65,028 | 66,654 | 67,304 | 68,987 | 69,660 | 71,402 | 72,098 | 73,900 | 74,621 | 76,487 |
| | Hourly | 30.2064 | 30.9616 | 31.2636 | 32.0452 | 32.3578 | 33.1667 | 33.4903 | 34.3276 | 34.6625 | 35.5291 | 35.8757 | 36.7726 |
| C42 | Annual | 65,970 | 67,619 | 68,279 | 69,986 | 70,669 | 72,436 | 73,142 | 74,971 | 75,702 | 77,595 | 78,352 | 80,311 |
| | Hourly | 31.7164 | 32.5093 | 32.8265 | 33.6472 | 33.9754 | 34.8248 | 35.1646 | 36.0437 | 36.3953 | 37.3052 | 37.6692 | 38.6109 |

Kodiak Island Borough
Salary Schedule for Non-Bargaining Unit Positions
Changes Proposed by Ordinance FY2024-05

Exhibit B
(pg 2 of 4)

| | | Old | New | Old | New | Old | New | Old | New | Old | New | Old | New | Old |
|---------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | | A | A | B | B | C | C | D | D | E | E | F | F | G |
| C43 | Annual | 69,269 | 71,001 | 71,693 | 73,485 | 74,202 | 76,057 | 76,799 | 78,719 | 79,487 | 81,474 | 82,270 | 84,327 | 85,149 |
| | Hourly | 33.3023 | 34.1349 | 34.4679 | 35.3296 | 35.6742 | 36.5661 | 36.9228 | 37.8459 | 38.2151 | 39.1705 | 39.5527 | 40.5415 | 40.9370 |
| C44/C51 | Annual | 72,732 | 74,550 | 75,278 | 77,160 | 77,912 | 79,860 | 80,639 | 82,655 | 83,462 | 85,549 | 86,383 | 88,543 | 89,406 |
| | Hourly | 34.9674 | 35.8416 | 36.1912 | 37.0960 | 37.4579 | 38.3943 | 38.7689 | 39.7381 | 40.1258 | 41.1289 | 41.5302 | 42.5685 | 42.9838 |
| C45/C52 | Annual | 72,732 | 74,550 | 75,278 | 77,160 | 77,912 | 79,860 | 80,639 | 82,655 | 83,462 | 85,549 | 86,383 | 88,543 | 89,406 |
| | Hourly | 34.9674 | 35.8416 | 36.1912 | 37.0960 | 37.4579 | 38.3943 | 38.7689 | 39.7381 | 40.1258 | 41.1289 | 41.5302 | 42.5685 | 42.9838 |
| D61 | Annual | 80,187 | 82,192 | 82,994 | 85,069 | 85,899 | 88,046 | 88,905 | 91,128 | 92,017 | 94,317 | 95,237 | 97,618 | 98,570 |
| | Hourly | 38.5515 | 39.5153 | 39.9008 | 40.8983 | 41.2974 | 42.3298 | 42.7428 | 43.8114 | 44.2388 | 45.3448 | 45.7871 | 46.9318 | 47.3897 |
| D62 | Annual | 84,197 | 86,302 | 87,144 | 89,323 | 90,194 | 92,449 | 93,351 | 95,685 | 96,618 | 99,033 | 100,000 | 102,500 | 103,500 |
| | Hourly | 40.4795 | 41.4915 | 41.8963 | 42.9437 | 43.3626 | 44.4467 | 44.8803 | 46.0023 | 46.4511 | 47.6124 | 48.0769 | 49.2788 | 49.7596 |
| D63 | Annual | 88,406 | 90,616 | 91,501 | 93,789 | 94,703 | 97,071 | 98,018 | 100,468 | 101,448 | 103,984 | 104,999 | 107,624 | 108,674 |
| | Hourly | 42.5034 | 43.5657 | 43.9907 | 45.0905 | 45.5304 | 46.6687 | 47.1240 | 48.3021 | 48.7733 | 49.9926 | 50.4804 | 51.7424 | 52.2472 |
| E81 | Annual | 92,826 | 95,147 | 96,075 | 98,477 | 99,438 | 101,924 | 102,918 | 105,491 | 106,520 | 109,183 | 110,248 | 113,004 | 114,107 |
| | Hourly | 44.6281 | 45.7438 | 46.1900 | 47.3448 | 47.8067 | 49.0019 | 49.4799 | 50.7169 | 51.2117 | 52.4920 | 53.0011 | 54.3292 | 54.8593 |
| E82 | Annual | 97,469 | 99,906 | 100,880 | 103,402 | 104,411 | 107,021 | 108,066 | 110,768 | 111,848 | 114,644 | 115,762 | 118,656 | 119,814 |
| | Hourly | 46.8600 | 48.0315 | 48.5001 | 49.7126 | 50.1977 | 51.4526 | 51.9546 | 53.2535 | 53.7730 | 55.1173 | 55.6550 | 57.0464 | 57.6030 |
| E83 | Annual | 102,341 | 104,900 | 105,923 | 108,571 | 109,631 | 112,372 | 113,468 | 116,305 | 117,439 | 120,375 | 121,549 | 124,588 | 125,804 |
| | Hourly | 49.2026 | 50.4327 | 50.9247 | 52.1978 | 52.7070 | 54.0247 | 54.5518 | 55.9156 | 56.4611 | 57.8726 | 58.4372 | 59.8981 | 60.4825 |

Kodiak Island Borough

Salary Schedule for Non-Bargaining Unit Positions

Changes Proposed by Ordinance FY2024-05

Exhibit B
(pg 3 of 4)

| New | Old | New | Old | New | Old | New | Old | New | Old | New | Old | New |
|---------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|
| G | H | H | I | I | J | J | K | K | L | L | M | M |
| 46,698 | 47,153 | 48,332 | 48,804 | 50,024 | 50,512 | 51,775 | 52,279 | 53,586 | 54,109 | 55,462 | 56,003 | 57,403 |
| 22,4508 | 22,6698 | 23,2365 | 23,4633 | 24,0499 | 24,2845 | 24,8916 | 25,1344 | 25,7628 | 26,0144 | 26,6645 | 26,9246 | 27,5977 |
| 53,703 | 54,227 | 55,583 | 56,125 | 57,528 | 58,089 | 59,541 | 60,123 | 61,626 | 62,227 | 63,783 | 64,405 | 66,015 |
| 25,8188 | 26,0707 | 26,7225 | 26,9832 | 27,6578 | 27,9276 | 28,6258 | 28,9051 | 29,6277 | 29,9168 | 30,6647 | 30,9639 | 31,7380 |
| 59,074 | 59,650 | 61,141 | 61,737 | 63,280 | 63,898 | 65,495 | 66,135 | 67,788 | 68,450 | 70,161 | 70,845 | 72,616 |
| 28,4007 | 28,6778 | 29,3947 | 29,6815 | 30,4235 | 30,7203 | 31,4883 | 31,7955 | 32,5904 | 32,9083 | 33,7310 | 34,0601 | 34,9116 |
| 62,027 | 62,632 | 64,198 | 64,824 | 66,445 | 67,093 | 68,770 | 69,444 | 71,177 | 71,871 | 73,668 | 74,387 | 76,247 |
| 29,8207 | 30,1116 | 30,8644 | 31,1656 | 31,9447 | 32,2563 | 33,0627 | 33,3853 | 34,2199 | 34,5538 | 35,4176 | 35,7632 | 36,6573 |
| 65,129 | 65,764 | 67,408 | 68,066 | 69,768 | 70,448 | 72,209 | 72,914 | 74,737 | 75,466 | 77,353 | 78,107 | 80,060 |
| 31,3117 | 31,6172 | 32,4076 | 32,7238 | 33,5419 | 33,8692 | 34,7159 | 35,0546 | 35,9310 | 36,2815 | 37,1885 | 37,5514 | 38,4902 |
| 68,384 | 69,051 | 70,777 | 71,468 | 73,255 | 73,969 | 75,818 | 76,558 | 78,472 | 79,238 | 81,219 | 82,011 | 84,061 |
| 32,8769 | 33,1977 | 34,0276 | 34,3596 | 35,2186 | 35,5622 | 36,4513 | 36,8069 | 37,7271 | 38,0951 | 39,0475 | 39,4285 | 40,4142 |
| 71,803 | 72,504 | 74,317 | 75,041 | 76,917 | 77,668 | 79,610 | 80,386 | 82,396 | 83,200 | 85,280 | 86,111 | 88,264 |
| 34,5208 | 34,8576 | 35,7290 | 36,0776 | 36,9795 | 37,3403 | 38,2738 | 38,6472 | 39,6134 | 39,9999 | 40,9999 | 41,3998 | 42,4348 |
| 75,394 | 76,129 | 78,032 | 78,794 | 80,764 | 81,552 | 83,591 | 84,406 | 86,516 | 87,360 | 89,544 | 90,418 | 92,678 |
| 36,2471 | 36,6007 | 37,5157 | 37,8817 | 38,8287 | 39,2075 | 40,1877 | 40,5798 | 41,5943 | 42,0001 | 43,0501 | 43,4701 | 44,5569 |
| 79,164 | 79,936 | 81,934 | 82,734 | 84,802 | 85,630 | 87,771 | 88,627 | 90,843 | 91,729 | 94,022 | 94,939 | 97,312 |
| 38,0596 | 38,4309 | 39,3917 | 39,7760 | 40,7704 | 41,1682 | 42,1974 | 42,6091 | 43,6743 | 44,1004 | 45,2029 | 45,6439 | 46,7850 |
| 83,121 | 83,932 | 86,030 | 86,870 | 89,042 | 89,910 | 92,158 | 93,057 | 95,383 | 96,314 | 98,722 | 99,685 | 102,177 |
| 39,9623 | 40,3521 | 41,3609 | 41,7645 | 42,8086 | 43,2262 | 44,3069 | 44,7391 | 45,8576 | 46,3050 | 47,4626 | 47,9256 | 49,1237 |

Kodiak Island Borough

Salary Schedule for Non-Bargaining Unit Positions

Changes Proposed by Ordinance FY2024-05

Exhibit B
(pg 4 of 4)

| New | Old | New | Old | New | Old | New | Old | New | Old | New | Old | New |
|---------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|
| G | H | H | I | I | J | J | K | K | L | L | M | M |
| 87,278 | 88,129 | 90,332 | 91,214 | 93,494 | 94,406 | 96,766 | 97,711 | 100,154 | 101,131 | 103,659 | 104,670 | 107,287 |
| 41.9604 | 42.3698 | 43.4290 | 43.8527 | 44.9490 | 45.3876 | 46.5223 | 46.9762 | 48.1506 | 48.6204 | 49.8359 | 50.3221 | 51.5802 |
| 91,641 | 92,536 | 94,849 | 95,774 | 98,168 | 99,126 | 101,604 | 102,596 | 105,161 | 106,187 | 108,842 | 109,903 | 112,651 |
| 44.0584 | 44.4882 | 45.6004 | 46.0453 | 47.1964 | 47.6569 | 48.8483 | 49.3249 | 50.5580 | 51.0513 | 52.3276 | 52.8381 | 54.1591 |
| 91,641 | 92,536 | 94,849 | 95,774 | 98,168 | 99,126 | 101,604 | 102,596 | 105,161 | 106,187 | 108,842 | 109,903 | 112,651 |
| 44.0584 | 44.4882 | 45.6004 | 46.0453 | 47.1964 | 47.6569 | 48.8483 | 49.3249 | 50.5580 | 51.0513 | 52.3276 | 52.8381 | 54.1591 |
| 101,034 | 102,020 | 104,571 | 105,591 | 108,231 | 109,287 | 112,019 | 113,112 | 115,940 | 117,071 | 119,998 | 121,168 | 124,197 |
| 48.5744 | 49.0483 | 50.2745 | 50.7650 | 52.0341 | 52.5418 | 53.8553 | 54.3808 | 55.7403 | 56.2841 | 57.6912 | 58.2541 | 59.7105 |
| 106,088 | 107,122 | 109,800 | 110,872 | 113,644 | 114,752 | 117,621 | 118,769 | 121,738 | 122,926 | 125,999 | 127,228 | 130,409 |
| 51.0036 | 51.5012 | 52.7887 | 53.3037 | 54.6363 | 55.1694 | 56.5486 | 57.1003 | 58.5278 | 59.0988 | 60.5763 | 61.1673 | 62.6965 |
| 111,391 | 112,478 | 115,290 | 116,414 | 119,324 | 120,489 | 123,501 | 124,706 | 127,824 | 129,071 | 132,298 | 133,588 | 136,928 |
| 53.5534 | 54.0759 | 55.4278 | 55.9685 | 57.3677 | 57.9274 | 59.3756 | 59.9549 | 61.4538 | 62.0533 | 63.6046 | 64.2252 | 65.8308 |
| 116,960 | 118,101 | 121,054 | 122,234 | 125,290 | 126,513 | 129,676 | 130,941 | 134,215 | 135,524 | 138,912 | 140,267 | 143,774 |
| 56.2308 | 56.7794 | 58.1989 | 58.7666 | 60.2358 | 60.8235 | 62.3441 | 62.9523 | 64.5261 | 65.1556 | 66.7845 | 67.4361 | 69.1220 |
| 122,809 | 124,008 | 127,108 | 128,348 | 131,557 | 132,840 | 136,161 | 137,489 | 140,926 | 142,301 | 145,859 | 147,282 | 150,964 |
| 59.0431 | 59.6191 | 61.1096 | 61.7057 | 63.2483 | 63.8654 | 65.4620 | 66.1007 | 67.7532 | 68.4142 | 70.1246 | 70.8087 | 72.5789 |
| 128,949 | 130,207 | 133,462 | 134,764 | 138,133 | 139,481 | 142,968 | 144,363 | 147,972 | 149,416 | 153,151 | 154,645 | 158,511 |
| 61.9946 | 62.5994 | 64.1644 | 64.7904 | 66.4102 | 67.0581 | 68.7346 | 69.4051 | 71.1402 | 71.8343 | 73.6302 | 74.3485 | 76.2072 |