

Decisions the Assembly will need to make:

1. Job Description(s)
2. Salary range for Electric Superintendent if the Assembly has me recruit someone?
3. Relocation – Do you want to pay relocation, and how much?
4. Status of PMPL Building remodel project

**Cost to recruit estimates:**

Advertisements - \$6,000

Travel costs for the top three candidates and spouses ; \$12,000

Relocation for hired candidate: \$25,000

**Proposal Information**

Chris would have been increased to \$82,000 from \$70,470; and Karl from \$86,914 to \$108,000.

Since we could not really find any identical positions, I tried to put them where they should fall based upon our current department head salaries, plus a bit to make up for not receiving a raise last year. As you can see from the salary survey's they are all over the board.

Clearly not an exact science. We just don't promote Department Heads very often and have no official wage policy on non-union employees.

<b>Department Head - By Salary, Highest to Lowest</b>	<b>Annual Salary</b>	<b>Hourly Wage at 2080 hrs</b>
Steve Giesbrecht, Borough Manager	116,337.50	55.93
Joe Nelson, Electric Superintendent	102,513.24	49.29
Lead Lineman	95,617.60	45.97
Lineman	91,062.40	43.78
Karl Hagerman, Public Works Director	86,914.82	41.79
Kelly Swihart, Police Chief	86,253.75	41.47
Jody Tow, Finance Director	80,993.38	38.94
Liz Cabrera, Community & Economic Development Director	73,440.00	35.31

Glorianne Wollen, Harbormaster	73,328.86	35.25
Sandy Dixson, EMS/Fire Director	71,957.75	34.60
Chris Cotta, Assistant Public Works Director	70,470.05	33.88
Shelyn Bell, MVM Director	68,151.16	32.76
Debra Thompson, Borough Clerk	68,000.00	32.69
Tara Alcock, Library Director	64,607.46	31.06
Chandra Thornburg, Parks & Recreation Director	63,000.00	30.29
Melinda Swihart, Deputy Borough Clerk	50,440.00	24.25

**Salaries of Electric Department  
Superintendents/Managers/Directors**

**Sitka** - \$152,006.40 = current "Electric Utility Director"

**Ketchikan** – range from \$107,127.60 to \$144,285.48

**Wrangell** – range from \$67,000 to \$92,000; currently \$84,132

**Petersburg** – currently \$102,513.24

**Information from the 2012 Northwest Utilities Salary, Wage & Benefits Survey (from 2012)**

**Director of Energy Resources** –\$135,274 - \$188,181

**Operations Director** –\$112,126 - \$150,688

**Power Manager** - \$132,478 - \$176,832

**Generation Manager** - \$97,974 - \$141,000

**Electrical System Engineer** - \$77,871 - \$103,000