



— POSITION AVAILABLE —

Deadline Extended - Looking for a Few More Great Candidates

## CITY MANAGER

*Apply ASAP but no later than May 9, 2025*

Welcome to the City of Kodiak, the “Emerald Isle” of Alaska. The City is situated on the eastern coast of Kodiak Island, the second largest island in the country, about 250 miles south of Anchorage. Separated from the busyness of the outside world, Kodiak is a haven with majestic mountain ranges, lush summer vegetation, and inspiring ocean views. This walkable community is full of welcoming people who are unwaveringly dedicated to preserving the region’s rich heritage, intensely beautiful environment, and maritime life. Truly, Kodiak is an extraordinary place to live, raise a family, and grow professionally.

Renowned for its excellent outdoor recreational opportunities, Kodiak is an outdoor enthusiast’s paradise. Favorite pastimes include mountain biking, four-wheeling, fishing, berry-picking, kayaking, and hiking. For those seeking a great lunch spot, the spit and the gazebo facility is a great place to enjoy ocean views and observe the natural amenities of the island. Another popular location is Near Island across the Kodiak-Chenega Bay. Its breathtaking nature trails are family- and dog-friendly, and marine life (like whales, seals, and sea otters) can sometimes be viewed from the coast. Taking a whale watching tour is sure to thrill the entire family.



Other frequently visited areas are immediately outside the City. About eight miles west is Bear Valley Golf Course, a well-kept nine-hole course with inexpensive admission and an exceptional mountain panorama. Four miles north of the City is Fort Abercrombie State Historical Park, where visitors can enjoy hiking, camping, and picnicking. The Park is also home to the Kodiak Military History Museum, as well as the historical ruins of the World War II coastal defense installation along Fort Abercrombie Beach.

No visit is complete without a trip to Kodiak National Wildlife Refuge, a nearly 2 million-acre protected area encompassing most of Kodiak Island. The region truly awes guests with its towering Sitka spruce tree forests, craggy mountain coastlines against stormy waters, and vast tundra landscapes. An abundance of animals thrive here, from salmon and halibut to mountain goats and elk to the famed Kodiak Bear – the refuge houses 3,500 Kodiak brown bears. Although visitors can hike and camp in approved areas, many love taking a flightseeing tour to see the Refuge's full magnificence from the air. Individuals possessing appropriate permits through the Alaska Department of Fish and Game, and who are well-versed in Kodiak-specific laws, can also hunt and fish in designated zones.

Kodiak itself provides many opportunities for entertainment and recreation. The Gerald C. Wilson Auditorium frequently offers live music performances and community theatre productions, and the Orpheum Theatre is a small movie theater with affordable movies. Food connoisseurs have ample international food choices. For a late night out, Tony's Bar provides numerous liquor options, as well as pool tables, darts, and live music.

The City also arranges an array of activities for residents of all ages and abilities. Adult programs include City League basketball and softball, men and women's volleyball, racquetball, pickleball, and soccer. For younger generations, Kodiak has a dedicated Teen Center, as well as youth programs like basketball, football, hockey, and soccer. The Kodiak Public Library also offers numerous programs for its constituents, such as Lapsit Storytime for children 0–3 years of age, weekly Bridge and Teen D&D clubs, and a monthly Crafternoon for those eager to learn new artistic skills. Additionally, Kodiak manages 10 parks and four developed natural recreation areas, as well as an ice rink and a state-of-the-art, all-age-inclusive swimming pool.

The City also hosts a handful of highly anticipated yearly events. In April, the community celebrates ComFish (a three-day event proudly celebrating Kodiak's history and presence in the fishing industry). Late May's annual Kodiak Crab Festival is a special favorite. This five-day festival features parades, foot and kayak races, and king crab to celebrate the end of crabbing season.

Though small, the Kodiak community is exceptionally active civically. For instance, the Kodiak Arts Council organizes various events throughout the year to encourage community participation. Top initiatives include the monthly Art Walks, a performing arts series, and coordinated local partnerships to foster greater understanding and appreciation of the arts. Moreover, Kodiak takes great pride in preserving its profound heritage through education. The Kodiak Maritime Museum is known for its building-less exhibits, and the Alutiiq Museum (reopening in May) is strictly dedicated to showcasing the culture of the Alutiiq people. Another City pearl is the Kodiak History Museum. Established in the oldest building in Alaska, the collection contains over 200 years of Kodiak and Alaska history, collections of Alutiiq handwoven baskets, and the iconic Kodiak half-bear taxidermy display.

Many love to call Kodiak home. Residents receive great healthcare at the Providence Kodiak Island Medical Center (a critical-access hospital), two community health clinics and Kodiak's remote location allows people to take life at a slower pace away from the bustle of larger metropolises. Neighbors are friendly and the community is tight knit. By comparison, residents feel generally safe with Kodiak presenting a total crime rate that is 51% lower than the national average. The City is also home to several public schools (four elementary, one middle school, one high school, and six rural K–12 schools), managed by Kodiak Island Borough School District. For those who need alternatives, Kodiak Christian School is a private institution, and the Rock Education Group is a Kodiak Cooperative School.

For those seeking higher education, Kodiak is home to Kodiak College, a two-year public institution. Previously a community college, the campus elected to become an extended college of the University of Alaska Anchorage in 1987, offering a variety of available Associates degrees. Various other campuses of higher education can be found on mainland Alaska. The University of Alaska System has three main universities in Anchorage,



Fairbanks, and Juneau, each of which has several smaller satellite community campuses throughout the State. The largest and closest of these is University of Alaska Anchorage (about 250 miles north).

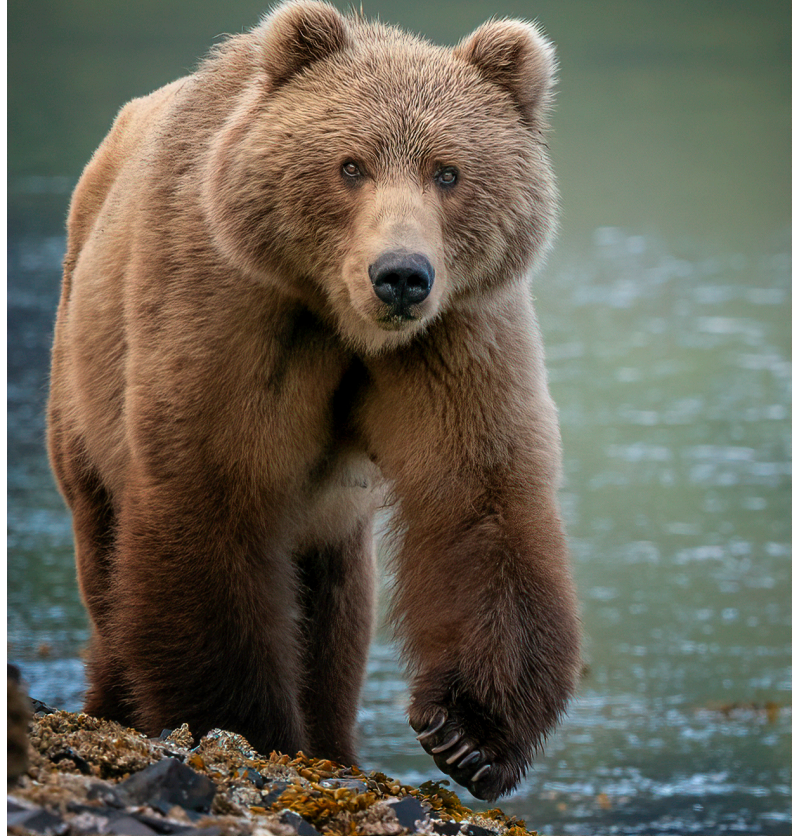
The City's most common housing options are single- and multi-family homes. Median listing price is \$447,000. Homes may be priced for as low as \$175,000 or as high as \$3.9 million, though most homes are generally listed between \$345,000 and \$515,000. A three-bedroom, two-bathroom house of approximately 1,600 square feet may be priced at \$455,000.

Alaska has no professional sports teams; however, sports fans can still cheer for any of Alaska's several minor league and semi-professional teams. Anchorage is home to the Anchorage Wolverines (Tier II junior ice hockey), Alaska Anchorage Seawolves (NCAA Division I/II College Sports), and Anchorage Bucs Baseball Club (ABL).

Traveling in and out of the City is accomplished by ferries or flying. In general, ferries are essential when heading to nearby communities. The Alaska Marine Road System connects Kodiak with Port Lions, Ouzinkie, Old Harbor, communities on mainland Alaska, and communities along the Alaska Peninsula and Aleutian Chain. Additionally, many airports are available on Kodiak Island: Kodiak Benny Benson State Airport (ADQ; six miles southwest), Ouzinkie Airport (10 miles north, outside Ouzinkie), and Port Lions Airport (33 miles west via ferry). The closest Alaska mainland airport is the Ted Stevens Anchorage International Airport in Anchorage (250 miles north). For those who enjoy cruises, Kodiak's Port of Kodiak accommodates cruise ships.

By way of interest and as previously mentioned, the city of Kodiak is located on Kodiak Island, the second largest island in the U.S., after Hawaii. The island hosts approximately 13,000 people (including the residents of the City). In addition, the U.S. Coast Guard has a base on Kodiak Island and is the largest Coast Guard base in the world. The base contains over 3,500 active duty, retired military, DHS civilians, and family members.

Kodiak is a hidden treasure bursting with rich history and a diverse population, a robust arts culture, awe-inspiring views, a



mild climate, and an active community. It is simply a great place to live, thrive, and make memories. Any professionals interested in becoming the next Kodiak City Manager, please apply!

## HISTORY

For over 7,000 years, Kodiak Island was inhabited by the peoples of Kodiak (known as Aleuts, Alutiiq, or Sugpiat). In the 1740s, Russian fur traders began to explore the area. In 1784, fur trader Grigory Shelekhov established Russia's first Alaskan settlement. Known as Three Saints Harbor. Around this time, conflicts arose between the Russian traders and the Alutiiq people who were outraged at the fur traders' harvesting of revered sea otter for pelts. The Russian occupation exercised complete subjugation over the Alutiiq peoples for the next 150 years.

In 1792, concerns about the Three Saints Harbor's poor defensibility led Alexander Baranov to relocate to Paul's Harbor (Kodiak's present location), becoming the capital of Russian Alaska for some time. The Shelikhov-Golikov Company built a warehouse here for all the sea otter fur pelts it had acquired. The building still remains and is home to the Kodiak History Museum, previously known as the Baranov Museum, is City owned.

When the U.S. federal government purchased Alaska in 1867, Kodiak became a commercial fishing hub. By the early 1900s, President Theodore Roosevelt headed nature conservation efforts. His administration introduced animals like muskrats, mountain goats, and Sitka deer to what would later become recognized as the Kodiak National Wildlife Refuge.

In 1912, the Novarupta volcanic eruption caused Kodiak island to be covered in over one foot of ash, even though the volcano was 160 miles away. Shortly after Kodiak was incorporated on September 11, 1940, the U.S. had concerns about Japanese attacks to the area during World War II. These fears led to the intensification of Kodiak infrastructure as the region turned into a fortress. Later in March 1964, a destructive earthquake and tsunami caused great upheaval – some parts of Kodiak Island rose nearly 30 feet and others sunk by five feet. The 30-foot-tall tsunami that followed the quake effectively destroyed the City's downtown area and fishing fleet.

In spite of and because of all these trials, Kodiak has become greater. It has become beautifully lush from the nutrient-rich volcanic ash, the City has developed a strong and beneficial relationship with the U.S. military, and Kodiak remains one of the major fishing ports of the country.

## DEMOGRAPHICS

See Table I for the City's demographic profile.

## CLIMATE

Kodiak experiences a maritime, subarctic climate, and is an ice-free port. Summers are cool, relatively dry, and brief, with the season lasting mid-June to mid-September. Average temperatures range between the low 40s and low 60s. Winters are cold and long, lasting between November and April. Average temperatures sit between the mid 20s and high 30s. January is the coldest month of the year, with average temperatures generally from 26.3° F to 34.9° F. Interestingly, the City's climate is quite mild for Alaska. Being farther south than most of the State, Kodiak is significantly warmer than many other Alaskan cities. In connection, the Northwest Passage continues to thaw and is open to various kinds of ships; this has created more discussions on the international stage. Kodiak serves as the gateway to the Arctic as it is the nearest ice-free deep-water port

On average, Kodiak receives 81 inches of annual rainfall, typically during spring. Annual snowfall amounts to an average of 60 inches, typically during the winter. With the expectation of over 200 days with some sort of precipitation and strong winds throughout the year, Kodiak residents are intimately aware of being prepared for any type of outdoor weather.

Additionally, much of Alaska is on the Alaska-Aleutian Megathrust, a network of faults. As a result of tectonic activity, earthquakes and tsunamis may occur. The City of Kodiak is well aware of the consequences these natural phenomena can have on an area if not acted upon quickly. As such, the City is dedicated to being proactively prepared with sirens every Wednesday and testing with regular drills, relying on the principle of being safe rather than sorry. As a practical matter, these natural phenomena do not affect residents' daily life. In general, quakes below a



Table 1: Kodiak Demographics

Distribution by Race		Distribution by Age	
White	33.6%	0 to 15	14.7%
Black	0.6%	15 to 25	17.3%
Asian	41.2%	25 to 45	25.4%
Native Alaskan / Alaskan Native	10.9%	45 to 65	25.6%
Some Other / Two or More Races	13.7%	65 to 85	14.4%
Total	100.0%	Over 85	2.6%
Hispanic (all races)	8.8%	Population 5,497	

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	89.8%
Bachelor's Degree or Higher	24.4%
Median Age—Kodiak	40.8
Median Age—U.S.	38.9
Median Household Income—Kodiak	\$71,373
Median Household Income—U.S.	\$74,580
Poverty Rate	7.7%

Source: U.S. Census Bureau

magnitude of 2 are not felt, and quakes greater than a magnitude of 5 are quite rare. And of the dozen tsunamis that have been recorded in Kodiak since the 1700s, only three have had a maximum water height greater than one foot.

GEOGRAPHY

The City of Kodiak is located on the eastern shore of Kodiak Island in the Kodiak Archipelago in the Gulf of Alaska, about 30 miles south of mainland Alaska. The City is the borough seat of the Kodiak Island Borough, one of Alaska’s many county-equivalent administrative government subdivisions.

Kodiak is comprised of 5.50 square miles, of which 3.92 square miles are land and 1.57 square miles are water. City boundaries encompass Near Island, Gull Island, Uski Island, Rocky Islet, Round Island, Twin Islet, and part of Kodiak Island’s eastern

shore. Within these boundaries, Kodiak-Chenega Bay separates Kodiak Island from the southeastern, smaller islands. Average elevation is 49 feet above sea level.

To Kodiak’s west and north are several mountain peaks, the highest being Koniag Peak at 4,470 feet. Kodiak is about three miles south of Mill Bay and 75 miles east of Shelikof Strait. The City is also 35 miles south of the Alaska Maritime National Wildlife Refuge. The closest large cities are Anchorage (approximately 250 air miles north) and Fairbanks (over 500 air miles north).

See Figure 1.

COMMERCE

One of the City’s economic mainstays is its continued maritime legacy as a commercial fishing center. Its location in the Gulf of Alaska and North Pacific Ocean places Kodiak near some of the richest fishing grounds in the world. Kodiak is consistently one of the top five commercial fishing ports in the United States in terms of the value and volume of seafood landed. More than one-third of the jobs in Kodiak are directly involved in the fishing industry, in either the harvesting or processing sectors. Tourism likewise plays a major part in Kodiak’s economy, with 30 cruise ships scheduled this year.

The Port operates a container terminal, and the two small boat harbors accommodate a fleet of 1,200 fishing and general-purpose recreational vessels annually. All commercial transportation between Kodiak Island communities and the outside world are through airlines and ferries.

Various military installations are also important to Kodiak’s economy. These include the U.S. Coast Guard Support Center Kodiak, Naval Specialty Warfare Cold Weather Detachment Kodiak for U.S. Navy S.E.A.L.s training, and Marine Safety Detachment Kodiak. As a Coast Guard City, Kodiak is committed to the Coast Guard personnel and families in the area.

Due to changes in Alaska Statute in 2012, specific employer information is no longer available. As such, information

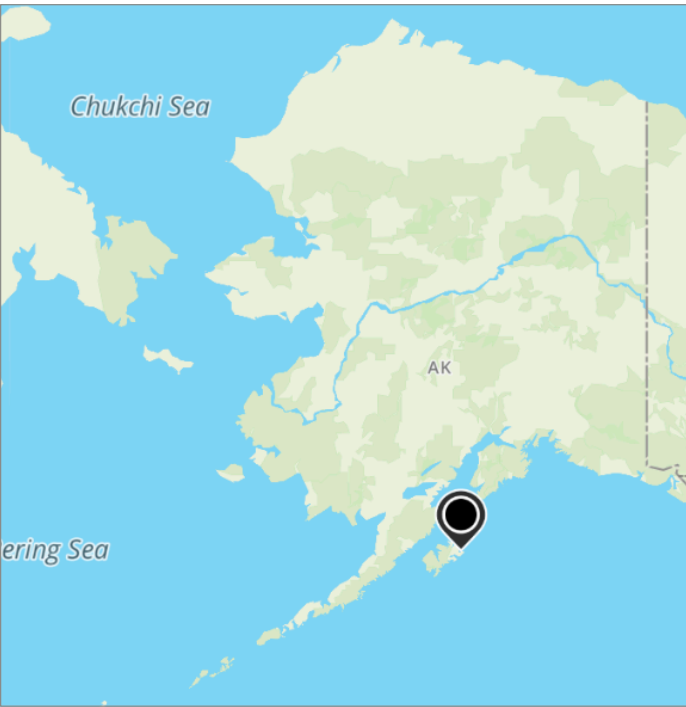


Figure 1: Location of Kodiak, Alaska

regarding Kodiak’s principal property taxpayers in terms of assessed tax value has instead been provided in Table II.

THE GOVERNMENT

Kodiak operates under a Council-Manager form of government, with the City Council consisting of six members. The City also has a Mayor, who presides at meetings, certifies the passage of all ordinances and resolutions passed, signs written obligations of the City as the Council may require, votes in case of a tie vote, and has the power to veto ordinances and resolutions passed by the Council.

All seven individuals are elected at-large with elections held in October every year. Members of the Council serve three-year terms, with two seats being elected each year. The Mayor serves a two-year term; during odd-numbered years, the Mayoral seat is set for reelection in 2025. All individuals may serve an unlimited number of terms. Shortly after the

beginning of the terms of any newly elected Councilmembers, Council elects one of its six members to serve as Deputy Mayor.

Presently, Kodiak’s governing body has a vast range of experience. The Mayor has served the City since 2010, having first served as a Councilmember before being elected as Mayor in 2011. One councilmember is serving his tenth three-year term (with a three-month period to fill a vacancy), two Councilmembers are serving their sixth three-year term (with one member having served an additional one-year term), one Councilmember is serving his fifth term, another is serving his second term, and another Councilmember is serving their first term. With October 2025 being the next election year, which will be held for the Mayor’s and two Council seats.

The Mayor and Councilmembers all have the best interests of the City at heart, get along well, respect one another, and hold the staff in high regard. Their questions are thoughtful, and while they may disagree on an issue, they are never disagreeable. In fact, it is not uncommon to observe an element of repartee among them during meetings.

The Council appoints the City Manager and City Clerk, in addition to selecting the City’s contracted attorney. The Manager

Table 2: Principal Property Taxpayers, Kodiak, AK

Employer	Industry	Taxable Assessed Value
Trident Seafoods Corporation	Seafood	\$ 50,403,900
North Pacific Seafoods, Inc.	Seafood	\$ 14,949,200
Ocean Beauty Seafoods, LLC	Seafood	\$ 13,999,700
Mill Bay Plaza Associates, Ltd.	Real Estate	\$ 12,766,600
International Seafoods of Alaska	Seafood	\$ 10,560,500
Island Holdings	Holding Company	\$ 10,068,200
Walmart / Sam’s Club	Retail	\$ 9,119,100
Kodiak Area Native Association	Healthcare and Social Services	\$ 7,497,214
Kodiak Fishmeal Company	Seafood	\$ 3,309,700
Island Fish Co, LLC	Seafood	\$ 3,188,500

Source: Kodiak, AK 2021 ACFR



is the chief administrative officer and head of the administrative branch of City government. He/she works directly for Council and may be removed by majority vote of all its members. The Manager has direct supervisory responsibility of all department heads, as well as overall responsibility of all City personnel and functions (excluding the City Clerk and Deputy Clerk). The City employs 142 full- and part-time employees, as well as some temporary employees. Twelve employees directly report to the Manager. The City has one union, the Public Safety Employees' Association, which represents the Police Department (Patrol, Dispatch, and Corrections). All employees in the department are covered by the union, except for the Police Chief, Lieutenant, and the administrative support employees.

City employees have proven to be dedicated and driven. In December 2024, the Alaska Municipal League awarded Acting City Manager Josie Bahnke with the Municipal Employee of the Year and Parks and Recreation Director Corey Gronn with the Emerging Municipal Leader Award. The City's Mayor Pat

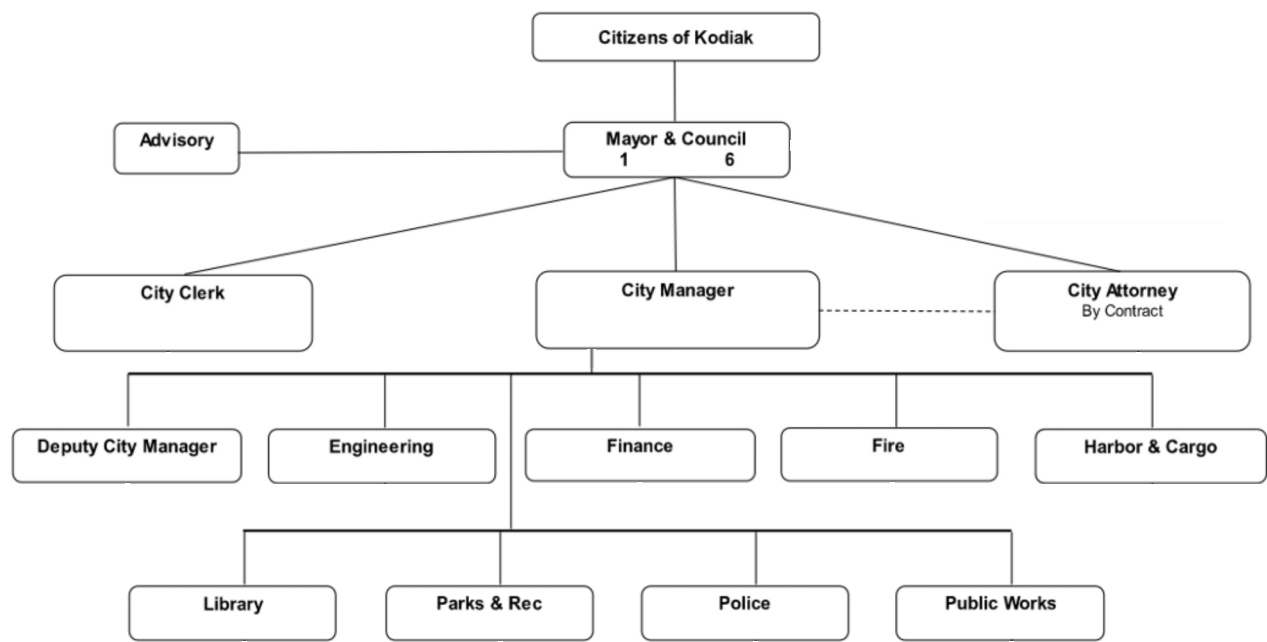
Branson was a recipient of the AML Vic Fischer Local Government Leadership Award in 2014.

For fiscal year 2025, the City has a total budget of \$51,734,922, with a general fund budget of \$27,707,292. The City provides all the typical services of a full-service community including Administration, Finance, Law Enforcement, Dispatch, Jail, Fire and Ambulance, Emergency Management; Public Works (including water, sewer, and roads), Engineering, Parks and Recreation, Library, Port, Harbor, and Cargo. Third party contractors provide Legal, Shipyard Facilities, and Compost Facility services. See Figure ## for the City's organizational chart of its departments.

THE CHALLENGES AND OPPORTUNITIES

While Kodiak is a highly desirable community, the City has numerous challenges, but they are manageable and indeed are opportunities for a City Manager to leave a lasting legacy.

FIGURE 2: KODIAK ORGANIZATIONAL CHART



Even though the City is financially stable and debt-free, the first challenge is keeping up with the City's aging infrastructure. It can be a struggle to construct and maintain parks, roads, water, sewer systems, and harbors. In many cases, City offices are running out of space, and many buildings need to be improved. Strategies will need to be actualized to satisfy infrastructure demands. Working with City staff, as well as other governmental and private entities, to determine new solutions for the complex problems associated with significant growth will be a challenging opportunity for the new City Manager.

In a related issue, the next City Manager will have the responsibility to oversee the possible upgrades or replacement of a 1982 City harbor that has become deficient. The harbor faces numerous concerns, including facilities in need of structural and electrical upgrades, docks lacking space for the ever-growing number of large fishing and cargo vessels, and the need for new and improved facilities to accommodate the many people who visit the harbor. Some funding has been secured through MARAD grants and additional funding for this major project will need to be generated and sought after.

Second, there are several Alaska Native tribes in the region. As such, these tribes are federally recognized tribal governments. This means that the U.S. government recognizes each tribe as a sovereign government in the same way that it does all other federally recognized tribes throughout Alaska and the Lower 48. This would include the Native Corporation, the City government (City of Kodiak and Kodiak Island Borough), and the Tribal government. Succinctly, it is essential for all entities to have beneficial diplomatic relations with one another. These relationships have suffered in the past, but moving forward will not only build trust among the parties, but will also increase the financial stability for all the included organizations.

Third, the staff is exceptional, but in recent years, the staff has experienced general workforce issues, a high turnover rate, and administration has struggled to fill major positions. This is due to two drivers. First, many high-ranking staff members have retired and left without a succession plan, and second, competition with the Coast Guard base, the Native Corporation, and other local businesses. The struggle is attracting and hiring skilled personnel, especially at the director level. Addressing this issue will allow the

next City Manager to form their own team and enhance the skillset of an already outstanding staff.

As a connected issue, several members of the City Council have served in their positions for many years and terms. Eventually, these stalwart public servants will retire, allowing for members of the community to assume the responsibility of the Council. This change could alter the dynamics of the Council and its relationship with staff and the community.

Fourth, living in paradise is not always easy. Island living can be arduous. Some of these difficulties include limited housing opportunities, high cost of living, adverse weather conditions, remote location, varying daylight, and limited access to specialized services. On the other hand, as one resident stated, "Living in Kodiak is like living in a National Geographic magazine. The landscape is phenomenal."

Finally, Kodiak is currently experiencing an influx of current capital projects. These projects include a newly covered ice rink with a walking track, a fire station, and a park with a new playground. These large-scale projects are exceptional additions to the City and equate to a community that is stable and developing.

There are shared issues that exist in the City that Kodiak cannot resolve by itself. These shared issues will require assistance from other communities, the borough, the state, and the federal government. These varied partnerships are essential to make meaningful progress and can't be emphasized enough. A successful manager must be able to adeptly navigate these relationships when it comes to appropriations and other external funding opportunities. Examples of such issues include climate change and its effects on coastal communities, storm resilience, economic development, and major infrastructure needs.

## THE IDEAL CANDIDATE

The City Council is seeking an achievement-oriented leader and manager. They want someone to work with them as a partner and trusted advisor while understanding he/she works for the elected officials and takes direction from them. The individual will be someone who will be honest and tell them what they need to





hear, not what they want to hear. The next City Manager will know how to look past the politics, recognize that she/he works for the elected body and receives direction from it, and always move forward with their vision. The next Manager should encourage and support the Council in it's strategic plan to create new long-term goals for the community.

The best candidate will be comfortable in their own skin, very professional and inspire confidence. The next Manager will need to be able to balance competing points of view, find common interests, and bring people to consensus while not becoming involved in the politics. He/she will ensure all the officials have the same information at the same time and will focus on satisfying the needs of all elected officials. In other words, everyone will be fully informed (including happenings in the community), and there will be no surprises.

The ideal candidate will be approachable, receptive, open minded, and honest, as well as organized, intelligent, forward thinking, friendly, dynamic, extremely positive and very proactive. The individual will have a "can do" attitude and be visionary yet practical. The best candidate will think strategically and be able to look over the horizon to anticipate problems and fix them before they become issues. She/he will not be comfortable sitting behind a desk and giving instructions. Rather, the Manager will be in the community and activities, talking to people, listening and learning. A sense of humor will be important, as will a calm bedside manner.

Ideally, the selected individual will create a culture of positivity, set goals, and rely on subordinates to do their jobs competently. He/she will expect to be kept informed and will hold the staff accountable. The Manager will be

a mentor, encourage staff development, and implement succession planning. She/he will recognize that diverse opinions and spirited discussions lead to better decisions and programs. Building teams and promoting teamwork will be important. Good judgment in hiring will be critical as the staff is small and everyone, including the Manager, is expected to roll up their sleeves to get the job done.

The City is seeking someone who is a critical thinker who is always asking if there is a better way to conduct business, update processes, and address problems. Analytical skills, as well as a knowledge of how to develop relationships is a must. In a very real sense, the City is a corporation and should be run as such.

The Manager will have excellent communications skills (verbal, written, and listening) and know how to relate to a wide variety of constituents from all walks of life. In other words, he/she will keep everyone informed and be able to bridge divides. It will be important to develop strategies that communicate clearly to the residents how policies and projects will benefit the community as a whole and residents in particular. As noted, social media can have a very negative impact. Consequently, the individual will be quick to correct misinformation and misconceptions. He/she will be proactive in telling the City's story while being completely transparent and honest.

The next Manager will have strong skills in management, budgeting and finance, economic development, construction, and coastal communities. A track record of success in intergovernmental relations will be important as the City frequently interacts with other nearby local governments.

The position requires a minimum of a bachelor's degree in public administration, business administration, or other public related fields from an accredited college or university. The ideal candidate must have a minimum of 5-10 years of progressive senior management experience as a City Manager, Assistant City Manager, or Department Head. A master's degree in business, public administration, or related field is preferred. Finally, while Kodiak has its challenges, it is a true treasure and wants a manager that is committed to remaining in this position for the long term.

## COMPENSATION

The salary range is \$160,000 to \$190,000. The salary will depend on qualifications and experience. Benefits are excellent. The City Manager will be part of the State of Alaska Public Employee's Retirement System unless he/she chooses to opt out.

## THE MOST RECENT CITY MANAGER

The previous Manager retired after serving for seven years in the City Manager position. Prior to being Manager, he served as the Deputy City Manager for two years.

## RESIDENCY

As part of Kodiak's City Code, the City Manager is required to live within City limits.

## HOW TO APPLY

E-mail your cover letter and resume to [Recruit39@cb-asso.com](mailto:Recruit39@cb-asso.com) by May 9. Please apply ASAP as resumes will be screened as they arrive. Questions should be directed to Scott Krim at (801) 628-8364 and then Colin Baenziger at (561) 707-3537.

## INTERNAL CANDIDATES

We are unaware of any internal candidates; however, should one apply, the City Council is committed to a level playing field and the best person will be selected for the position.

## CONFIDENTIALITY

This recruitment is very unlikely to draw scrutiny from the media until the City selects the finalists for the position. Under the Alaska Public Records Act, once an application is submitted, it is deemed a public record; however, contact information is typically redacted.

## THE PROCESS

Applications will be screened between April 26th and June 4th. Finalists will be selected on June 5th. A reception and interviews will be held on June 19th and 20th. A selection will be made shortly thereafter.



## OTHER IMPORTANT INFORMATION

The City of Kodiak is an Equal Opportunity Employer. It strongly encourages women, minorities, and veterans to apply.

## ADDITIONAL INFORMATION

For additional information about the City, visit:

[www.citykodiak.ak.us/](http://www.citykodiak.ak.us/)

[www.kodiakchamber.org/](http://www.kodiakchamber.org/)

[www.kodiak.org/](http://www.kodiak.org/)

[www.travelalaska.com/destinations/cities-towns/kodiak](http://www.travelalaska.com/destinations/cities-towns/kodiak)

[www.nativesofkodiak.com/](http://www.nativesofkodiak.com/)

City Budget (2025)

[www.citykodiak.ak.us/media/55861](http://www.citykodiak.ak.us/media/55861)

Annual Comprehensive Financial Plan (2021)

[www.citykodiak.ak.us/media/54056](http://www.citykodiak.ak.us/media/54056)

Comprehensive Plan (Kodiak Island Borough)

[www.kodiakak.us/246/Comprehensive-Plans](http://www.kodiakak.us/246/Comprehensive-Plans)

Strategic Plan

[www.citykodiak.ak.us/media/58116](http://www.citykodiak.ak.us/media/58116)

