



Strategic Plan Progress Report

City of Dillingham

Priority 1: Develop and Begin Implementing a Housing Land Development Action Plan

- **City Code Review:**
 - Ongoing review of land disposal and related codes to identify areas for improvement. Preliminary reporting will begin in January 2025.
 - Code revisions will be discussed in monthly Code Committee meetings to address challenges like housing incentives and streamlined land use policies.
 - **Identifying Buildable Land:**
 - Initial discussions with service providers, contractors, and landowners will begin January 2025 to map out potential areas for development. This will remain a focus through 2027.
 - **Municipal Property Disposal and Housing Development:**
 - Will begin drafting proposed amendments to Chapter 5.30 of the Municipal Code to modernize property disposal methods, encourage residential development, and align with community growth objectives.
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Priority 2: Improve Staff Capacity and Expertise

- **City Manager Recruitment:**
 - The hiring process is ongoing, with a shortlist of candidates under consideration.
 - **Key Staffing Hires:**
 - IT Specialist position filled; Kyle Johnson begins January 6, 2025.
 - Public Works and Safety positions continue recruitment; interviews and onboarding in progress.
 - **Training and Certification:**
 - Public Safety staff completed training in areas such as K-9 operations, ARIDE (DUI enforcement), and SART (Sexual Assault Response Team).
 - HR personnel actively improving onboarding processes and retention strategies.
 - **Employee Morale:**
 - Staff across departments are engaged in professional development and express high job satisfaction.
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Priority 3: Maintain City Building Assets and Infrastructure

- **Water/Wastewater:**
 - New technician hired and undergoing training to enhance system efficiency.
 - **PFAS Mitigation:**
 - Secured \$14.4 million for mitigation efforts. Design phase application submitted, with construction scheduled for FY 2027.
 - **Landfill Improvements:**
 - \$4.7 million Congressional Appropriation in process; working with Agnew::Beck and EPA to finalize project scope. Estimated completion FY 2028.
 - **Snag Point Erosion:**
 - \$5 million FEMA appropriation secured. Preliminary planning and NEPA review in progress.
 - **Facility Maintenance:**
 - Public Works continues to address maintenance needs, including HVAC upgrades, snow removal, and lighting system improvements.
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Priority 4: Complete the Dillingham City Harbor Upgrades

- **Infrastructure Improvements:**
 - \$11.5 million awarded for harbor upgrades, including new floats, docking systems, and water/sewer infrastructure.
 - Coordination with PND Engineering and MARAD to secure permits and finalize design plans.
 - Work is ongoing with Public Works to address immediate repair needs, such as broken cleats and horns.
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Priority 5: Complete a Budget Analysis and Financial Plan

- **Financial Planning:**
 - FY24 audit site work completed; financial statements in progress.
 - Budget revisions for FY25 initiated, with FY26-FY28 planning underway.
- **Utility Rate Study:**
 - Consultant engagement planned for Year 1 to ensure equitable and sustainable utility rates.
- **Fish Tax Analysis:**
 - Preliminary discussions highlight complexity; further research and stakeholder engagement required.



Priority 6: Help Attract New Business Creation, Growth, and Development

- **Ongoing Development:**
 - Plans are being developed to promote business growth in conjunction with land use and infrastructure initiatives. Further direction from Council is needed.

Priority 7: Support Increasing Addiction Services in Dillingham

- **Narcotics Enforcement:**
 - Police Department launching K-9 program in February 2025, enhancing capacity to address drug issues.
 - Collaborative training opportunities with Alaska State Troopers are expanding.
- **MAT Services:**
 - Discussions on increasing Medically Assisted Treatment (MAT) availability continue, focusing on methadone and naloxone access.
- **Community Support:**
 - Fire Department continues to collect sharps and explore addiction support initiatives.

Key Accomplishments to Date

- **Major Grants Secured:**
 - \$14.4 million for PFAS mitigation, \$11.5 million for harbor upgrades, \$4.7 million for landfill improvements, and \$5 million for erosion mitigation.
 - **Staffing and Training:**
 - IT Specialist hired; critical training programs completed for Public Safety staff.
 - **Housing Development:**
 - Municipal code updates underway; CIP list nominations being reviewed.
 - **Public Works Progress:**
 - Snow removal, equipment maintenance, and landfill operations continue to improve operational efficiency.
 - **Environmental Safety:**
 - PFAS testing initiated at Lake Road Fire Station, results pending.
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Looking Ahead

As of early 2025, the City of Dillingham is well-positioned to advance its strategic priorities, strengthen its infrastructure, and meet community needs. Ongoing efforts in staffing, environmental safety, and economic development will support the City's vision for sustainable growth and improved quality of life for all residents.