



MATANUSKA-SUSITNA BOROUGH

Office of the Borough Manager

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MEMORANDUM

DATE: August 21, 2024
TO: Mayor and Assembly
FROM: Michael Brown, Borough Manager
RE: Manager's Weekly Post

Employee Retention Update: During the recent strategic planning session, an assembly member asked for an update on employee retention/turnover. Nationally, local government turnover rates range from 10% to 20%. The Borough's turnover aligns with these averages for our regular, full-time employees, although some departments, like Emergency Services and Public Works, sometimes show spikes. The turnover rate remained relatively stable between 8% to 15% over the years, with the highest turnover of 15% in 2022 and 2023. A few highlights are as follows: 1) Animal Care: experienced high turnover in 2019 (40%) and moderate turnover in 2023 (20%); 2) Community Development: turnover varied, peaking at 20% in 2021 and 18% in 2022; 3) Emergency Services: generally experience higher turnover, especially in EMS peaking at 20% in 2019; 4) Finance: turnover is generally stable, peaking at 19% in 2022; 5) Information Technology: noticeable turnover increase in 2023 at 27%; this workforce often works remotely and the Borough is looking to pilot a hybrid remote work program in this department; 6) Public Works: turnover peaked at 27% in 2023 however is stabilizing.

Turnover rates are within expected ranges, with some departments experiencing the typical challenges similar departments face in other municipalities. Overall, the Borough's metrics are consistent with trends observed in other local governments of similar size, and we are not experiencing persistent staffing shortages due to turnover.

Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in

Financial Reporting: The Borough's June 30, 2023 fiscal year-end annual comprehensive financial report has been awarded the GFOA's Certificate of Achievement for Excellence in Financial Reporting. The GFOA established this program to encourage governments to prepare annual comprehensive financial reports that evidence the spirit of transparency and full disclosure and recognize individual governments that succeed in achieving that goal. This is the highest form of recognition in governmental accounting and financial reporting.

Alaska Long Trail Update: Borough staff continue coordinating on the Alaska Long Trail and have encouraged Alaska Trails to continue outreach and education efforts with the motorized

community. Attached is a memo sent to the planning team working on the Anchorage - Mat-Su connection. As you can see, staff are reinforcing what was approved by Assembly resolution.

Public Affairs Media Flyover:

Fisheries

- Emergency Closure illustrates Mat-Su salmon devastation
Frontiersman
- NFWF announces \$1.2 M in matching grant funds available for fish and wildlife habitat
NFWF
- The most popular states for fishing are Alaska and Florida.
Alaska News Source

Borough Business

- Citizen firearm training contractor selected
KTNA

Library Books

- Mat-Su Committee recommends removal of library book despite attorney's advice
ADN

MSB Facebook Posts

- Jay Nolfi Park groundbreaking (photos)
Reach: 15k
- Katherine Drive opened (photos)
Reach: 32k
- Junk Car Removal Program Flyer
Reach: 18k
- Pile Sleeve and anti-corrosion anodes on Port Mac Deep draft dock (photos)
Reach: 11k

Future Events:

- Mon., August 26 at Noon, Annual State Fair Joint Chamber Luncheon; advance ticket purchase: <https://business.palmerchamber.org/ap/Events/Register/aZFOemYUvCqCZ>
- Sat., September 28 from 10 a.m. – 3 p.m., 16th Annual Mat-Su Emergency Preparedness Expo, Menard Sports Complex, 1001 S. Clapp Street, Wasilla

MEMO

**MATANUSKA-SUSITNA BOROUGH
COMMUNITY DEVELOPMENT DEPARTMENT**



Date: August 16, 2024

To: Joseph Horazdovsky, R & M Consultants, Inc.

From: Jillian Morrissey, Director

RE: AK Long Trail Draft RE Study Response

Thank you for the opportunity to review the AK Long Trail Draft RE Study. The Matanuska-Susitna Borough is in support of the continued development of the AK Long Trail and included it in their FY24 Legislative Priorities and in an unanimously approved legislation.

I wanted to make note of the entirety of the legislation that the Assembly passed this spring. RS 24-056 was “opposing releasing land authority along the proposed Alaska Long Trail as it pertains to the National Scenic Trail feasibility study”. I have attached the legislation to this memo for your review.

The Assembly has directed the Manager to continue efforts with partners and agencies to plan and support development of this project with the following caveats:

- The Borough will maintain land authority and management where applicable
- The Borough retains the right to exercise existing and future Borough management plans and economic development opportunities
- The Borough asserts jurisdiction of management of all Borough trails and uses and will not support any trail losing traditional use. For example, any Borough trail that is currently or traditionally utilized as a motorized trail will be maintained and managed as motorized access and/or use.

As the planning and development process continues, the above caveats will be incorporated into any and all responses provided by the MSB Community Development department.

My Division Managers and I are in the process of reviewing the Draft RE Study and will respond with specific feedback soon. We appreciate the outreach and communication with our department.