

CITY OF BETHEL

City Council Meeting Agenda, August 31, 2020 – 6:00 PM

Website: <https://www.cityofbethel.org/council>

Location: Council Chambers, City Hall, 300 Chief Eddie Hoffman Highway, Bethel

Council Members: Mayor Perry Barr, Vice-Mayor Haley Hanson, Alyssa Leary, Mark Springer, Cece Franko, Michelle DeWitt, Hugh Dymont



ALL PUBLIC MEETING OF THE CITY OF BETHEL WILL BE HELD VIRTUALLY.

Join Zoom Meeting

<https://zoom.us/j/4888456188?pwd=bkN1dGI4MHpGZ1kwOUVYWU5kd0xhZz09>

Meeting ID: 488 845 6188

Passcode: 13871

253 215 8782 US (Tacoma)

346 248 7799 US (Houston)

669 900 9128 US (San Jose)

301 715 8592 US (Germantown)

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646 558 8656 US (New York)

833 548 0276 US Toll-free

833 548 0282 US Toll-free

877 853 5257 US Toll-free

888 475 4499 US Toll-free

If you would like to provide written public comment for this meeting please email cityclerk@cityofbethel.net by 5:00 p.m. the day of the meeting.

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

4. PEOPLE TO BE HEARD – FIVE MINUTES PER PERSON

5. APPROVAL OF AGENDA

6. UNFINISHED BUSINESS

7. NEW BUSINESS

- 7.1. Emergency Ordinance 20-26: An Ordinance Adopting “The City Of Bethel Covid-19 Rules And Procedures,” Which Adopt State Of Alaska Travel Protocols For All Interstate And Intrastate Non-Essential Travel To The City (Council Member Dewitt)

Posted August 27, 2020 at City Hall, AC Co., Swanson’s, and the Post Office.

Kevin Morgan, Asst. City Clerk

City Clerk’s Office Contact Information: Email cityclerk@cityofbethel.net Phone 907-543-1384

Items noted with an asterisk (*) are consent agenda items, unless removed from the consent agenda they are approved upon the approval of the agenda. Ordinances introduced at this meeting may be set for public hearing at the next regular meeting.

The Council may by unanimous consent, after 12:00 AM Fix the Time to Which To Adjourn until the following day at 6:30 PM

- 7.2. Emergency Ordinance 20-27: An Ordinance By The Bethel City Council Establishing A Mandate Within The City Of Bethel That Masks Or Similar Face-Coverings Be Worn In Public In Indoor And Indoor-Adjacent Spaces, And Under Certain Conditions In Outdoor Spaces, During The Covid-19 Public Health Emergency (Council Member Dewitt)
- 7.3. Emergency Ordinance 20-28: Providing an Exemption to Bethel Municipal Code 13.04.290 Shutoff Nonpayment of Charges Water (Council Member Leary)
- 7.4. Evaluation And Confirmation Of Job Announcement For City Manager Position (Council Member Dymont)

8. ADJOURNMENT

Posted August 27, 2020 at City Hall, AC Co., Swanson's, and the Post Office.

Kevin Morgan, Asst. City Clerk

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CITY OF BETHEL, ALASKA

EMERGENCY ORDINANCE #20-26

AN ORDINANCE ADOPTING "THE CITY OF BETHEL COVID-19 RULES AND PROCEDURES," WHICH ADOPT STATE OF ALASKA TRAVEL PROTOCOLS FOR ALL INTERSTATE AND INTRASTATE NON-ESSENTIAL TRAVEL TO THE CITY

WHEREAS, the United States Centers for Disease Control and Prevention (CDC) has identified COVID-19 as a significant public risk; and

WHEREAS, on March 11, 2020, Governor Dunleavy issued a declaration of public health disaster emergency in response to the anticipated outbreak of COVID-19 within Alaska's communities; and

WHEREAS, on March 11, 2020, the World Health Organization designated the COVID-19 outbreak a pandemic; and

WHEREAS, various organizations, agencies, and local governments throughout the State of Alaska continue to restrict public gatherings, school sessions and programs, and other activities as well as non-essential travel in efforts to contain the virus; and

WHEREAS, on March 24, 2020, Bethel City Council adopted Ordinance 20-08, authorizing the City Manager and City Council to modify or suspend sections of the Bethel Municipal Code regarding public meetings and participation, procurement, contracts, leases and personnel rules in order to ensure the health, safety, and welfare of the City during a State-declared public health emergency; and

WHEREAS, on March 25, 2020, Bethel City Council adopted Ordinance 20-09, finding the existence of a public health emergency related to the COVID-19 outbreak, incorporating by reference the declaration of local disaster emergency issued by the Acting City Manager and Mayor on March 24, 2020; seeking state and federal funding assistance; and issuing certain health advisories and requests consistent with state and federal law; and

WHEREAS, on May 26, 2020, Bethel City Council adopted Ordinance 20-11 extending the declaration of emergency it previously issued, requiring explicit approval of Council before the adoption of any mandates or guidelines beyond the scope of the State of Alaska health mandates; and repealing Section 4 of Ordinance 20-09, which adopted travel and social distancing guidance within the City; and

WHEREAS, since June 2020, there has been a rapid increase in COVID-19 cases throughout Alaska and within Bethel and surrounding communities in the Yukon-Kuskokwim Delta region; and

WHEREAS, according to data compiled by the State of Alaska, total statewide cases of COVID-19 have increased nearly six-fold since June 1, 2020 (526 to 3,102 cases through July 26, 2020); and

WHEREAS, according to data compiled by the State of Alaska, total cases of COVID-19 in the Bethel Census Area have more than doubled in the month of July 2020; and

WHEREAS, the Bethel Airport is the primary point-of-entry for persons traveling from outside the Yukon-Kuskokwim Delta region to Bethel and other communities within the Yukon-Kuskokwim Delta region; and

WHEREAS, the Yukon-Kuskokwim Delta region is home to over fifty (50) small and remote communities which are located off the road system and which have limited medical infrastructure; and

WHEREAS, since May 2020 the Yukon-Kuskokwim Health Corporation (YKHC) has offered voluntary COVID-19 testing at the Bethel Airport for all persons arriving from outside the Yukon-Kuskokwim Delta region to Bethel; and

WHEREAS, since May 2020 approximately 25%-50% of all persons arriving at the Bethel Airport from outside the Yukon-Kuskokwim Delta region have participated in YKHC's voluntary testing; and

WHEREAS, approximately 50% of cases of COVID-19 in Bethel and the Yukon-Kuskokwim Delta region have been identified through YKHC's voluntary testing at the Bethel Airport; and

WHEREAS, Bethel City Council finds it is necessary to adopt additional public health mandates regarding air travel to Bethel from outside the Yukon-

Kuskokwim Delta region in order to contain the transmission of COVID-19 within its borders; and

WHEREAS, Bethel City Council has the authority to implement temporary local travel mandates relating to air travel to Bethel from outside the Yukon-Kuskokwim Delta region to mitigate COVID-19 within its borders and to protect the health of its residents based upon the following:

- Federal, State, and Local authorities have declared COVID-19 to be a public health emergency;
- AS 26.23.020(e), the State of Alaska Operations Plan, and the City of Bethel Emergency Operations Plan enable the City of Bethel to respond in times of a public health emergency;
- According to AS 26.23.060(h), a “political subdivision” permitted to act under AS 26.23 would include a municipality like Bethel, which has adopted and exercised its “health and safety” and “public peace, morals, and welfare” powers both through its Emergency Operations Plan and under Titles 1, 8, and 9 of the Bethel Municipal Code
- The “City of Bethel COVID-19 Emergency Rules and Procedures” adopt temporary requirements that are necessary and reasonable to protect public health and safety within the City and are narrowly tailored to limit the impact of these measures on the economic and personal liberties of all individuals and entities to which they apply;
- The Alaska Constitution, article X, section 1, provides that a liberal construction shall be given to the powers of local government units.
- Alaska Statute 29.25.030 expressly grants local communities the authority to adopt an emergency ordinance to meet a public emergency;
- Alaska Statute 29.35.260 permits a city outside a borough to exercise a power not otherwise prohibited by law;
- The Attorney General issued a guidance statement supporting a second class city’s authority to enact local mitigation measures during a public health emergency;
- In COVID-19 Health Mandate 018, Revised June 5, 2020, the Governor expressly delegated the power to enact local travel restrictions to local communities, with the exception of measures that prevent travel for Critical Personal Needs or the Conduct of Essential Services/Critical Infrastructure;
- The Governor and the Department of Health and Human Services have recognized the heightened risk of COVID-19 to residents of small, remote communities with limited medical infrastructure, and they have supported a policy that provides small communities with

the flexibility to enact public health mandates tailored to their particular circumstances. *See* Alaska Small Community Emergency Travel Order – Attachment B, Health Mandate 012, superseded.

NOW, THEREFORE BE IT ORDAINED by the City Council of Bethel, Alaska, as follows:

Section 1. The Bethel City Council hereby adopts the City of Bethel Emergency COVID-19 Rules, which shall be adopted as follows:

Emergency Rule 1. Travel Quarantine and Testing. Except as provided in Emergency Rule 2, all persons arriving to the City of Bethel by means of commercial air transportation from a location outside the Yukon-Kuskokwim Delta region shall be required to provide proof of a negative COVID-19 test consistent with State of Alaska COVID-19 Health Mandate 10.1, as amended, or in the alternative shall take a COVID-19 test upon arrival to the region and shall self-isolate until notified of a negative result, or shall quarantine for a period of fourteen days following arrival to the region.

Emergency Rule 2. Travel for Critical Personal Needs and Essential Services/Critical Infrastructure. Except as otherwise provided in this rule, Emergency Rule 1 does not apply to persons arriving to the City of Bethel for Critical Personal Needs or the conduct of Essential Services/Critical Infrastructure as those terms are defined in Public Health Mandate 18. All workers exempt from Rule 1 under this rule, shall be required to provide a letter consistent with State of Alaska Covid-19 Health Mandate 10.1, Section VII. b., as amended.

Section 2. Civil Immunity Asserted. In adopting and enforcing this ordinance, the City and its agents, officers, and employees assert and maintain all immunities and indemnifications provided for under AS 09.65.070, BMC 2.48, and any other immunities or indemnifications available in law or equity.

Section 3. Defense and Indemnification Agreements Authorized. The Council directs the administration to enter into any agreements with YKHC, including defense and indemnification agreements, necessary to implement this ordinance.

Section 4. Classification. This ordinance is not permanent in nature and is a non-codified ordinance that shall not become part of the Bethel Municipal Code.

Section 5. Effective and Expiration Date. This ordinance is effective 48 hours after adoption by City Council and shall remain in effect for a period of sixty (60) days from the effective date.

**ENACTED THIS ____ DAY OF AUGUST 2020 BY A VOTE OF ____ IN FAVOR AND ____
OPPOSED.**

Perry Barr, Mayor

ATTEST:

Lori Strickler, City Clerk

Clerk's Office Note: This Document contains track changes and comments by the City Attorney and the YKHC Attorney. The title header and signature lines have been removed by the Clerk's Office to differentiate it with the actual ordinance.

AN ORDINANCE ADOPTING “THE CITY OF BETHEL COVID-19 RULES AND PROCEDURES,” WHICH ADOPT STATE OF ALASKA TRAVEL PROTOCOLS FOR ALL INTERSTATE AND INTRASTATE NON-ESSENTIAL TRAVEL TO THE CITY

WHEREAS, the United States Centers for Disease Control and Prevention (CDC) has identified COVID-19 as a significant public risk; and

WHEREAS, on March 11, 2020, Governor Dunleavy issued a declaration of public health disaster emergency in response to the anticipated outbreak of COVID-19 within Alaska’s communities; and

WHEREAS, on March 11, 2020, the World Health Organization designated the COVID-19 outbreak a pandemic; and

WHEREAS, various organizations, agencies, and local governments throughout the State of Alaska continue to restrict public gatherings, school sessions and programs, and other activities as well as non-essential travel in efforts to contain the virus; and

WHEREAS, on March 24, 2020, Bethel City Council adopted Ordinance 20-08, authorizing the City Manager and City Council to modify or suspend sections of the Bethel Municipal Code regarding public meetings and participation, procurement, contracts, leases and personnel rules in order to ensure the health, safety, and welfare of the City during a State-declared public health emergency; and

WHEREAS, on March 25, 2020, Bethel City Council adopted Ordinance 20-09, finding the existence of a public health emergency related to the COVID-19 outbreak, incorporating by reference the declaration of local disaster emergency issued by the Acting City Manager and Mayor on March 24, 2020; seeking state and federal funding assistance; and issuing certain health advisories and requests consistent with state and federal law; and

WHEREAS, on May 26, 2020, Bethel City Council adopted Ordinance 20-11 extending the declaration of emergency it previously issued, requiring explicit approval of Council before the adoption of any mandates or guidelines beyond the scope of the State of Alaska health

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mandates; and repealing Section 4 of Ordinance 20-09, which adopted travel and social distancing guidance within the City; and

WHEREAS, since June 2020, there has been a rapid increase in COVID-19 cases throughout Alaska and within Bethel and surrounding communities in the Yukon-Kuskokwim Delta region; and

WHEREAS, according to data compiled by the State of Alaska, total statewide cases of COVID-19 have increased nearly six-fold since June 1, 2020 (526 to 3,102 cases through July 26, 2020); and

WHEREAS, according to data compiled by the State of Alaska, total cases of COVID-19 in the Bethel Census Area have more than doubled in the month of July 2020; and

WHEREAS, the Bethel Airport is the primary point-of-entry for persons traveling from outside the Yukon-Kuskokwim Delta region to Bethel and other communities within the Yukon-Kuskokwim Delta region; and

WHEREAS, the Yukon-Kuskokwim Delta region is home to over fifty (50) small and remote communities which are located off the road system and which have limited medical infrastructure; and

WHEREAS, since May 2020 the Yukon-Kuskokwim Health Corporation (YKHC) has offered voluntary COVID-19 testing at the Bethel Airport for all persons arriving from outside the Yukon-Kuskokwim Delta region to Bethel; and

WHEREAS, since May 2020 approximately 25%-50% of all persons arriving at the Bethel Airport from outside the Yukon-Kuskokwim Delta region have participated in YKHC's voluntary testing; and

WHEREAS, approximately 50% of cases of COVID-19 in Bethel and the Yukon-Kuskokwim Delta region have been identified through YKHC's voluntary testing at the Bethel Airport; and

WHEREAS, Bethel City Council finds it is necessary to adopt additional public health mandates regarding air travel to Bethel from outside the Yukon-Kuskokwim Delta region in order to contain the transmission of COVID-19 within its borders; and

WHEREAS, Bethel City Council has the authority to implement temporary local travel mandates relating to air travel to Bethel from outside the Yukon-Kuskokwim Delta region to mitigate COVID-19 within its borders and to protect the health of its residents based upon the following:

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- Federal, State, and Local authorities have declared COVID-19 to be a public health emergency;
- AS 26.23.020(e), the State of Alaska Operations Plan, and the City of Bethel Emergency Operations Plan enable the City of Bethel to respond in times of a public health emergency;
- According to AS 26.23.060(h), a “political subdivision” permitted to act under AS 26.23 would include a municipality like Bethel, which has adopted and exercised its “health and safety” and “public peace, morals, and welfare” powers both through its Emergency Operations Plan and under Titles 1, 8, and 9 of the Bethel Municipal Code
- The “City of Bethel COVID-19 Emergency Rules and Procedures” adopt temporary requirements that are necessary and reasonable to protect public health and safety within the City and are narrowly tailored to limit the impact of these measures on the economic and personal liberties of all individuals and entities to which they apply;
- The Alaska Constitution, article X, section 1, provides that a liberal construction shall be given to the powers of local government units.
- Alaska Statute 29.25.030 expressly grants local communities the authority to adopt an emergency ordinance to meet a public emergency;
- Alaska Statute 29.35.260 permits a city outside a borough to exercise a power not otherwise prohibited by law;
- The The Attorney General issued a guidance statement a formal opinion dated 1/11/2020 which supportings a second class city’s authority to the position that all classes of cities and boroughs currently have the authority under Title 26 and Title 29 to enact local mitigation measures during a public health emergency;
- In COVID-19 Health Mandate 018, Revised June 5, 2020, the Governor expressly delegated the power to enact local travel restrictions to local communities, with the exception of measures that prevent travel for Critical Personal Needs or the Conduct of Essential Services/Critical Infrastructure;
- The Governor and the Department of Health and Human Services have recognized the heightened risk of COVID-19 to residents of small, remote communities with limited medical infrastructure, and they have supported a policy that provides small communities with the flexibility to enact public health mandates tailored to their particular circumstances. See Alaska Small Community Emergency Travel Order – Attachment B, Health Mandate 012, superseded.

NOW, THEREFORE BE IT ORDAINED by the City Council of Bethel, Alaska, as follows:

Section 1. The Bethel City Council hereby adopts the City of Bethel Emergency COVID-19 Rules, which shall be adopted as follows:

Commented [LB1]: But what about AS 26.23.060(h), which provides that “Notwithstanding the definition of ‘political subdivision’ in AS 26.23.900, this section does not empower a political subdivision to perform responsibilities that it is not otherwise empowered to perform. In this section, ‘political subdivision’ includes only a political subdivision that is otherwise empowered to perform the responsibilities assigned under this section.”

Commented [HW2R1]: We have added a provision to the “whereas” clause that ensures the Ordinance addresses the concerns you’ve raised regarding AS 26.23.060(h). Specifically, we relied upon BMC 1.03.020, 1.03.030, and implications arising from Title 8 and Title 9.

Commented [LB3]: Some concerns: Note in the constitution (Art. XII, sec. 11) “not otherwise prohibited by law” means not otherwise prohibited by the legislature/governing body. This suggests we need to have a power before we can exercise it, not that we can assume a power we have not otherwise legislated for. See also AS 29.35.420 (enumerated powers), which suggests this is the case. There is a difference between those things. Also Title 29 doesn’t mention health powers anywhere. A general law municipality ... has legislative powers conferred by law. (AS 29.04.20). Also, look at Alaska Const. art. VII, sec. 4 that says the legislature shall provide for the promotion and protection of the public health—which brings up preemption concerns. Title 18.10.010 talks about health boards, etc., but we don’t have one of those. The statute (which is academic as to Bethel really) was adopted in 1949 and has not been amended since. See also AS 29.04.020. Food for thought.

Commented [HW4R3]: YKHC’s position is that the City has already exercised “health and safety” powers and the courts have upheld these powers in other contexts.

Commented [LB5]: I will be curious to see what this says.

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Commented [LB6]: I agree that this is what the mandate says. But if we don’t have this power, he can’t confer it to us by delegating it. I could find no evidence that the State’s health power is delegable to the City. Where is the delegation power?

Commented [HW7R6]: See above for YKHC’s thoughts on this.

Commented [LB8]: Why are we referencing something that’s been superseded? Isn’t there a more current mandate.

Commented [HW9R8]: Given the State’s constant revisions to all of its attachments, YKHC thought it best to refer specifically to “Attachment B,” which has now been superseded. However, YKHC is fine with removing the reference if you think it would be better form.

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Emergency Rule 1. Travel Quarantine and Testing. All persons arriving to the City of Bethel by means of commercial air transportation from a location outside the Yukon-Kuskokwim Delta region shall follow the State of Alaska testing and quarantine requirements applicable to international and interstate travelers under State of Alaska COVID-19 Health Mandate 10.1, incorporated herein by reference.

Emergency Rule 1. Travel Quarantine and Testing. Except as provided in Emergency Rule 2, all persons arriving to the City of Bethel by means of commercial air transportation from a location outside the Yukon-Kuskokwim Delta region shall be required to provide proof of a negative COVID-19 test consistent with State of Alaska COVID-19 Health Mandate 10.1, as amended, or in the alternative shall take a COVID-19 test upon arrival to the region and shall self-isolate until notified of a negative result, or shall quarantine for a period of fourteen days following arrival to the region.

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Section 2. Civil Immunity Asserted. In adopting and enforcing this ordinance, the City and its agents, officers, and employees assert and maintain all immunities and indemnifications provided for under AS 09.65.070, BMC 2.48, and any other immunities or indemnifications available in law or equity.

Section 3. Defense and Indemnification Agreements Authorized. The Council directs the administration to enter into any agreements with YKHC, including defense and indemnification agreements, necessary to implement this ordinance.

Section 4. Classification. This ordinance is not permanent in nature and is a non-codified ordinance that shall not become part of the Bethel Municipal Code.

Section 5. Effective and Expiration Date. This ordinance is effective 48 hours after adoption by City Council and shall remain in effect for a period of sixty (60) days from the effective date.

Commented [LB10]: This is the meat of it. I don't feel great about this mainly because we don't have any ability to enforce this. I guess we could refer it to State public health and put the enforcement responsibility and authority back on them. **ONGOING PREEMPTION CONCERNS WITH PUBLIC HEALTH ISSUES**

Commented [HW11R10]: The City has two choices: It may issue a citation under State law for reckless endangerment or adopt a minor offense penalty provision. YKHC supports an educational approach to early infractions similar to the State's early emphasis on education over punitive action. The City could also limit enforcement to a "complaint-based" approach similar to that adopted by other municipalities. Hopefully, this would limit the resources needed by the City. YKHC is willing to assist the City with developing educational and informational tools and handouts to further education efforts.

Commented [HW12]: Emergency Rule 1 was amended to reflect the Governor's most recent revisions to the travel procedures and Rule 2 was inserted to ensure the rules didn't unnecessarily impede essential worker/critical personal need travel.

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Commented [LB13]: We need something like this.

Commented [LB14]: I don't think APEI is going to cover claims for us. We need some sort of liability shield here. I don't think the City should have to assume all the liability for this program when it's not clear the City has the power to do this in the first place.

Commented [HW15R14]: Sounds good. YKHC hasn't delved into the necessity, nature or scope of any such agreements but Chris is standing by to delve into this with you in the event the Ordinance is adopted.

CITY OF BETHEL, ALASKA

EMERGENCY ORDINANCE 20-27

AN ORDINANCE BY THE BETHEL CITY COUNCIL ESTABLISHING A MANDATE WITHIN THE CITY OF BETHEL THAT MASKS OR SIMILAR FACE-COVERINGS BE WORN IN PUBLIC IN INDOOR AND INDOOR-ADJACENT SPACES, AND UNDER CERTAIN CONDITIONS IN OUTDOOR SPACES, DURING THE COVID-19 PUBLIC HEALTH EMERGENCY

- WHEREAS,** on March 11, 2020, the State of Alaska declared a public health emergency in response to an anticipated outbreak of COVID-19 in Alaska;
- WHEREAS,** on March 24, 2020, the Bethel City Council adopted Ordinance #20-08, authorizing the City Manager and City Council to modify or suspend sections of the Bethel Municipal Code regarding public meetings and participation, procurement, contracts, leases, and personnel rules in order to ensure the health, safety and welfare of the City during a State-declared public health emergency;
- WHEREAS,** on March 25, 2020, the Bethel City Council adopted Ordinance #20-09, finding the existence of a public health emergency related to the COVID-19 outbreak, incorporating by reference the declaration of local disaster emergency issued by the Acting City Manager and Mayor on March 24, 2020; seeking state and federal funding assistance; and issuing certain health advisories and requests consistent with state and federal law;
- WHEREAS,** on May 26, 2020, the Bethel City Council Adopted Ordinance #20-11 further extending the public health emergency declared under Ordinance #20-09;
- WHEREAS,** on July 28, 2020, the Bethel City Council passed a resolution establishing a policy within the City of Bethel that masks or similar face-coverings be worn in public in indoor and indoor-adjacent spaces, and under certain conditions in outdoor spaces, during the COVID-19 public health emergency;
- WHEREAS,** the COVID-19 outbreak remains ongoing, and in fact cases continue to rise in Alaska; accordingly, the potential extent and effect of the disease cannot yet be known, and it remains vital for the City of Bethel to be prepared and take all necessary precautions until the outbreak no longer poses a threat;
- WHEREAS,** a growing body of scientific research shows that people with no or few symptoms of COVID-19 can still spread the disease, and that the use of face coverings, combined with physical distancing and frequent hand-washing, will dramatically

reduce the spread of COVID-19;

- WHEREAS,** because of the community's quick and voluntary actions to wear face coverings in public, limit social interactions, stay at home when sick, and wash hands frequently, Bethel has been fortunate to avoid large numbers of COVID-19 cases in the city and region at this time;
- WHEREAS,** the risk of COVID-19 remains high; the increasing numbers of Alaskans who are leaving their homes for work and other needs, and for travel both in and out of the region, increase the risk of COVID-19 exposure and infection;
- WHEREAS,** over the last few months, healthcare providers have learned a lot about COVID-19 transmission; crucially, research and data show that people who are infected but are asymptomatic or pre-symptomatic play a big role in community spread, as they can transmit the virus to others before those symptoms appear, meaning that the virus can spread between people interacting in close proximity to each other by actions such as speaking, coughing, singing, laughing, or sneezing;
- WHEREAS,** the Bethel City Council recognizes that it is critical to continue to maintain 6-feet of physical distancing to slow the spread of COVID-19, but that the additional use of a simple face covering, as recommended by the CDC, can further aid in slowing the spread of the virus by reducing the chances of asymptomatic or pre-symptomatic people transmitting the virus to others;
- WHEREAS,** the City of Bethel, as an employer and custodian of City-owned and operated public facilities, is required to maintain a safe work and public environment and on that basis is empowered to require masks, hand-washing, physical distancing, and other similar COVID-19 prevention and mitigation measures on City property in order to ensure the health and safety of the public and of City employees on City owned, leased, or operated property;
- WHEREAS,** it is imperative that the City take its role in protecting this community and region seriously, and every resident, visitor, business, organization and agency in this community has a responsibility to do their part in protecting each other from this serious disease; if we don't all participate in these mitigation and prevention measures, then the benefits will not be realized;
- WHEREAS,** the State of Alaska has issued formal legal guidance opining that second class cities have the power to enact masking mandates during this pandemic;
- WHEREAS,** the Council finds that it is in the best interest of the public peace, health, welfare

and safety, and to preserve the health, safety, and lives of the citizens of the community and region, to establish a mandate that masks and face-coverings be worn when interacting in public spaces in the community of Bethel, consistent with this mandate;

NOW THEREFORE BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF BETHEL, ALASKA:

SECTION 1. This is a non-codified Ordinance of general and permanent nature and shall become part of the Bethel Municipal Code.

SECTION 2. Mandate:

To reduce the possibility of community spread of COVID-19, it is the mandate of the City of Bethel that face coverings be worn when people are in high risk public situations including but not limited to:

- Inside of, or in line to enter, any indoor public space;
- Obtaining services from a healthcare facility;
- Waiting for or riding on public transportation or while in a taxi or bus;
- Engaged in work, whether at the workplace or performing work off-site, when:
 - Interacting in-person with any member of the public;
 - Working in any space visited by members of the public, regardless of whether anyone from the public is present at the time;
- Working in any space where food is prepared or packaged for sale or distribution to others;
- Working in or walking through public common areas, such as hallways, stairways, elevators, and parking facilities;
- In any room or enclosed area where other people (except for members of the person's own household or residence) are present when unable to physically distance;
- Driving or operating any public transportation or taxi service or ride-sharing vehicle;
- While outdoors in public spaces when maintaining a physical distance of six feet from persons who are not members of the same household or residence is not feasible.

SECTION 3. Exemptions:

The following individuals are exempt from wearing a face covering:

- Persons younger than two years old;
- Persons with a medical condition, mental health condition, or disability that prevents wearing a face covering. This includes persons with a medical

condition for whom wearing a face covering could obstruct breathing or who are unconscious, incapacitated, or otherwise unable to remove a face covering without assistance;

- Persons who are hearing impaired, or communicating with a person who is hearing impaired, where the ability to see the mouth is essential for communication;
- Persons for whom wearing a face covering would create a risk to the person related to their work, as determined by local, state, or federal regulators or workplace safety guidelines;
- Persons who are obtaining a service involving the nose or face for which temporary removal of the face covering is necessary to perform the service;
- Persons who are seated at a restaurant or other establishment that offers food or beverage service, while they are eating or drinking, provided that they are able to maintain a distance of at least six feet away from persons who are not members of the same household or residence;
- Persons who are engaged in outdoor work or recreation such as swimming, walking, hiking, bicycling, or running, when alone or with household members, and when they are able to maintain a distance of at least six feet from others; and
- Persons who are incarcerated. Prisons and jails, as part of their mitigation plans, will have specific guidance on the wearing of face coverings or masks for both inmates and staff.

Section 4. Enforcement. The City reserves the right to use all available enforcement options to ensure compliance with this mandate. However, brief removal of a face covering, such as is necessary to eat, drink, or scratch an itch does not constitute a violation of this mandate (although hand-washing is recommended after such activities). Additionally, a violation of this mandate does not create grounds for residents to harass individuals who do not comply with it.

NOW, THEREFORE, BE IT ORDAINED that the Bethel City Council establishes a community mandate that masks or similar face-coverings should be worn when interacting in public spaces in the community of Bethel consistent with this resolution and establishes a mandate that masks or similar face-coverings be worn in City facilities and on City property in accordance with this resolution. Ordained

Section 5. Effective and Expiration Date: This ordinance is effective immediately upon adoption by the City Council and shall remain in effect for a period of sixty (60) days.

BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF BETHEL, ALASKA THIS ____ DAY OF SEPTEMBER 2020 BY A VOTE OF _ IN FAVOR AND _ OPPOSED.

Introduced by: Council Member DeWitt
Public Hearing and Adoption Date: August 31, 2020
Action:
Vote:

Perry Barr, Mayor

ATTEST:

Lori Strickler, City Clerk

CITY OF BETHEL, ALASKA

EMERGENCY ORDINANCE #20-28

AN ORDINANCE EXEMPTING 13.04.290 OF THE BETHEL MUNICIPAL CODE TO PREVENT WATER SHUT OFF FOR NON-PAYMENT

WHEREAS, the United States Centers for Disease Control and Prevention (CDC) has identified COVID-19 as a significant public risk; and

WHEREAS, on March 11, 2020, Governor Dunleavy issued a declaration of public health disaster emergency in response to the anticipated outbreak of COVID-19 within Alaska's communities; and

WHEREAS, on March 11, 2020, the World Health Organization designated the COVID-19 outbreak a pandemic; and

WHEREAS, various organizations, agencies, and local governments throughout the State of Alaska continue to restrict public gatherings, school sessions and programs, and other activities as well as non-essential travel in efforts to contain the virus; and

WHEREAS, on March 24, 2020, Bethel City Council adopted Ordinance 20-08, authorizing the City Manager and City Council to modify or suspend sections of the Bethel Municipal Code regarding public meetings and participation, procurement, contracts, leases and personnel rules in order to ensure the health, safety, and welfare of the City during a State-declared public health emergency; and

WHEREAS, on March 25, 2020, Bethel City Council adopted Ordinance 20-09, finding the existence of a public health emergency related to the COVID-19 outbreak, incorporating by reference the declaration of local disaster emergency issued by the Acting City Manager and Mayor on March 24, 2020; seeking state and federal funding assistance; and issuing certain health advisories and requests consistent with state and federal law; and

WHEREAS, on May 26, 2020, Bethel City Council adopted Ordinance 20-11 extending the declaration of emergency it previously issued, requiring explicit approval of Council before the adoption of any mandates or guidelines

beyond the scope of the State of Alaska health mandates; and repealing Section 4 of Ordinance 20-09, which adopted travel and social distancing guidance within the City; and

WHEREAS, since June 2020, there has been a rapid increase in COVID-19 cases throughout Alaska and within Bethel and surrounding communities in the Yukon-Kuskokwim Delta region; and

WHEREAS, according to data compiled by the State of Alaska, total statewide cases of COVID-19 have increased nearly six-fold since June 1, 2020 (526 to 3,102 cases through July 26, 2020); and

WHEREAS, according to data compiled by the State of Alaska, total cases of COVID-19 in the Bethel Census Area have more than doubled in the month of July 2020; and

WHEREAS, the City of Bethel Utility Billing department has a number of residents that face water shut off because of delinquencies in payment, during this public health emergency it is imperative the City of Bethel continue to provide this necessary services to help prevent the spread of COVID-19;

NOW, THEREFORE BE IT ORDAINED by the City Council of Bethel, Alaska, as follows:

Section 1. This is a non-codified Ordinance of general and permanent nature and shall become part of the Bethel Municipal Code.

Section 2. Bethel Municipal Code Chapter 13.04.290 will not be in effect and the City will not shut off water accounts due to lack of payment for the effective period of this ordinance.

Section 3. Effective and Expiration Date: This ordinance is effective immediately upon adoption by the City Council and shall remain in effect for a period of sixty (60)

ENACTED THIS ___ DAY OF AUGUST 2020 BY A VOTE OF ___ IN FAVOR AND ___ OPPOSED.

Perry Barr, Mayor

ATTEST:

Lori Strickler, City Clerk

City of Bethel, Alaska

Ordinance #20-28
2 of 2



**City of Bethel, Alaska
City Manager
Advertising Sources list**

Source	Estimated Cost
ICMA	\$445.5
LinkedIn	\$250
League of Women in Govt.	\$150
Alaska Municipal League member (free to members)	\$300 (2wks non
Govtjobs.com	\$199
Local Govt. Hispanic Network	\$75
National League of Cities	\$350
Strategic Govt Resources	\$50
National Forum for Black Public Admin	\$350
League of OR Cities	\$80
Association of Washington Cities	\$200
Grass is Greener	Free
TOTAL ESTIMATED COST (as listed):	\$ 2,449.5
Advertising Budget	\$2,500

city of
Bethel *Alaska*

CITY MANAGER



BETHEL, ALASKA



EXECUTIVE RECRUITMENT

CITY MANAGER

CITY OF Bethel, Alaska

Community Information

BETHEL, AK (Population: 6,500) is a remote city on the western coast of Alaska, approximately 400 miles west of Anchorage. Bethel is only accessible by air and river and it is the largest Kuskokwim River port, serving as a transportation and administrative hub for over 50 Alaskan villages. The biggest city in western Alaska, Bethel is in the top ten most populated communities of the state. With a population of over 6,500, the city is about 48 square miles with approximately 5 square miles is water. Unlike much of Alaska, the geography is primarily treeless as it is in the Yukon Delta National Wildlife Refuge, the second biggest wildlife preserve in the U.S.A.

Southwestern Alaska was and still is the traditional place of the Yup'ik people and their ancestors for thousands of years. They called their village Mamterillermiut, meaning "Smokehouse People", after their nearby fish smokehouse. In 1885, the Moravian Church established a mission in the area and eventually moved Bethel from Mamterillermiut to its present location on the west side of the Kuskokwim River. A United States post office was opened in 1905.

Development came to the area during and after World War II, causing a great social disruption among the Alaska Natives at the time. In 1971, Bethel established a community radio, which has been a strong influence in the redevelopment and revival of the Yup'ik culture. It was the first Native-owned and operated radio station in the U.S.A.

Within Bethel, there are approximately 36 miles of roads which are not connected to any contiguous highway system. The Port of Bethel is the northernmost medium-draft port in the U.S.A. River travel is the primary means of local transportation in the summer and supports barge service that provides goods to Kuskokwim villages. Winter ice roads lead to several local villages, but their condition varies depending on temperature and snow fall. The state-owned Bethel Airport is a regional transportation hub served by four passenger carriers and three major cargo carriers. The airport ranks third in the state for total number of flights.

The town's single paved road and numerous dirt/gravel roads support a taxicab industry. With approximately 100 taxi drivers, the town has more cab drivers per capita than any other city in the U.S.A. The town is also home to the Alaska State prison system's Yukon Kuskokwim Correctional Center.

Health care is provided by Yukon-Kuskokwim Health Corporation (YKHC) which is a Tribal Organization that administers a comprehensive healthcare delivery system for 58 rural community in southwest Alaska. They operate the Yukon-Kuskokwim Delta Regional Hospital in Bethel and have recently completed a major renovation that will allow patients access to essential services and comprehensive health care in one location.

Bethel is a vibrant and bustling community and continues to be a hub of commerce and transportation for its residents and surrounding villages. The city could see some potential growth in the coming years through two proposed housing developments. The median household income is approximately \$83,400 with 32% of the population under the age of 18 and only 7% of the population over the age of 65, it is a young community.

Indoor/Outdoor Activities

Bethel offers a variety of indoor and outdoor recreational venues and one of the primary reasons that people seek it as a destination. With fishing, canoeing, boating, swimming and kayaking, there's always plenty to do on the Kuskokwim river and surrounding lakes. Subsistence activities for natives, such as hunting and fishing, are commonplace. On land, there are numerous activities offered throughout the year including hunting, bicycling, snow machining and skiing.

Bethel is home to the noted mid-distance dogsled race, the Kuskokwim 300. Held every January since 1980, the race commemorates an early mail route that once tied the settlement to the outside world. Top mushers and hundreds



Indoor/Outdoor Activities Continued

of sled dogs participate in the race, the largest purse offered by any 300-mile sled dog race. Bethel is also an established starting point to the "Float Alaska" wilderness river systems.

The Yukon-Kuskokwim (YK) Fitness Center houses many other activities for children and adults. Swimming classes along with open swim times and swimming meets are held year-round at the indoor pool. Additional activities include fitness classes, salsa dancing, judo and martial arts as well as tumbling for tots and women's empowerment and self-defense classes. The facility also houses many native pieces of art that depict the history of the Yukon.

Pinky's Park is approximately 27 acres of natural area that has youth sports fields as well as slightly over a mile of boardwalk which connects to other walking areas in the City. The City also operates Boat Harbor Park, Dillon Park, Wally Park and Tundra Ridge Park.

School System/Educational Opportunities

Lower Kuskokwim School District, with offices in Bethel, operates five schools in Bethel as well as others in the surrounding villages. Bethel is served by three elementary schools, Bethel high school and Kuskokwim Learning Academy.

Mekelnguut Elitnauriviat School ("M.E.") serves grades kindergarten through second grade and has approximately 260 students. Gladys Jung Elementary School (previously Kilbuck School) serves third grade through sixth grade and has an enrollment of approximately 350 students. Ayaprun Elitnaurvic School is a kindergarten through sixth grade Yup'ik-English bilingual program that originated from a total immersion language program and is housed within the two elementary schools.

Bethel Regional High School has approximately 500 students from grades seven through twelve. Kuskokwim Learning Academy has approximately 60 students that are a part of their dropout prevention program encouraging students to find a different path to academic success that might not be found in a traditional school setting.

The University of Alaska Fairbanks's (UAF) Cooperative Extension Service's Yukon-Kuskokwim District office is based in Bethel. The Yukon-Kuskokwim District office aims to support the population through education and outreach relevant to the local lifestyle and encouraging subsistence activities, such as hunting and fishing. The UAF Kuskokwim Campus offers many certificate and degree programs such as Nursing qualifications, medical billing, Associate of Applied Science, Bachelor's in Social Work or Education and a master's degree in Education or Rural Development and many others.

The district staff support many program activities which support improvement in the quality of life for the population. Some of these areas include: Bethel Community Garden, 4-H youth development, food preservation workshops, healthy homes, nutrition education, home energy education, StrongWomen and more.

UAF also operates the Yupiit Piciryarait Cultural Center that celebrates the Yup'ik culture. The center serves as a regional gathering center for Southwest Alaskans to stimulate ideas, advance their knowledge, and enhance the quality of life. The Yupiit Piciryarait Cultural Center, Library, Kuskokwim Art Guild gift shop and Museum provide access to information, resources, and services to all members of the Bethel community and region.



Bethel City Government

Bethel is a general law, second-class city within the state's unorganized borough and operates under the manager form of government as defined in Alaska Statutes 29.20.460 through 29.20.520. The city is governed by a City Council consisting of an elected Mayor and six other elected council members for two-year terms. The City Manager is appointed by the Bethel Council and serves at its pleasure.

The City Manager's powers and duties are set in state law and the Municipal Code of the city. The Manager is the chief executive officer of the City. The Manager directs the day-to-day operations of the city. The manager's office also oversees a variety of interdisciplinary programs and initiatives while communicating the City Council's vision and values.

The City Manager's Office is responsible for many of the City's centralized functions:

1. Implementing public policies adopted by the City Council.
2. Actively managing the municipal organization to ensure efficient, cost-effective service delivery.
3. Supporting city departments and divisions in efforts to innovate and improve customer experience.
4. Providing public information through media requests and reports.
5. Developing and recommending policies that protect the city's fiscal foundation; and Influencing state and federal policies that impact Bethel's ability to thrive.

Bethel has the following departments: Administration, Finance, Public Works, Planning, Police, Fire, and Bethel Port. Bethel is a fiscally conservative driven community placing value on keeping the financial stability of the community at the forefront of their capital planning and growth. They are a value-driven organization dedicated to responsive, respectful and courteous customer service. The total budget for 2019-2020 including all funds is about \$31 million with a general fund budget of around \$26.4 million. There are six enterprise funds which are comprised of the pool expenses, solid waste, municipal dock, water and sewer, leased property and transit. The city has approximately 100 FTE employees.

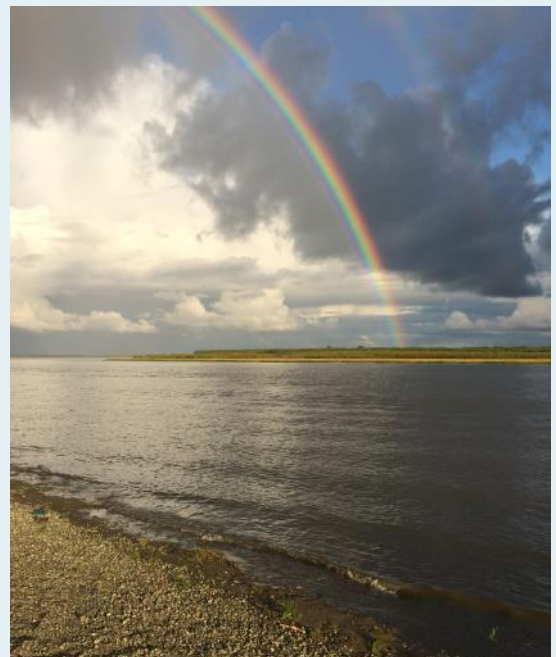
CHALLENGES/OPPORTUNITIES FOR THE CITY MANAGER

The city council is in the process of reviewing the current alcohol sales ordinances of the city. The voters of Bethel opted out of the State of Alaska's local option regulations thereby electing to limited restrictions of the sale of alcoholic beverages within the City. The City has modified the Bethel Municipal Code to implement more strict laws associated with the sale, distribution, purchasing and consumption of alcoholic beverages. This continues to be an issue that contributes to increased first-responder calls and nuisances to businesses and residents.

As with most communities, there are department heads that have moved to other positions or retired from the City. The Police Chief, City Planner and City Attorney positions are currently vacant. Additionally, there remain issues with recruitment and retention of employees especially with the Police and Public Works departments. As with other communities, they compete for these qualified employees and the city is seeking new ideas on how to retain those valued employees.

Bethel places a high value on quality of life through its commitment to recreational activities in the community and providing venues for them. This will be a continued focus as the community continues to grow in the future and more demand is placed on these facilities. The City will need to analyze the related costs associated with these facilities to determine how they can continue to meet a high quality of life for the residents of Bethel.

The City has gone through several managers in the past 10 years, so it is imperative that the new Manager build trust with employees and instill a sense of caring and respect for the personnel in place. Being able to have compassion for the employees and respect their expertise within their given roles, will enable them to again feel a part of a *TEAM*.



CANDIDATE QUALIFICATION CRITERIA

The City Council is seeking Candidates who are strong leaders in City/County Management with a proven record of providing effective leadership in a complex organization, preferably in a City, municipal or other level of government of similar size as Bethel. Experience working in Alaska is a plus, but not a requirement. Idea candidates will be able to drive innovation and move agendas forward in a multi-stakeholder environment. The successful candidate will demonstrate excellent communication skills and significant career success in building collaborative, effective relationships across departments. Additional experience in strategic planning, budgeting and project management and complex problem solving with the ability to work effectively in a wide variety of governmental disciplines is important.

EDUCATION AND EXPERIENCE

The following factors of education, experience, and leadership and management skills have been identified as *ideal* attributes for the City Manager to possess to function effectively in the position.

- A Bachelor's Degree in public administration, public policy, business or related field with a Master's in Public/Business Administration or related discipline from an accredited college or university preferred.
- Five to seven years of progressively responsible experience in local government management, including significant experience at a senior level interacting with elected officials and other stakeholder groups.
- Candidates must possess proven managerial and interpersonal skills to lead a dynamic financially fit organization in a community with high customer-service expectations, community involvement and a desire for government transparency.
- Candidates must possess proven managerial abilities, including financial forecasting, revenue enhancement, capital improvement programming and budget development and control.
- Demonstrate significant accomplishments in complex project management with the ability to interact with elected officials, senior staff, commissions and community organizations in the development and implementation of project goals and objectives.
- Be skilled in working with elected officials as a group, and in a system of committees, and commissions. An appreciation for an active citizenry that expects community-outreach efforts from its government leaders.
- A full understanding of the remoteness of Bethel is essential to appreciate the challenges it presents as well as the opportunities of the area surrounding the community. Bethel is only accessible by land or by air and weather can have an effect on that accessibility.
- Candidates must have strong analytical skills with the ability to examine programs, budgets and proposed policies for efficiency and effectiveness; candidates must approach local government with a desire to improve processes and procedures in a thoughtful way that inspires directors and managers and other affected employees.
- Have experience in fostering business-community relationships with the City; be adept at how the City can craft meaningful and sustainable economic development initiatives.
- Have the ability to interpret and ensure compliance with applicable Federal, State and local policies, rules, laws and regulations.
- Have a strong understanding of government finances and budgetary preparations. Possess the ability to formulate a budget and capital improvement plan and present the proposed budget to City Council in a way that provides the most accurate information and transparency for City operations and financial stability.
- Have extensive experience in delivering written and oral presentations to officials at all levels of the organization, including elected officials.
- Demonstrate the ability to perform organizational analysis in determining the structure of city departments and how to best utilize personnel allocations and being able to present those ideas to the employees in a manner that affords open communication and feedback from employees.
- Have a proven track record of delegating to staff and fostering an attitude of teamwork and creativity in problem solving, while ultimately being accountable for the quality and effectiveness of overall performance of the organization.
- Have proven superior communication, interpersonal, and human relations skills, and adeptness at interacting with people possessing a wide variety of attitudes and in a wide variety of situations. Have a willingness to meet with citizens and assist them with issues they have involving City services.
- Have proven and successful managerial skills utilizing a consensus-building, team-oriented approach to managing staff members; have the ability to remain accountable for departmental activities without unnecessary micromanagement of senior staff.
- Be committed to the community and the City Management profession and have a willingness to commit to a long tenured service in the community.

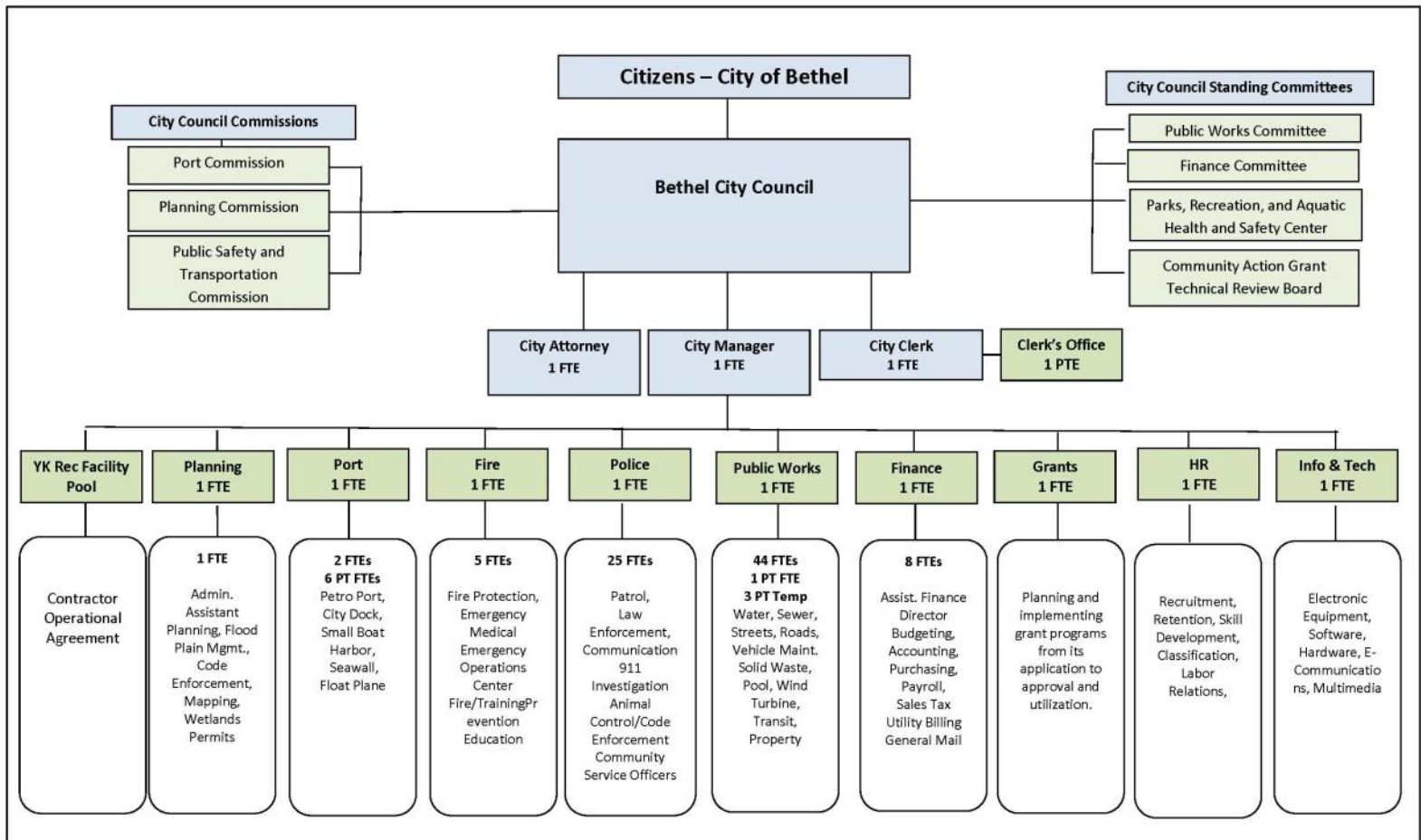
LEADERSHIP AND MANAGEMENT SKILLS

- Have a balance of technical and leadership/management skills with people skills a high priority. Have skills in diplomacy and interpersonal skills and the ability to remain objective despite personal feelings towards a situation or person.
- Have the maturity, self-confidence, and strength of professional convictions to provide administrative insights and administrative counsel to the City Council and staff, being able to firmly and diplomatically present professional views and carry out administrative decisions in a timely, professional and impartial manner.
- Have a City-wide perspective and utilize a “we” mentality rather than an “I” mentality in dealing with all City matters. Possess a track record of addressing an issue in a thoughtful and progressive manner; be someone who can build bridges and bring people together.
- Have the ability to work with area intergovernmental organizations such as the school district, healthcare providers, Orutsarmuit Native Council (ONC) and others to understand their concerns and how it relates to their needs as well as inform them of issues that may involve their organizations resources and create working relationships to resolve resident issues.
- Establish a lasting credibility with Elected Officials and Department Directors; the ability to develop effective collaborative relationships is a must!
- Have strong communication skills, both orally and in writing, with the ability to interrelate with the public, City Council, department heads, staff and other stakeholders. Have the skills to present to audiences ranging from staff members to the community at large.
- Have the maturity and self-confidence to firmly and diplomatically present professional views, concerns, and implications of proposed policy actions that may be under consideration by the Bethel City Council, while also being committed to carrying out final decisions in a timely, professional, and impartial manner.
- Exhibit a style characterized by candor, directness, tactfulness, and diplomacy, with the ability to admit when mistakes were made, and when corrective action needs to be taken.
- Have a collaborative and open, friendly personality and management style and be one who can establish trust quickly with others. Know how to deal with conflict in a constructive manner. Have the ability to keep information confidential.
- Be able to represent the City to the residents of Bethel in a responsive and helpful manner. Have good listening skills and a willingness to work through challenges in a collegial, respectful manner.
- Maintain a calm demeanor during times of stress, providing thoughtful advice to residents, department heads and elected officials. Be flexible and open to change with a willingness to learn and ask questions. Be assertive when necessary, yet empathetic.
- Have a genuine passion for public service from both an internal standpoint and for service to the community. Have a high energy level and enthusiasm for meeting the challenges and responsibilities of the Manager's position; have a good work ethic.



COMMUNITY

Organizational Chart



HOW TO APPLY

The starting salary range for the position is \$125,000 - \$145,000 DOQ. The City will also offer an outstanding fringe benefit package including low cost health, dental and vision. Interested candidates should apply online by November 29, 2019 with a cover letter, resume, and contact information for at least five (5) professional references to www.GovHRjobs.com and to the attention of Sarah McKee, Senior Vice President, GovHR USA, 630 Dundee Road, Suite 130, Northbrook, IL 60062. Tel: (847) 380-3240.



POSITION ANNOUNCEMENT

BETHEL, AK (Population: 6,500) is a remote city on the western coast of Alaska, approximately 400 miles west of Anchorage. Bethel is only accessible by air and water and it is the largest Kuskokwim River port, serving as a transportation and administrative hub for over 50 Alaskan villages. With a population of over 6,500, the city has about 48 square miles of which approximately 5 square miles is water. Bethel has been a conservative driven community placing value on keeping the financial stability of the community at the forefront of their capital planning and growth. The total budget for 2019-2020 including all funds is about \$31 million with a general fund budget of around \$15.6 million. The city currently has 100 FTE employees.

Within Bethel, there are approximately 16 miles of roads which are not connected to any contiguous highway system. The Port of Bethel is the northernmost medium-draft port in the U.S.A. River travel is the primary means of local transportation in the summer and supports barge service that provides goods to Kuskokwim villages. The state-owned Bethel Airport is a regional transportation hub served by four passenger carriers and three major cargo carriers. The airport ranks third in the state for total number of flights.

Bethel is a vibrant and bustling community and continues to be a hub of commerce and transportation for its residents and surrounding villages. The city could see some potential growth in the coming years through two proposed housing developments. The median household income is approximately \$83,400 with 32% of the population under the age of 18 and only 7% of the population over the age of 65, it is a young community.

The successful candidate will have the following qualifications and experiences:

- A strong commitment to creative problem-solving through teamwork and professionalism, outstanding supervisory and administrative skills, highly developed interpersonal and oral/written communication skills and ability to develop policies and procedures that evolve with the organization.
- A demonstrated record of leadership with a comprehensive knowledge of city/county management, governmental finances and budgeting, planning and growth, and consensus building.
- A bachelor's degree in public administration, public policy, business or related field and a Master's in Public/Business Administration from an accredited college or university is preferred along with extensive progressively responsible experience (5 to 7 years) in local government management, including significant experience at a senior level interacting with elected officials and other stakeholder groups. Experienced assistant and/or deputy managers/administrators are also encouraged to apply. Experience in Alaska is preferred.

The starting salary range for the position is \$125,000 - \$145,000 DOQ. The City will also offer an outstanding fringe benefit package including low cost health, dental and vision. Residency within the City is required. Interested candidates should apply online by XXXXX, 2019 with a cover letter, resume, and contact information for at least five (5) professional references to [\(INSERT LINK\)](#) and to the attention of Sarah McKee, Senior Vice President, GovHR USA, 630 Dundee Road, Suite 130, Northbrook, IL 60062. Tel: (847) 401-3240.