



March 11, 2025

The Honorable Jesse Bjorkman  
Chair, Senate Transportation Committee  
Alaska State Capitol, Room 427  
Juneau, AK, 99801

Dear Senator Bjorkman:

Thank you for the opportunity to follow up on the questions raised during the February 20, 2025, Senate Transportation Committee hearing.

**DOT Airport Maintenance Workforce Trends:**

Senator Tobin requested information on the number of the Department of Transportation & Public Facilities (DOT&PF) airport maintenance employees in 2001 compared to today and asked how many have transitioned from State employment to contract positions.

The department has compiled historical staffing data for airport maintenance employees across the Central, Southcoast, and Northern Regions. As shown in the table below, total staffing levels have increased slightly in each region, with the most significant growth occurring in the Central Region, where there has been an increase of 19 employees since 2001.

Region	FY2001 Employees	FY2025 Employees	Change in Employees
Central	79	98	+19
Southcoast	62	65	+3
Northern	44	51	+7

The department does not track employment transitions from State service to contract positions, as employees are under no obligation to disclose their post-DOT&PF employment. However, it is important to note that State-employed maintenance personnel and Rural Airport Maintenance (RAM) contractors operate at separate locations. RAM contractors are used at smaller, rural airports where it is more efficient to contract maintenance services rather than maintain full-time State employees.

**Workforce Development and Career & Technical Education (CTE) Training Gaps:**

Senator Shower inquired about career and technical education (CTE) training gaps within the Department of Transportation & Public Facilities (DOT&PF). The department has leveraged Federal Highway Administration (FHWA) workforce development funding to support Commercial Driver's

License (CDL) training for Maintenance & Operations (M&O) staff, engineering internships in partnership with the University of Alaska Fairbanks (UAF) and University of Alaska Anchorage (UAA), maritime workforce development for Alaska Marine Highway System (AMHS) staff, and community-based training programs for rural partners.

Despite these efforts, key training gaps remain. There is a continued need for mechanics trained in light- and heavy-duty maintenance, expanded project management training, and additional training for administrative and technical staff. The department also faces shortages in skilled grader operators, electricians, plumbers, and land survey managers, particularly in remote areas. Addressing these gaps will enhance DOT&PF's ability to recruit, train, and retain a skilled workforce.

**Equipment Maintenance and Winter Preparedness:**

Senator Bjorkman inquired about administrative constraints affecting the maintenance and preparation of equipment for winter snow events. DOT&PF has not identified any administrative barriers preventing proper equipment maintenance. However, workforce shortages, particularly a lack of mechanics, and occasional delays in obtaining necessary parts have impacted the timeline for preparing some trucks in Senator Bjorkman's district. DOT&PF continues to address these challenges through recruitment efforts and supply chain management to ensure equipment readiness.

**Salary Increases for Retention and Recruitment:**

Senator Stedman requested preliminary numbers on salary increases implemented to retain and attract operators and mechanics. Under the Labor, Trades, and Crafts (LTC) Collective Bargaining Contract, which took effect on July 1, 2024, employees received a five percent cost-of-living increase. In addition, a three-step pay increase was implemented, with each step increasing pay by 3.25 percent. This results in a total wage increase of 14.75 percent in the first year of the three-year contract. Over the next two years, employees may receive additional step increases of up to five percent annually, depending on eligibility, bringing the total possible wage increase over the life of the contract to nearly 25 percent.

To address workforce shortages, LTC Equipment Operators and Mechanics received additional incentive pay. In Fiscal Year (FY) 2024, employees in Nome, Kotzebue, Valdez, Thompson Pass, Cordova, McGrath, Fairbanks International Airport, and Anchorage International Airport received a 30 percent increase on base salary. In FY2023 and FY2024, electricians received an additional \$700 per pay period, and Bethel staff received an additional \$262.50 per pay period. In FY2025, employees within the International Airport System received a 10 percent base salary increase.

To improve retention and recruitment, DOT&PF adjusted work schedules to provide more flexibility. The Dalton District adopted a two weeks on, two weeks off schedule, while the Fairbanks District implemented a one week on, one week off winter schedule.

To ensure long-term workforce sustainability, DOT&PF has expanded training programs to develop and retain skilled operators and mechanics, increased recruitment efforts through job fairs and outreach, posted positions nationwide to attract a broader applicant pool, and improved job descriptions to provide clearer details about work environments and conditions. These efforts aim to strengthen the workforce, improve retention, and attract qualified candidates to meet operational needs.

**Civil Rights Complaints Related to Pedestrian and Senior Accessibility:**

Senator Tobin inquired about civil rights complaints, particularly those related to pedestrians and seniors in her district. The DOT&PF tracks both official and unofficial complaints. Unofficial complaints, or inquiries, allow the department to engage directly with the individual raising the concern, assess the situation, and seek resolution without requiring a formal complaint. This proactive approach often leads to faster solutions and improved accessibility without the need for legal or administrative escalation.

The most recent tracking log includes the following unofficial complaints:

- January 4, 2025: Complaint regarding People Mover services
- August 30, 2024: Complaint regarding food and beverage facilities at the Anchorage airport, submitted through the airport's online comment platform
- September 24, 2024: Discrimination complaint under Title VI
- October 11, 2023: Complaint about inaccessible facilities at the Anchorage airport, specifically regarding an adult changing table

Since Anchorage falls under municipal jurisdiction, the Municipality of Anchorage may have additional records of civil rights-related inquiries or updates relevant to pedestrian accessibility and senior mobility concerns. DOT&PF remains committed to addressing accessibility issues and ensuring compliance with civil rights regulations across all transportation facilities.

**Data Modernization and Innovation Office Staffing:**

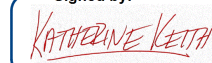
Senator Tobin inquired about how many of the 52 positions in the new Data Modernization and Innovation Office were reclassified from existing positions versus newly created positions.

Of the 52 positions in the division:

- 47 were reassigned from statewide positions.
- Five were transferred from regional offices, with two of these positions already handling statewide tasks.
- Two regional positions were replaced with similar roles.
- One position was transferred from Southcoast Region without a replacement.
- None were reclassified.

Please let us know if the committee requires any additional information or clarification.

Kind regards,

Signed by:  


Katherine Keith, PMP, PMI-ACP  
Deputy Commissioner

cc: Andy Mills, Legislative Liaison, Department of Transportation and Public Facilities  
Jordan Shilling, Director, Governor's Legislative Office

## Certificate Of Completion

Envelope Id: 73F5C9FA-71CE-4B94-902C-5826E6422D36	Status: Completed
Subject: Complete with Docusign: (S) TRAN Committee 2-20-2025.docx	
Source Envelope:	
Document Pages: 3	Signatures: 1
Certificate Pages: 4	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Disabled	Kimberly Griffith
Time Zone: (UTC-09:00) Alaska	PO Box 110206
	Juneau, AK 99811
	kim.griffith@alaska.gov
	IP Address: 158.145.14.58

## Record Tracking

Status: Original	Holder: Kimberly Griffith	Location: DocuSign
3/12/2025 9:04:40 AM	kim.griffith@alaska.gov	
Security Appliance Status: Connected	Pool: StateLocal	
Storage Appliance Status: Connected	Pool: State of Alaska	Location: Docusign

## Signer Events

Signer Events	Signature	Timestamp
Katherine Keith katherine.keith@alaska.gov Deputy Commissioner, DOT&PF DOT&PF Security Level: Email, Account Authentication (None)	 <p>Signed by: KATHERINE KEITH ABB8358134E046F...</p> <p>Signature Adoption: Uploaded Signature Image Using IP Address: 66.58.200.52</p>	<p>Sent: 3/12/2025 9:06:10 AM</p> <p>Viewed: 3/12/2025 10:09:34 AM</p> <p>Signed: 3/12/2025 10:09:57 AM</p>

## Electronic Record and Signature Disclosure:

Accepted: 10/9/2024 2:14:40 PM  
ID: 91382c59-f265-4269-97ba-49c16ccf8d8f  
Company Name: State of Alaska

## In Person Signer Events

Signature	Timestamp
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## Editor Delivery Events

Status	Timestamp
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## Agent Delivery Events

Status	Timestamp
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## Intermediary Delivery Events

Status	Timestamp
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## Certified Delivery Events

Status	Timestamp
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## Carbon Copy Events

Status	Timestamp
eli.kesten-brackett@alaska.gov eli.kesten-brackett@alaska.gov Security Level: Email, Account Authentication (None)	 <p>Sent: 3/12/2025 10:09:58 AM</p> <p>Viewed: 3/12/2025 10:15:59 AM</p>

## Electronic Record and Signature Disclosure:

Not Offered via Docusign

## Witness Events

Signature	Timestamp
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## Notary Events

Signature	Timestamp
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## Envelope Summary Events

Status	Timestamps
Envelope Sent	3/12/2025 9:06:10 AM
Certified Delivered	3/12/2025 10:09:34 AM
Signing Complete	3/12/2025 10:09:57 AM

Envelope Summary Events	Status	Timestamps
Completed	Security Checked	3/12/2025 10:09:58 AM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

## **ELECTRONIC RECORD AND SIGNATURE DISCLOSURE**

Please read this Electronic Records and Signature Disclosure (ERSD). It concerns your rights regarding electronically undertaking, and the conditions under which you and the State of Alaska agree to electronically undertake, the transaction to which it relates (the “TRANSACTION”).

### **Consent to Electronically Undertake the TRANSACTION**

You can electronically undertake the TRANSACTION only if you confirm that you meet the following requirements by selecting the box next to “I agree to use electronic records and signature” (the “AGREE BOX”):

1. you can fully access and have read this ERSD;
2. you can fully access all of the information in the other TRANSACTION records;
3. you can retain all of the TRANSACTION records in a form that you will be able to fully access for later reference;
4. you consent to undertake the TRANSACTION electronically; and
5. you are authorized to undertake the TRANSACTION. (Please note that falsely undertaking the TRANSACTION may subject you to civil liabilities and penalties and/or to criminal penalties.)

If you cannot or are not willing to confirm each of these five things, do not select the AGREE BOX.

### **Withdrawing Consent**

If you select the AGREE BOX, you can withdraw your consent to electronically undertake the TRANSACTION at any time before you complete the TRANSACTION: simply do not finalize it. The only consequence of withdrawing your consent is that you will not finalize the TRANSACTION.

If you select the AGREE BOX, your consent will apply only to this TRANSACTION. You must separately consent to electronically undertake any other transaction with the State of Alaska.

### **Paper Option for Undertaking the TRANSACTION**

You may undertake the TRANSACTION with the State of Alaska using paper records. (State of Alaska employees who want to undertake the TRANSACTION in paper should contact the agency responsible for the TRANSACTION.) Print the paper records on the website of the State of Alaska agency responsible for the TRANSACTION, or request them from the agency. The State of Alaska homepage is at <http://alaska.gov/>.

### **Copies of TRANSACTION Records**

After completing the TRANSACTION but before closing your web browser, you should download the TRANSACTION records. Or you can download the records within 30 days after

completing the TRANSACTION using the link in the DocuSign email sent to the email address you used to complete the TRANSACTION. The State of Alaska will not provide a paper copy of the TRANSACTION records as part of the TRANSACTION. Under the Alaska Public Records Act (APRA), AS 40.25.100–.295, you can request a copy from the agency responsible for the TRANSACTION, but if too much time has passed, the agency may no longer have the records when you make your request. If required under the APRA, the agency will charge a fee.

### **Required Hardware and Software**

For the minimum system requirements to electronically undertake the TRANSACTION, including accessing and thereby retaining the TRANSACTION records, visit <https://support.docusign.com/guides/signer-guide-signing-system-requirements>. These requirements may change. In addition, you need access to an email account.

### **How to Contact the State of Alaska**

To ask a question on this ERSD or the DocuSign document generated after you complete the TRANSACTION or on using DocuSign to electronically undertake the TRANSACTION, contact the Alaska Department of Administration at either of the following addresses:

State of Alaska  
Department of Administration  
550 West 7th Avenue  
Suite 1970  
Anchorage, AK 99501  
Reference: DocuSign

[doa.commissioner@alaska.gov](mailto:doa.commissioner@alaska.gov)  
Subject: DocuSign

To ask any other question on the TRANSACTION records or to update the information for contacting you electronically, contact the State of Alaska agency responsible for the TRANSACTION using the contact information in the TRANSACTION records or, if those records contain no contact information, using the contact information on the agency's website. Again, the State of Alaska homepage is at <http://alaska.gov/>.