

Retention

The Board of Trustees and staff have acknowledged the issues APFC is experiencing with recruiting and retaining highly qualified staff. We are working on two strategies to address these issues.

To keep pace with rising inflation and better align our salaries with peers with whom we compete for talent, we have included a merit allowance of 6% of total salaries to be allocated at the managers' discretion. This would result in an increment of approximately \$700,000.

1. The process to open the satellite office in Anchorage in a temporary location is underway. Staff is working with DEC and DOT/PF to secure space in the Cordova Building through an MOU with DEC. Subject to board approval, staff plans to seek a supplemental authorization to the FY24 budget to cover the current year expenses, which are estimated to be:
 - \$30,000 for rent
 - \$22,500 for relocation
2. This budget request anticipates that a permanent space will be established during FY2025. Included in the proposed budget is the following related to a permanent Anchorage office:
 - \$200,000 for rent

- \$100,000 for office furniture
- \$200,000 for buildout
- \$200,000 for wireless conference equipment
- \$20,000 for temporary Juneau housing for new Anchorage employees
- \$38,000 for relocation