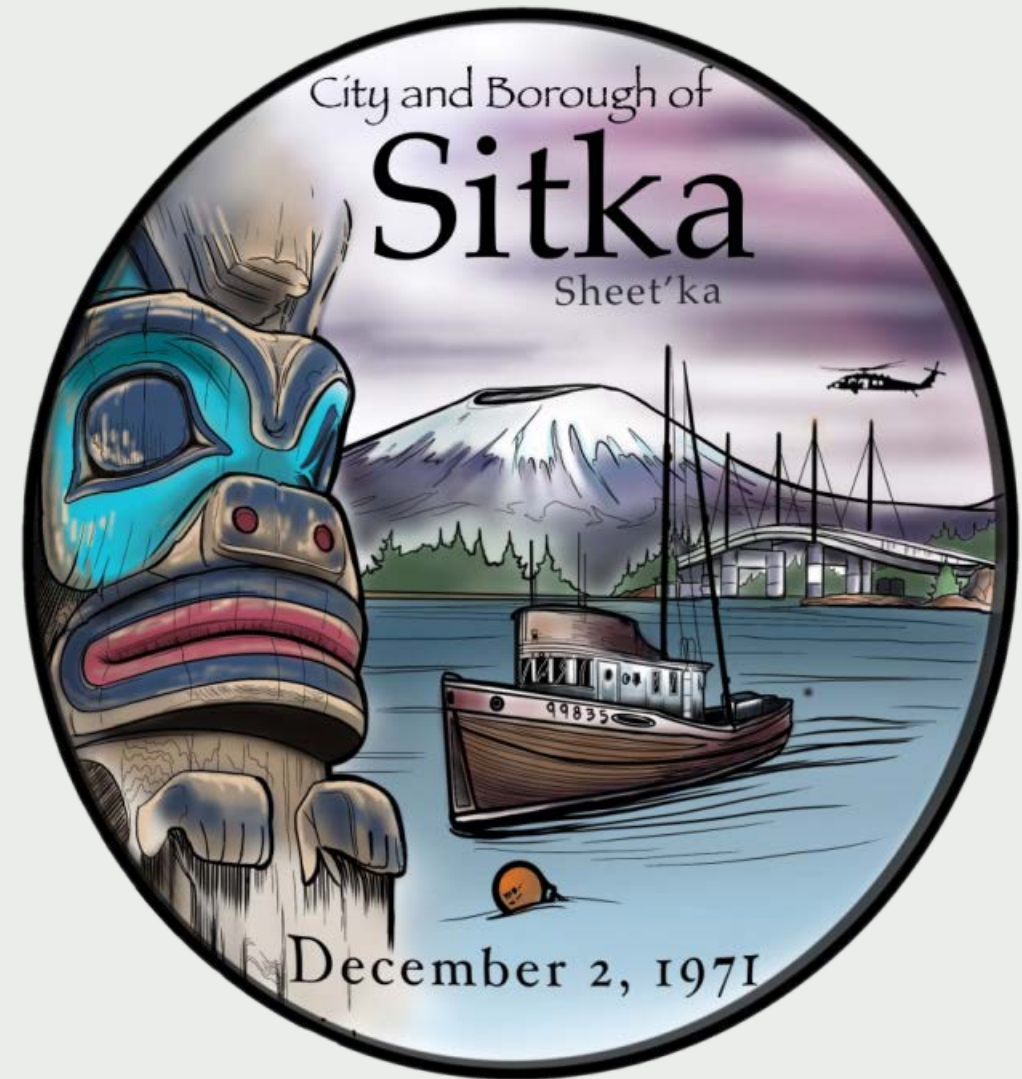
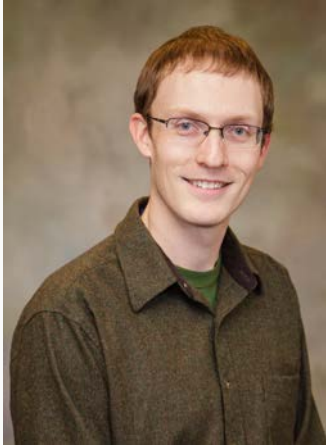


2025 CBS ANNUAL REPORT

John Leach

Municipal Administrator





Steven Eisenbeisz
Mayor



Timothy Pike
Deputy Mayor



JJ Carlson
Vice Deputy Mayor



Thor Christianson



Kevin Mosher



Scott Saline



Katie Riley

Mayor and Assembly Members



Boards, Commissions, Committees

The City and Borough of Sitka extends its gratitude to the dedicated community members who generously volunteer their time and effort as appointed members of our various Boards, Commissions, and Committees.

Animal Hearing Board

Building Department Appeals Board

Employment Relations Board

Gary Paxton Industrial Park Board

Health Needs & Human Services Commission

Historic Preservation Commission

Investment Committee

Library Commission

Local Emergency Planning Committee

Parks and Recreation Committee

Planning Commission

Police and Fire Commission

Port and Harbors Commission

Sustainability Commission

Tourism Commission

Tree and Landscape Committee



2022-2027 Strategic Plan

History and Update



CITY AND BOROUGH OF SITKA (CBS) STRATEGIC PLAN

MISSION

Provide public services for Sitka that support a livable community for all

VISION

CBS is an organization that values everyone and proactively works together to serve the community. We are fiscally sustainable, supporting a diverse economy and well-managed infrastructure. We are innovative in seeking ways to protect and preserve Sitka's natural environment. We are a respected employer where people enjoy their work and provide valued public services.



VALUES

SERVICE

We take care of our community and each other. We anticipate and meet needs, are solution-oriented, and deliver outstanding work with pride.

INTEGRITY

We uphold high ethical standards, treating everyone with respect, honesty, and fairness. We are transparent, trustworthy, and courageous in doing what's right.

TEAMWORK

We encourage collaboration, breaking down silos through open communication. We embrace diversity, inclusion, innovation, and camaraderie. By working together, everyone achieves more.

KINDNESS

We treat others with kindness and respect. Our workplace does not tolerate bullying or toxic behavior. Instead, we prioritize safety and well-being. We are friendly, considerate, and generous in our interactions.

ACCOUNTABILITY

We take ownership of our work and welcome feedback. By setting clear expectations and staying consistent, we can effectively address challenges and achieve our goals.

Strategic Plan Actions



New Goals added:

3.5 Identify economic development opportunities to diversify the economy.

4.5 Identify where resources overlap with existing infrastructure, align efforts for improvement, maintenance, and service delivery.

Pictured here: Pedestrian Crossing Guard



Quality of Life

Preserve the **quality of life** and affordability for all Sitkans

Pictured here: SPL and P&R programs





Help shape the City's new
Communications Plan

Improve how Sitka connects with YOU—take the survey today!

<https://www.surveymonkey.com/r/SitkaComms>

Want to learn more about the project or have questions? Reach out to the project team by emailing pio@cityofsitka.org.

Communication

Improve **communications**
and strengthen relationships
within the community

Sustainable

Align resources and financial and economic policies with CBS' goals for a **sustainable** community

Pictured here:

Risk Assessment Matrix

Risk Assessment Matrix

Likelihood	Risk Matrix						
10 times a year	8	16	24	32	40	48	56
within 1 year	7	14	21	28	35	42	49
within 5 years	6	12	18	24	30	36	42
within 10 years	5	10	15	20	25	30	35
within 20 years	4	8	12	16	20	24	28
within 30 years	3	6	9	12	15	18	21
within 50 years	2	4	6	8	10	12	14
100 years or greater	1	2	3	4	5	6	7

Consequence Category	Consequence Criteria						
	Insignificant	Minor	Moderate	High	Major	Extreme	Catastrophic
Public Safety	<input type="checkbox"/> No Injury <input type="checkbox"/> No damage to public or private property	<input type="checkbox"/> Near miss <input type="checkbox"/> Minor property damage	<input type="checkbox"/> Minor injuries <input type="checkbox"/> Moderate property damage	<input type="checkbox"/> Single injury w/ medical attention <input type="checkbox"/> Moderate property damage over large area	<input type="checkbox"/> Multiple injuries OR permanent disability <input type="checkbox"/> Major property damage	<input type="checkbox"/> Fatality <input type="checkbox"/> Major property damage over a large area	<input type="checkbox"/> Multiple fatalities
Personnel Safety	<input type="checkbox"/> No injury	<input type="checkbox"/> Near miss	<input type="checkbox"/> Single injury requiring medical attention	<input type="checkbox"/> Multiple injuries OR permanent disability	<input type="checkbox"/> Fatality	<input type="checkbox"/> Multiple fatalities	
Compliance	<input type="checkbox"/> No violation	<input type="checkbox"/> Minor restrictions <input type="checkbox"/> Increased oversight	<input type="checkbox"/> Violation <input type="checkbox"/> Fines imposed	<input type="checkbox"/> Restricted use <input type="checkbox"/> Sanctions <input type="checkbox"/> Legal penalties	<input type="checkbox"/> Loss of right to operate	-	-
Reliability	<input type="checkbox"/> No Impact	<input type="checkbox"/> Localized inability to meet service levels	<input type="checkbox"/> Wide-spread inability to meet service levels	<input type="checkbox"/> Inability to Safely operate or maintain service	-	-	-
Reputation	<input type="checkbox"/> Questions raised by Municipal Admin. <input type="checkbox"/> Local media coverage	<input type="checkbox"/> Questions raised by Assembly	<input type="checkbox"/> Questions raised by State Officials <input type="checkbox"/> State media coverage	<input type="checkbox"/> State Legislative hearing	<input type="checkbox"/> Questions raised by Federal officials	<input type="checkbox"/> National media coverage	-
Financial Impact	<\$10k	\$10k - \$100k	\$100k - \$1M	\$1M - \$10M	\$10M - \$100M	\$100M - \$1B	>1B



Infrastructure

Plan and invest in sustainable **infrastructure** for future generations

Pictured here: First boat hauled out and Escalator Ribbon Cutting and Terminal Addition Open house



Service

CBS is recognized as being a great place to work and excellent **service** provider to the community

*Pictured here (left to right, top row followed by bottom row): 20- & 25-year 2025 Anniversaries:
Johnson, Urias, Lunas 25-year
Jackson 20-year*



Service Stats

Sitka Police Department

- 21,214 total calls received
- 2,642 E911 calls received
- 11,678 calls for service
- 443 Officer reports
- 166 Citations issued
- 165 Arrests

Sitka Fire Department

- 1,500 calls received
- 1,321 EMS
- 179 other including 14 Fire
- 102 from Cruise Ships



Other Stats

Sitka Public Library

- 87,688 Annual Visitors
- 27,456 Reference Questions
- 159,968 Online Catalog Views
- 571 Repaired Books/DVDs/CDs
- 78,584 Items Checked Out
- 191 Programs Offered
- 3,462 Program Attendance
- 198 Volunteers Donating 599 Hours at the Library

Parks & Recreation

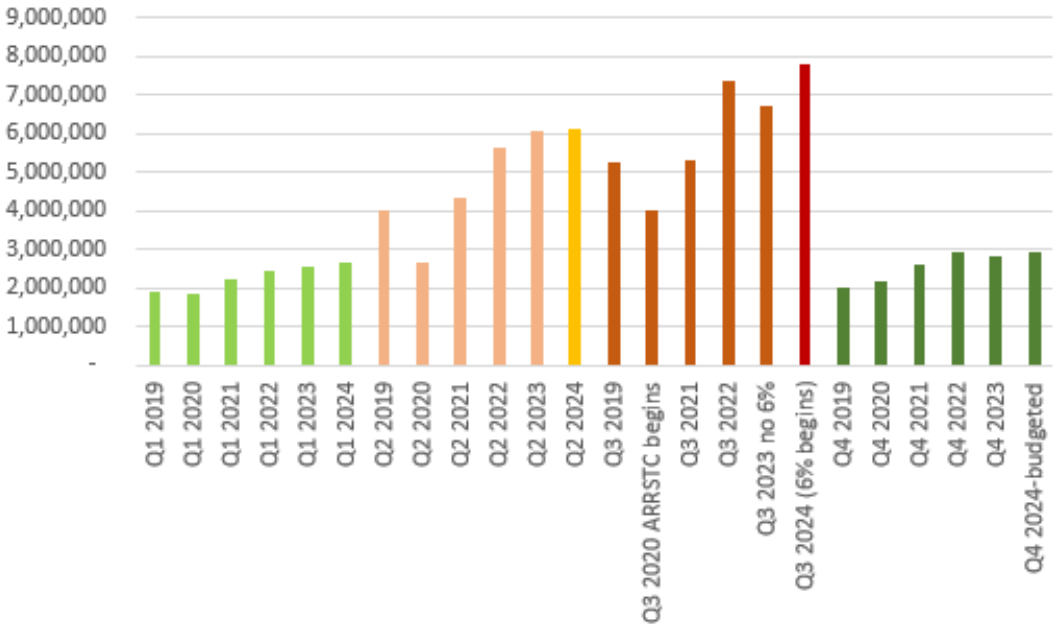
- 1,520 Program Enrollments
- \$5,060 Program Scholarships
- 125 Players City League Volleyball
- 93 Players City League Basketball
- 29 Commercial Recreational Land Use Permits Issued
- 4,107 Open/Lap Swim Check-ins
- 10 New Lifeguards Trained

Sitka Animal Control

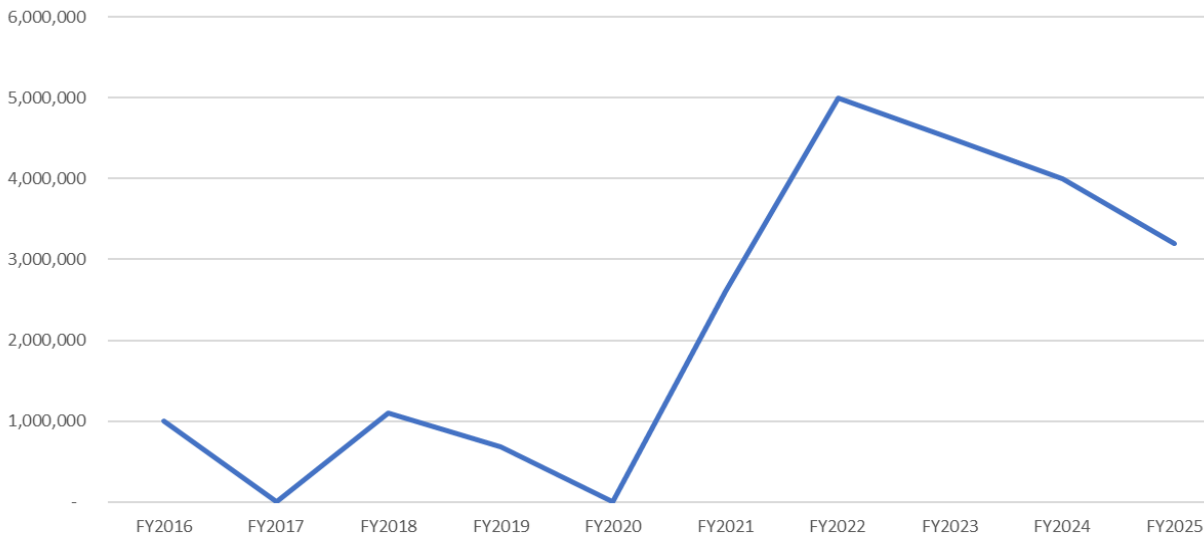
- 113 Animals through the Shelter
- 60 Adopted
- 31 Reunited with Owners
- 15 Citations
- 20 Oral/Written Violation Warnings

Sales Tax / Public Infrastructure Sinking Fund

Sales tax remitted-last 6 years, by calendar quarter



Amount Transferred to Public Infrastructure Sinking Fund - Last 10 Years



What's Next: 2026

Childcare



Airport Project Phase 2



Sitka Land Suitability and Feasibility Study Phase I Summary and Recommendations

December 10, 2025

PND Project No. 242091

PREPARED FOR:



City and Borough of Sitka
Planning Department
100 Lincoln Street
Sitka, Alaska 99835

PREPARED BY:



ENGINEERS, INC.
PND ENGINEERS, INC.

Housing

THANK YOU

John Leach

administrator@cityofsitka.org

www.cityofsitka.com

907-747-1812

Pictured here: Employees of the Public Works Team

