



ALASKA MARINE HIGHWAY SYSTEM

2024 SOUTHEAST CONFERENCE
MIDSEASON SUMMIT

February 2024



CREWING STATUS

AMHS Crewing Operations

As of January 26, 2024

Crew Status:			
	Currently Employed	Total Needed	Current Status
Wheelhouse*	71	79	-8
Master	See above wheelhouse totals		
Chief Mate	See above wheelhouse totals		
2nd Mate	See above wheelhouse totals		
3rd Mate	See above wheelhouse totals		
Cief Engineer	17	22	-5
1st Engineer	14	18	-4
2nd Engineer	13	18	-5
3rd Engineer	10	23	-13
Bosun	15	12	3
Able Bodied Seaman	58	62	-4
Ordinary Seaman	28	28	0
OSP	15	14	1
WM	18	18	0
Jr. Engineer	9	15	-6
Oiler	25	29	-4
Wiper**	14	5	9

NOTES:

*We are Short on licensed officers with pilotage. Need 27 more officers with full pilotage

**Extra Wipers used for developing our own Oilers and Jr Engineers since we can't hire them.

Steward positions not included as we are staffed with raw numbers, though this entry level pay position has a very high turnover rate, so recruiting is still a priority. Presently we are experiencing a shortage of cooks which is causing a gap in skilled workers and affecting operations.



RECRUITMENT & RETENTION

- **4th Quarter 2023 Recruitment Stats**
 - For the 4th quarter of 2023, we hired 32 and lost 12
- **Breaking the 4th quarter down by position:**
 - +3 Master Mates & Pilots (MM&P), hired 3 mates and lost 0
 - Total Marine Engineer Beneficial Association (MEBA) count remained the same with no new hires and no departures.
 - Total Inland Boatman Union (IBU) deck remained flat, hired 3 and lost 3.
 - Total IBU Engine remained the same, we hired 1 and lost 1.
 - +17 IBU Stewards, we hired 25 and lost 8.
- **Loosing ground with licensed positions. Total count for 2023 was:**
 - -3 MM&P, hired 8 and lost 11
 - New hire mates lack local pilotage. It takes a few years to acquire pilotage.
 - -2 MEBA, hired 4 and lost 6



RECRUITMENT EFFORTS

- Hiring a Crewing Manager
- Hired a recruiting position in January
- Attend Career Days at our national Maritime Academies
- Attend our coastal community High School Career Days
- MM&P assisting with AMHS Retirees coming back to work
- With DOLWD we are developing a program to introduce the marine industry as a career to our Alaska high school coastal communities
- Developing career pipeline paths to assist our crews with progressing upward
- AVTEC and University of Alaska Southeast providing training for our USCG required certifications



RELIABILITY



- Fleet Replacement Plan
- Vessel Management System with a Computer Maintenance Management System (CMMS)
- Starlink – Vessels need connectivity
- Installed servers on each vessel for the Vessel Management System
- AMOS – Implementation of one module at a time
 - Preventative Maintenance module installed in January
 - Compliance
 - Project Management module for dry-dockings
- Shipyard Pre-Planning Processes
- Written Shipyard Specifications
- Goal: shorter overhauls, lower cost, more in service days



EXISTING FLEET UPGRADE PROJECTS

- Tazlina – Addition of Crews Quarters: 2024
- Columbia – Upgrade Controllable Pitch Propellers: 2025
- Kennicott – EPA Required Emission Upgrade: 2025
- Matanuska – Regulatory safety required improvements: TBD



PLANNED TERMINAL PROJECTS

- Cordova Terminal Upgrade – 2024-2025
- Tatitlik Terminal Upgrade – 2026
- Chenega Terminal Upgrade – 2025-2026
- Auke Bay East Berth Upgrade - 2025
- Pelican New Terminal – 2026
- Angoon Terminal Upgrade – 2026
- Kake Terminal Upgrade – 2026
- Saxman New Terminal for Annette Island- TBD





NEW VESSEL PLANS

Tustumena Replacement Vessel

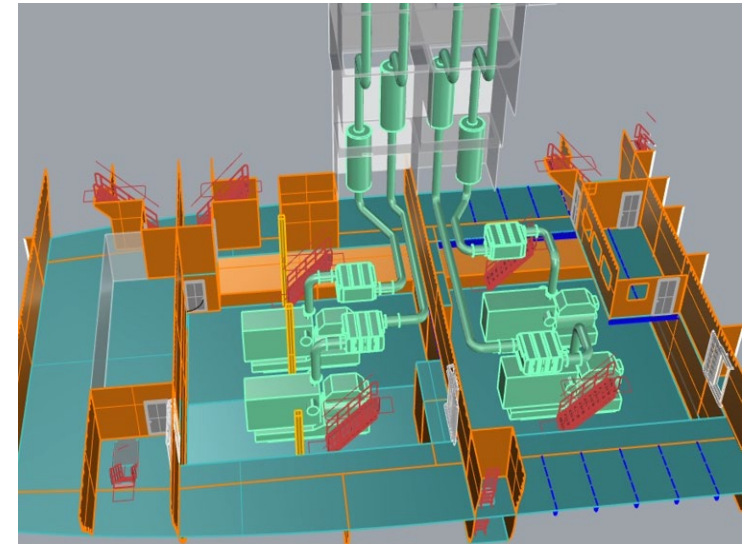
- Construction RFP --- soon

Mainliner Replacement

Vessel – 2024 Design

Hybrid No-Low Emissions

Ferry – 2024 Design



2045 Long Range Plan -
<https://dot.alaska.gov/amhs/operations/>

