FAIRBANKS CITY COUNCIL
AGENDA NO. 2026-22
REGULAR MEETING – NOVEMBER 9, 2026
MEETING WILL BE HELD VIA ZOOM WEBINAR AND AT
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA

SPECIAL WORK SESSION – 5:30 p.m.

Explore Fairbanks Annual Report and Presentation to the Council

---

REGULAR MEETING – 6:30 p.m.

1. ROLL CALL

2. LAND ACKNOWLEDGEMENT: We respectfully acknowledge the Dena people upon whose traditional lands we reside. We honor the Dena who have been the stewards of Interior lands and waters for centuries, the Elders who lived here before, the Dena people of today, and future generations to come. We also recognize that Alaskan Native people would traditionally gather here and harvest Native foods.

3. INVOCATION

4. FLAG SALUTATION

5. CEREMONIAL MATTERS (Proclamations, Introductions, Recognitions, Awards)

   a) Swearing in of Assistant Fire Chief David Halbrooks

6. CITIZENS' COMMENTS (oral communications to the City Council on items pertaining to City business that are not up for public hearing). The total comment period is up to one hour, and testimony is limited to three minutes. Any person wishing to speak needs to sign up on the list located in the hallway or must have signed up in advance using the procedures for providing online testimony found at the City's website. Respectful standards of decorum and courtesy should be observed by all speakers. Remarks should be directed to the City Council as a body rather than to any particular Councilmember or member of the staff. In consideration of others, please silence all cell phones and electronic devices.

7. APPROVAL OF AGENDA AND CONSENT AGENDA

Consent agenda items are indicated by asterisks (*). Consent agenda items are considered together unless a councilmember requests that the item be returned to the general agenda. Ordinances on the approved consent agenda are automatically advanced to the next regular meeting for second reading and public hearing. All other items on the approved consent agenda are passed as final.

8. APPROVAL OF MINUTES OF PREVIOUS MEETINGS

*a) Regular Meeting Minutes of October 12, 2026

*b) Regular Meeting Minutes of October 26, 2026

9. SPECIAL ORDERS

a) The Fairbanks City Council will hear interested citizens concerned with the following alcohol license application for renewal. Public testimony will be taken and limited to three minutes.

Lic. #	DBA	License Type	Licensee	Address
54	American Legion Post #11	Club	Ther American Legion, Dorman H Baker Post #11	129 1st Avenue

b) The Fairbanks City Council will hear interested citizens concerned with the following marijuana license applications for renewal. Public testimony will be taken and limited to three minutes.

Lic. #	DBA	License Type	Licensee	Address
17250	Pipe and Leaf: Premium Alaskan Cannabis	Retail Marijuana Store	Pipe and Leaf, LLC	3546 Airport Way
30593	Pipe and Leaf: Premium Alaskan Cannabis	Retail Marijuana Store	Pipe and Leaf, LLC	899 Old Steese Highway
10869	Grass Station 49	Retail Marijuana Store	The Grass Station, LLC	1326 Cushman Street

c) The Fairbanks City Council will hear interested citizens concerned with the following new alcohol license application. Public testimony will be taken and limited to three minutes.

Type/License: General Wholesale, License 63836
DBA: Columbia Distributing
Applicant: CoHo Distributing, LLC
Location: 945 Elizabeth Street

10. REPORT FROM FAIRBANKS ALASKA NATIVE ORGANIZATIONS
(second meeting of every other month)

11. MAYOR'S COMMENTS AND REPORT

a) Special Reports

i) Report from Community Response Coordinator Brenda McFarlane

ii) Report from Reentry Coordinator Marsha Oss

12. COUNCILMEMBERS' COMMENTS

13. UNFINISHED BUSINESS

a) Ordinance No. 6358 – An Ordinance Ratifying a Collective Bargaining Agreement Between the City of Fairbanks and the International Brotherhood of Electrical Workers (IBEW) Local 1547. Sponsored by Mayor O'Neall. SECOND READING AND PUBLIC HEARING.

b) Ordinance No. 6359, as Amended – An Ordinance Amending Fairbanks General Code Section 2-120, Rules of Procedure. Sponsored by Councilmembers Cleworth, Ringstad, Therrien, and Lojewski. SECOND READING AND PUBLIC HEARING.

14. NEW BUSINESS

*a) Resolution No. 5243 – A Resolution Authorizing the City of Fairbanks to Apply for Funds from the Alaska Mental Health Trust Authority for the Single Session Intervention Program. Sponsored by Mayor O'Neall.

*b) Resolution No. 5244 – A Resolution Encouraging the Federal Aviation Administration to Fully Staff Air Traffic Control at the Fairbanks International Airport. Sponsored by Councilmember Lojewski.

*c) Ordinance No. 6360 – An Ordinance Temporarily Waiving Fairbanks General Code Section 70-63, Requiring a Request for Proposals and Certain Procedures to Aid in the Solicitation and Selection of Long-Term Lessees of City-Owned Property, to Allow for a Potential Lease of Office Space in City Hall. Sponsored by Mayor O'Neall.

*d) Ordinance No. 6361 – An Ordinance Temporarily Waiving Fairbanks General Code Section 74-117, Room Rental Tax Purpose And Limitation. Sponsored by Councilmembers Therrien and Tidwell.

15. WRITTEN COMMUNICATIONS TO THE CITY COUNCIL

*a) Approval of the 2027 Regular City Council Meeting Schedule

*b) Permanent Fund Review Board Meeting Minutes of July 29, 2026

*c) Clay Street Cemetery Commission Meeting Minutes of October 7, 2026

16. COMMITTEE REPORTS AND COUNCILMEMBERS' COMMENTS

17. CITY CLERK'S REPORT

18. CITY ATTORNEY'S REPORT

19. EXECUTIVE SESSIONS

a) PSEA/COF Labor Negotiations: Guidance from Council [permissible under State law, including the provision at AS 44.62.310(c)(1)]

b) Cybersecurity Update [permissible under State law, including the provision at AS 44.62.310(c)(1)]

20. ADJOURNMENT

FAIRBANKS CITY COUNCIL
REGULAR MEETING MINUTES, OCTOBER 12, 2026
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA

The City Council convened at 6:30 p.m. on the above date, following a 5:30 p.m. Work Session for the FEDC Annual Report and Presentation to the Council, to conduct a Regular Meeting of the Fairbanks City Council via Zoom webinar and in the City Council Chambers at 800 Cushman Street, Fairbanks, Alaska, with Mayor Mindy O'Neall presiding and the following Councilmembers in attendance:

Councilmembers Present:	Jerry Cleworth, Seat A Valerie Therrien, Seat B Sue Sprinkle, Seat C (arrived at 7:59 p.m.) Crystal Tidwell, Seat D Lonny Marney, Seat E John Ringstad, Seat F
Also Present:	D. Danyielle Snider, City Clerk Thomas Chard, City Attorney Michael Sanders, Chief of Staff Morgan Dulian, Incoming Chief of Staff Margarita Bell, Chief Financial Officer Richard Sweet, Deputy Police Chief Andrew Coccaro, Fire Chief Jeremiah Cotter, Public Works Director Brenda Geier, FECC Operations Manager Jake Merritt, Human Resources Director (remotely) Jennifer Payan, Grants Administrator (remotely)

DRAFT

LAND ACKNOWLEDGEMENT

At the request of Mayor O'Neall, **Mr. Marney** read the land acknowledgement.

INVOCATION

The invocation was given by City Clerk Danyielle Snider.

FLAG SALUTATION

At the request of Mayor O'Neall, **Mr. Marney** led the flag salutation.

APPROVAL OF AGENDA AND CONSENT AGENDA

Ms. Therrien, seconded by **Mr. Cleworth**, moved to APPROVE the agenda and consent agenda.

Mr. Ringstad pulled items 14(d), Resolution No. 5239, and 14(e), Resolution No. 5240, from the consent agenda.

Mayor O'Neall called for objection to the motion to APPROVE the agenda and the consent agenda, as amended, and hearing none, declared the motion CARRIED.

Clerk Snider read the consent agenda, as amended, into the record.

SPECIAL ORDERS

a) The Fairbanks City Council held a public hearing and considered the following alcohol license application for transfer of ownership:

Type/License:	Package Store, License 3282
To DBA:	Circle K
To Owner:	Circle K, Inc.
To Location:	575 Harold Bentley Avenue
From DBA:	Circle K
From Owner:	Holiday Alaska, LLC
From Location:	575 Harold Bentley Avenue

Clerk Snider shared that a representative of the owner was available remotely to answer questions.

Mayor O'Neall called for testimony.

Douglas Yoder – D. Yoder expressed concern with the overabundance of alcohol within the general area. He stated that he did not believe a license should have been issued in the first place.

Mr. Ringstad noted that another license transfer was being considered as the next agenda item, with the same parties but at a different location and asked D. Yoder if he was opposed to one of the transfers in particular. D. Yoder spoke of problems at each location, going back for many years, and advocated for the removal of alcohol from both areas.

Mary Muradyants (via Zoom) – M. Muradyants stated that she represented, as legal counsel, the owner Circle K Stores, Inc. and that she was available to answer questions from the Council. She noted that this was essentially an internal transfer between two entities owned by the same parent company and that operations would remain the same.

Ms. Therrien noted the concerns about public intoxication and other negative activity around the Circle K stores and asked M. Muradyants to share what the company does about those issues and if there was anything they hoped to do in the future. M. Muradyants stated she would report the concerns back to the company but that she had no personal knowledge of public inebriation at the locations. She asserted that both stores take the retail alcohol regulations very seriously, be it checking identification or withholding sales to those who appear intoxicated. **Ms. Therrien** stated she would like to hear back from the company directly. M. Muradyants stated she could follow up.

Mr. Marney recounted that much of the alcohol involved with criminal activity is found to have been stolen and asked what loss prevention systems are in place. M. Muradyants noted that employees are regular citizens who follow company policy to not jeopardize their own safety. She stated that workers engage in loss prevention techniques that do not put them in harm's way.

DRAFT

Mayor O'Neall, hearing no more requests for comment, declared Public Testimony closed.

Mr. Marney, seconded by **Ms. Therrien**, moved to WAIVE PROTEST on the alcohol license application for transfer of ownership.

There was no discussion.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO WAIVE PROTEST ON THE ALCOHOL LICENSE APPLICATION FOR TRANSFER OF OWNERSHIP AS FOLLOWS:

YEAS: Marney, Ringstad, Cleworth, Therrien, Tidwell
NAYS: None
ABSENT: Sprinkle
Mayor O'Neall declared the MOTION CARRIED.

b) The Fairbanks City Council held a public hearing and considered the following alcohol license application for transfer of ownership:

Type/License: Package Store, License 4156
To DBA: Circle K
To Owner: Circle K, Inc.
To Location: 2300 S. Cushman Street
From DBA: Circle K
From Owner: Holiday Alaska, LLC
From Location: 2300 S. Cushman Street

Mayor O'Neall called for testimony and hearing none, declared Public Testimony closed.

Mr. Marney, seconded by **Ms. Therrien**, moved to WAIVE PROTEST on the alcohol license application for transfer of ownership.

There was no discussion.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO WAIVE PROTEST ON THE ALCOHOL LICENSE APPLICATION FOR TRANSFER OF OWNERSHIP AS FOLLOWS:

YEAS: Tidwell, Ringstad, Marney, Therrien, Cleworth
NAYS: None
ABSENT: Sprinkle
Mayor O'Neall declared the MOTION CARRIED.

MAYOR'S COMMENTS AND REPORT

Mayor O'Neall reported that the Polaris Commons development proposal was working through a roadblock pertaining to soils and Department of Environmental Conservation permitting due to the remaining walls of the previous structure being left in the ground. She recounted that Mr. Cleworth had recently addressed work being done on a crosswalk on Second Avenue. She shared

DRAFT

that she had learned that the project was done through the Sidewalk Improvement Program, had cost about $28,000, and was funded through the Capital Fund.

a) Special Reports – HEART Program Summary of Services and Data

Mayor O'Neall shared that representatives from FICS (Fairbanks Integrated Community Services) and the HEART (Housing, Engagement and Recovery Transitions) Program would be available in November for in-person updates. She highlighted items from their report. She stated that the new warming center had opened on October 1, was serving 10 to 18 individuals per night, and that information was being entered into the Homeless Management Information System which could be shared with healthcare providers in the region.

Mayor O'Neall recognized Morgan Dulian who had been hired as the new Chief of Staff. M. Dulian stated that she was happy to be there, was learning a great deal, and looked forward to building on the legacy of outgoing Chief of Staff, Michael Sanders.

Ms. Therrien referenced the HEART report data and asked how many homeless encampments existed in the city and whether there were efforts to remove people from the encampments. **Mayor O'Neall** explained that the data was likely not complete, as there are more encampments than what is reported, and that some relocate or otherwise get cleaned up before the City can respond. She affirmed that Public Works clean-up crews are typically not involved with removal of individuals, as that is left to law enforcement or behavioral health service providers. **Ms. Therrien** clarified that her concern was over more developed encampments with numerous individuals. **Mayor O'Neall** confirmed that there are many camps in general but that all are treated the same.

Ms. Tidwell stated that she was glad to hear about the warming center and asked if their capacity was smaller than the previous location. **Mayor O'Neall** confirmed that it was and that they could accommodate 30 to 50 a night, depending on the circumstances of individuals. She noted that being located within the crisis stabilization center allowed them to access other services.

Mr. Marney cited a reference within the report about the Community Paramedic (CP) helping to secure housing for some individuals. He recounted that they had approved the CP position itself but did not recall budgeting funds for housing support. **Mayor O'Neall** invited Fire Chief Andrew Coccaro to provide details. Chief Coccaro explained that FICS and the CPs had worked with the Alaska Housing Finance Corporation (AKHFC) to get a small grant which had been used to house 10 people so far. He clarified that no money from the City had been used and that they hope to help a total of 16 individuals with the funds. Chief of Staff Michael Sanders added that the grant had resulted from Community Response Coordinator Brenda McFarlane coordinating directly with organizations such as AKHFC, Fairbanks Neighborhood Housing Services, and the Northstar Community Foundation. He affirmed that no funds had come through the City.

Ms. Therrien asked how much the grant was. Chief Coccaro reported that it was under $200,000.

COUNCILMEMBERS' COMMENTS

Mr. Cleworth welcomed M. Dulian to her new role with the City of Fairbanks.

Ms. Therrien also congratulated M. Dulian and predicated she would stay very busy at the City.

DRAFT

Mr. Ringstad shared that he recently brought a group of Girl Scouts and their leaders for a tour of City Hall and Fairbanks Fire Department. He thanked the staff who helped to facilitate the visit. He shared that a friend had given positive feedback on the improvement of sidewalks around town.

Mr. Marney welcomed M. Dulian. He shared that four Councilmembers and the Mayor had attended the service for former City employee William "Bill" Rogers and that he had left with a sense of the great love that existed between Bill and his wife, former Councilmember June Rogers.

UNFINISHED BUSINESS

a) The Fairbanks City Council considered the following alcohol license application for renewal:

Lic.	DBA	License Type	Licensee	Address
4720	Corner Point Kitchen	Beverage Dispensary	Michael Rasmussen	No Premises

Note: The above application was considered on September 28, 2026, at which time a public hearing was held, followed by a motion to postpone.

Mayor O'Neall called for testimony and hearing none, declared Public Testimony closed.

Mr. Ringstad, seconded by **Ms. Therrien**, moved to WAIVE PROTEST on the alcohol license application for renewal.

Mr. Cleworth suggested that it was unusual to see a license without a location approved for three consecutive years, noting that most licensees in similar situations try to operate at one or more standalone events during the year to remain active. He pointed out that did not appear to be the case for this license and that it seemed as though the only reason to keep it alive would be to sell it. He reiterated that the three-year dormancy felt odd to him.

Ms. Therrien acknowledged her absence at the last meeting and asked for a summary. Clerk Snider recounted that Ms. Sprinkle had expressed concern over approving a license without premises and that no representative had been present at the meeting to answer questions. She reported that after the Council's postponement, she listened to the audio recording of the Alcohol and Marijuana Control Office (AMCO) Alcoholic Beverage Control (ABC) Board meeting from August, where the application had been considered. She provided a summary of the Board's discussion from that meeting, including their seemingly reluctant approval and a sense of urgency that the applicant secure a location within the next year.

Ms. Tidwell expressed disappointment that the applicant was not present to answer questions, noting this as a frequent frustration of the Council given the large number of licenses in the city.

City Attorney Tom Chard recounted that Fairbanks General Code (FGC) Section 14-178 provides guidance on protesting alcohol applications. He noted that most parameters are location-based, which makes the current matter somewhat difficult. He advised that if the Council was considering a protest, members should review FGC Sec. 14-178 to ensure that applicable factors would be on record; otherwise, arguing the protest to AMCO would be difficult.

DRAFT

Mr. Ringstad asked what the City Council's role would be if the applicant secured a location outside of city limits. Clerk Snider explained that state law includes a process for transferring a license between municipalities and gave an example of such from a decade prior.

Ms. Therrien pointed out that the ABC Board had given a strong indication that this would be the last time it would approve a renewal of the license without a premises, so she felt comfortable leaving the matter in the hands of that body.

Mr. Marney suggested that the City may be missing out on alcohol taxes due to the situation.

Mr. Cleworth recounted that the City has far more active alcohol licenses than it should according to State law due to the grandfathering that occurred at the time the limitations were enacted. He acknowledged the advice of the City Attorney but expressed frustration with the procedure, noting that the ABC Board had already met and decided the matter. He suggested that the Council could protest the license and, while it might be a weak protest, the ABC Board could still do as it wishes, especially given that they had already tentatively approved the application.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO WAIVE PROTEST ON THE ALCOHOL LICENSE APPLICATION FOR RENEWAL AS FOLLOWS:

YEAS: Ringstad, Therrien, Marney
NAYS: Cleworth, Tidwell
ABSENT: Sprinkle
Mayor O'Neall declared the MOTION CARRIED.

b) Ordinance No. 6356 – An Ordinance Approving an Agreement Between the City of Fairbanks and the Fairbanks Parking Authority for the Management and Operation of the Lavery Transportation Center. Sponsored by Mayor O'Neall. SECOND READING AND PUBLIC HEARING.

Mayor O'Neall called for testimony and hearing none, declared Public Testimony closed.

Mr. Cleworth, seconded by **Mr. Ringstad**, moved to ADOPT Ordinance No. 6356.

Mr. Cleworth thanked the administration for incorporating considerations that had been provided by the Fairbanks Parking Authority (FPA) Board of Directors.

Mr. Ringstad expressed fiscal concern over the agreement, noting that the City was committing to any expenses that FPA could not cover. He asked if this amounted to a blank check or if it would go through a budgetary process. Chief Financial Officer Margarita Bell explained that there would be an annual budget review and reminded the Council that the Lavery Transportation Center (LTC) was City-owned property; thus, the City is responsible for the cost of parking garage operations.

Mr. Cleworth asserted that the FPA Board has done a good job over the years managing the property. He suggested that most of the expenses the City incurs are to be expected but that there may be other opportunities to maximize revenue from the facility. He gave a brief history of the main user groups of the LTC and reiterated that the City should be proud of the property.

DRAFT

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO ADOPT ORDINANCE NO. 6356 AS FOLLOWS:

YEAS: Tidwell, Cleworth, Marney, Ringstad, Therrien
NAYS: None
ABSENT: Sprinkle
Mayor O'Neall declared the MOTION CARRIED and Ordinance No. 6356 ADOPTED.

NEW BUSINESS

a) Resolution No. 5236 – A Resolution to Change the Date of the December 7 Regular City Council Meeting. Sponsored by Mayor O'Neall.

APPROVED on the CONSENT AGENDA

b) Resolution No. 5237 – A Resolution Further Developing the City's Approach to Blighted Properties, Dangerous Buildings, Vacant Buildings, and Chronic Nuisances Through Increased Coordination and Collaboration. Sponsored by Councilmembers Marney, Tidwell, and Sprinkle.

APPROVED on the CONSENT AGENDA

c) Resolution No. 5238 – A Resolution Authorizing the City of Fairbanks to Accept Funds from the Health Resources and Services Administration for a Medical Ambulance Bus. Sponsored by Mayor O'Neall.

APPROVED on the CONSENT AGENDA

d) Resolution No. 5239 – A Resolution Supporting Statewide Regulation of Electric-Assisted Bicycles and Requesting That the Alaska Municipal League Adopt This Issue as a State Legislative Priority. Sponsored by Mayor O'Neall.

Mayor O'Neall apologized for not having the resolution available at the last work session. She explained that the Alaska Municipal League (AML) had an upcoming deadline for municipalities to submit legislative priorities for consideration in the organization's 2027 advocacy efforts. She added that recent discussions had given her confidence that the Council would be supportive of the resolutions and gave details on AML's process. She stated that the intent was to have the State establish clear, consistent guidelines for electric-assisted bicycle use across Alaska.

Ms. Therrien, seconded by **Mr. Ringstad**, moved to APPROVE Resolution No. 5239.

Ms. Therrien spoke in support of the resolution and thanked the Mayor for putting it together.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO APPROVE RESOLUTION NO. 5239 AS FOLLOWS:

YEAS: Cleworth, Marney, Ringstad, Therrien, Tidwell

DRAFT

NAYS: None
ABSENT: Sprinkle
Mayor O'Neall declared the MOTION CARRIED and Resolution No. 5239 APPROVED.

e) Resolution No. 5240 – A Resolution Supporting Legislative Changes to the Alaska Public Records Act to Modernize Municipal Public Records Processes and Permit Reasonable Cost Recovery and Requesting the Alaska Municipal League to Include Such Reforms in Its Legislative Priorities. Sponsored by Mayor O'Neall.

Ms. Ringstad, seconded by **Mr. Marney**, moved to APPROVE Resolution No. 5240.

Mr. Cleworth recounted that this topic had been on the Council's list of legislative priorities for the last two years. He asked if there was anything in the resolution that had not been previously discussed. **Mayor O'Neall** shared that she had worked with Clerk Snider to take what the Council had passed in 2025 and merged it with what AML had published to create a thorough resolution. Clerk Snider confirmed that if the Council included this in its 2027 legislative priorities, she would recommend updated language based on discussions and efforts from the past year. **Mr. Cleworth** acknowledged that the primary focus thus far had been the police department but that the matter of public records requests was clearly impacting multiple departments.

Ms. Therrien spoke of her AML involvement and recent discussions on the topic, noting strong committee support. She shared details of concerns by some legislators which had held things up.

Mr. Ringstad asserted that they would need a broad base of support to see real change from the State. He recounted that other municipalities had come forward to express similar concerns and that Fairbanks had simply led the charge. He spoke in support of the resolution.

Mayor O'Neall shared that the administration in Kodiak, Alaska had conveyed interest in signing on to show support as well. She spoke of the similar struggles from municipalities around the country and how some states had updated laws governing records requests.

Clerk Snider concurred that many Alaskan municipalities were ready to join in support. She shared that the Alaska Association of Municipal Clerks had passed a similar resolution in early 2026.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO APPROVE RESOLUTION NO. 5240 AS FOLLOWS:

YEAS: Ringstad, Tidwell, Therrien, Marney, Cleworth
NAYS: None
ABSENT: Sprinkle
Mayor O'Neall declared the MOTION CARRIED and Resolution No. 5240 APPROVED.

f) Ordinance No. 6357 – An Ordinance Amending the 2026 Operating and Capital Budgets for the Third Time. Sponsored by Mayor O'Neall.

ADVANCED on the CONSENT AGENDA

DRAFT

WRITTEN COMMUNICATIONS TO THE CITY COUNCIL

a) Appointment to the Council Finance Committee

APPROVED on the CONSENT AGENDA

b) Clay Street Cemetery Commission Meeting Minutes of September 2, 2026

ACCEPTED on the CONSENT AGENDA

COMMITTEE REPORTS AND COUNCILMEMBERS' COMMENTS

Ms. Therrien stated that she would like for the Legislative Committee to meet before the end of the month. **Mayor O'Neall** confirmed that they would coordinate to make that happen. **Ms. Therrien** added that she had asked the City Clerk to forward the Council the current legislative priorities list adopted by the Fairbanks North Star Borough (FNSB) Assembly. She expressed frustration that the ABC Board had again voted on an alcohol license application before the Council had a chance to weigh in. She spoke of the recent ballot proposition which would move the date of the FNSB and City of North Pole elections to November starting in 2027. She asked if the Mayor was going to recommend the City follow suit. **Mayor O'Neall** reported that she and the City Clerk had begun discussing the implication of the change but that she would like to compile additional analysis before having the discussion at the Council level. **Ms. Therrien** expressed concern over the challenge of getting enough election workers should local elections occur on the same day as State and Federal elections every other year.

Mr. Ringstad recounted that for many years the City of Fairbanks had jointly conducted local elections with the Borough and City of North Pole. He asked to confirm that if the City did not move its own election to November that they would be covering the full cost of the election. Clerk Snider confirmed that was correct.

Mr. Cleworth praised the work of Fairbanks Police Department's drug enforcement unit and asked the Deputy Police Chief to pass along his compliments. He discussed the impact on the budgetary process if the City changed its election to November, particularly the impact on a newly elected mayor inheriting their predecessor's budget. He acknowledged that it would be a headache but ultimately doable. He stated that he looked forward to the forthcoming analysis from the City Clerk and thanked CFO Bell for her work on the budget.

Ms. Tidwell shared that she and Ms. Sprinkle had met to discuss plans for Halloween decorating in Council Chambers and had settled on a dinosaur theme. She invited any interested Councilmembers to join them for the setup and/or dressing up for the event.

Mr. Marney reported that the ARDOR (Alaska Regional Development Organization) Committee, through the Fairbanks Economic Development Corporation (FEDC), had met for the eighth time and that Jomo Stewart, FEDC President/CEO, was feeling the pressure. He discussed the great needs in the community, as highlighted through various presentations, and his perception that progress was far slower than it should be. He spoke fondly of his time on the Council but indicated that he would save his thoughts for the next meeting.

DRAFT

Ms. Therrien reiterated Mr. Cleworth's concern about newly elected Councilmembers being asked to vote on a budget immediately after taking office. She suggested that another conversation about changing the City's fiscal year may be in order.

CITY CLERK'S REPORT

Clerk Snider stated that she looks forward to the conversation with the Council about potential changes to the election date, noting that there are a few different workable options that will remain in compliance with the City Charter.

CITY ATTORNEY'S REPORT

Attorney Chard indicated that he had nothing to report.

EXECUTIVE SESSION

Mr. Cleworth, seconded by **Mr. Ringstad**, moved to ENTER into Executive Sessions to discuss the five items listed below.

> **Mayor O'Neall** called for objection on the motion to ENTER into Executive Sessions and, hearing none, declared the motion CARRIED.

Mayor O'Neall called for a recess at 7:35 p.m., after which the Council reconvened in Executive Session.

a) PSEA/COF Labor Negotiations: Guidance from Council [permissible under State law, including the provision at AS 44.62.310(c)(1)]

b) IBEW/COF Labor Negotiations: Guidance from Council [permissible under State law, including the provision at AS 44.62.310(c)(1)]

c) Polaris Demolition Finalization of Negotiation [permissible under State law, including the provision at AS 44.62.310(c)(1)]

d) Cybersecurity Update [permissible under State law, including the provision at AS 44.62.310(c)(1)]

e) Responding to Public Record Requests: Advice from Counsel [permissible under State law, including the provision at AS 44.62.310(c)(3)]

The Executive Sessions began at 7:45 p.m., with item (b) taken up before (a). Those present were Mayor O'Neall; Councilmembers Tidwell, Marney, Ringstad, Cleworth, and Sprinkle (arrived at 7:59 p.m.); Clerk Snider; Attorney Chard; Chief of Staff Sanders; Incoming Chief of Staff Dulian; CFO Bell; and Human Resources Director Merritt. The sessions concluded at 9:41 p.m.

Mr. Cleworth stated that the Council met in Executive Sessions to discuss the five items listed above. He affirmed that no action was taken.

DRAFT

ADJOURNMENT

Ms. Therrien, seconded by **Ms. Sprinkle**, moved to ADJOURN the meeting.

Mayor O'Neall declared the meeting adjourned at 9:41 p.m.

_____
MINDY O'NEALL, MAYOR

ATTEST:

_____
D. DANYIELLE SNIDER, MMC, CITY CLERK

Transcribed by: CC

DRAFT

FAIRBANKS CITY COUNCIL
REGULAR MEETING MINUTES, OCTOBER 26, 2026
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA

The City Council convened at 6:30 p.m. on the above date to conduct a Regular Meeting of the Fairbanks City Council via Zoom webinar and in the City Council Chambers at 800 Cushman Street, Fairbanks, Alaska, with Mayor Mindy O'Neall presiding and the following Councilmembers in attendance:

Councilmembers Present:	Jerry Cleworth, Seat A Valerie Therrien, Seat B Sue Sprinkle, Seat C Crystal Tidwell, Seat D Lonny Marney, Seat E John Ringstad, Seat F Aaron Lojewski, Councilmember-Elect (Seat E)
Also Present:	D. Danyielle Snider, City Clerk Thomas Chard, City Attorney Michael Sanders, Chief of Staff Morgan Dulian, Incoming Chief of Staff Margarita Bell, Chief Financial Officer Ron Dupee, Police Chief Nathan Werner, Police Captain Andrew Coccaro, Fire Chief (remotely) Jeremiah Cotter, Public Works Director Teal Soden, Public Information Officer (remotely) Brenda Geier, FECC Operations Manager Brenda McFarlane, Community Response Coordinator Shannon Lam, Executive Assistant to the Mayor

DRAFT

LAND ACKNOWLEDGEMENT

At the request of Mayor O'Neall, **Mr. Marney** read the land acknowledgement.

INVOCATION

The invocation was given by City Clerk Danyielle Snider.

FLAG SALUTATION

At the request of Mayor O'Neall, **Mr. Cleworth** led the flag salutation.

CEREMONIAL MATTERS (Proclamations, Introductions, Recognitions, Awards)

Mayor O'Neall read a proclamation recognizing the exemplary work of the Mobile Crisis Team (MCT). She presented a copy of the proclamation to members of the MCT and declared October 28, 2026 "Mobile Crisis Team Recognition Day."

a) Proclamation in Recognition of Mike Sanders, Chief of Staff

Mayor O'Neall read a proclamation honoring Chief of Staff Michael Sanders for his many years of service to the City. She presented a copy of the proclamation and invited M. Sanders to speak.

M. Sanders shared that his experience as a Green Beret taught him to accept blame for mistakes, even when it was not his fault, and to give credit for success to others, even when it was his doing. He asserted that this habit had followed him through his service at the City. He expressed appreciation for numerous individuals including family, coworkers, the City Council, the late Chief of Staff Mike Meeks, and all three mayors under whom he served. He quoted lyrics from the John Fogerty song "Proud Mary" and declared that he was leaving his position without losing any sleep thanks to his high-caliber successor, Incoming Chief of Staff Morgan Dulian.

CITIZENS' COMMENTS APPROVAL OF AGENDA AND CONSENT AGENDA

Bill Wright, Director of Tourism and Meeting Sales at Explore Fairbanks – B. Wright provided an update on meeting and convention sales activity that had occurred over the last few months. He discussed past and upcoming conferences, conventions, and events, noting the significant impact on the local economy from those attendees. He thanked the Council for its support.

Mr. Cleworth asked B. Wright if he knew whether the Alaska Federation of Natives (AFN) convention might return to Fairbanks. B. Wright reported that his team had attended the 2026 AFN convention in Anchorage partly to gather information and get a sense of what it would take to see the event be held in Fairbanks again. **Mr. Cleworth** asked if there had been any communication with the Arctic Winter Games (AWG) leadership. B. Wright shared that Explore Fairbanks' President/CEO had been in touch with AWG's General Manager and that they were looking forward to hosting the event in 2028.

Ken Miller – K. Miller shared that during the recent "No Kings" event, two masked individuals had caused a disturbance when one displayed a flag with Nazi symbols. He reported that they learned one individual was a soldier at Fort Wainwright and that his chain of command had been contacted. K. Miller stated that he felt it was important to share with local leaders what had occurred. He added that after someone had attempted to assault the individual, Fairbanks Police Department (FPD) officers were called, and they handled the situation very well.

Scott McCrea, President & CEO of Explore Fairbanks – S. McCrea praised Councilmember Marney for his service as an ex-officio member of the Explore Fairbanks Board of Directors since 2022. He provided several positive examples of Mr. Marney's service, including the challenging period in 2023 when the City revised its bed tax allocation parameters. He shared that Mr. Marney had received Explore Fairbanks' President's Award, which had only been given three other times in the last 20 years, and asserted that the community was better with Mr. Marney in a leadership position. He confirmed that three Explore Fairbanks staff members were involved with the AWG planning group and that they had already contributed $50,000 in support.

David Pruhs – D. Pruhs thanked Councilmember Marney for his six years of service to the City, citing his compassion and effective approach to challenges. He stated that he hopes Mr. Marney runs again and that he considers Mr. Marney an asset to the community. He also praised M. Sanders for his many years of service and declared that he had done his job exceptionally.

DRAFT

Mayor O'Neall, hearing no more requests for comment, declared Citizens' Comments closed.

APPROVAL OF AGENDA AND CONSENT AGENDA

Ms. Therrien, seconded by **Mr. Ringstad**, moved to APPROVE the agenda and consent agenda.

Ms. Therrien pulled item 15(d), Ordinance No. 6359, from the consent agenda.

> **Mayor O'Neall** called for objection to the motion to APPROVE the agenda and the consent agenda, as amended, and hearing none, declared the motion CARRIED.

Clerk Snider read the consent agenda, as amended, into the record.

SPECIAL ORDERS

a) The Fairbanks City Council held a public hearing and considered the following alcohol license applications for renewal:

Lic. #	DBA	License Type	Licensee	Address
252	The Cabin	Beverage Dispensary	AVO Hospitality, LLC	901 Old Steese Highway
542	Geraldo's Restaurant	Beverage Dispensary	Garlic Lovers, LLC	701 College Road

Mayor O'Neall called for testimony and hearing none, declared Public Testimony closed.

Mr. Ringstad, seconded by **Ms. Therrien**, moved to WAIVE PROTEST on the alcohol license applications for renewal.

There was no discussion.

> **Mayor O'Neall** called for objection to the motion to WAIVE PROTEST on the alcohol license applications for renewal and, hearing none, declared the motion CARRIED.

b) The Fairbanks City Council held a public hearing and considered the following marijuana license applications for renewal:

Lic. #	DBA	License Type	Licensee	Address
10589	Nature's Releaf	Retail Marijuana Store	Nature's Releaf, LLC	503 7th Avenue
10230	Pakalolo Supply Company, Inc.	Standard Marijuana Cultivation Facility	Pakalolo Supply Company, Inc.	1851 Fox Avenue
10131	Pakalolo Supply Company, Inc.	Retail Marijuana Store	Pakalolo Supply Company, Inc.	1851 Fox Avenue, Suite B
10113	Great Alaskan Bud Company	Retail Marijuana Store	SP&C Enterprises, LLC	1905 Livengood Avenue
10112	Great Alaskan Bud Company	Standard Marijuana Cultivation Facility	SP&C Enterprises, LLC	1905 Livengood Avenue

DRAFT

Mayor O'Neall called for testimony.

Lisa Favero – L. Favero stated that she is speaking on behalf of Theresa Favero and that she would like the Council to file a nonconditional protest license nos. 10112 and 10113. She explained that T. Favero holds the railroad ground lease rights to the property where the business operates and that the applicant had been operating despite their sublease expiring in January 2021. She shared that the Alcohol and Marijuana Control Office (AMCO) had learned this in March and demanded current proof that the licensee had a right to operate and the location, to which nothing was provided. She asserted that SP&C Enterprises, LLC did not have a right to the property. L. Favero acknowledged that the City has specific, limited reasons for which it can protest a license and outlined a history of delinquencies of public obligations, such as State and Borough taxes. She added that while current balances show as paid, she wanted to draw attention to patterns. She stated that she has further documentation available to share.

Ms. Therrien asked if the sublease had included a month-to-month provision upon expiration. L. Favero stated that it did not and described the process of trying to retain possession of the building due to a default on a contract for the sale of the building, which her father had financed himself. **Ms. Therrien** noted that it had been over five years since the sublease defaulted and asked why they had not taken legal action previously. L. Favero stated that they did not learn about the issue for quite some time. She explained that her father had managed many business interests and that after he passed away, her mother had struggled to navigate the numerous components. She reported that they had initially made good-faith efforts with the company, without success, and that they ended up retaining legal counsel. **Ms. Therrien** asked if they had filed anything in court. L. Favero confirmed that they had commenced a civil suit in November 2025. She discussed the complications between the building ownership and land lease with the railroad.

Mr. Cleworth asked for additional details about the two separate leases being addressed. L. Favero clarified that her mother, T. Favero, holds the rights to the lease for the land, which is owned by the Alaska Railroad, but that there is no lease for the building. She noted that there was a contract for the sale of the building which had been defaulted on. **Mr. Cleworth** asked if the licensee is still occupying the building. L. Favero confirmed that they are.

Ms. Sprinkle asked if the business was currently operating. L. Favero indicated that they are.

Shawn Coyle – S. Coyle stated that he represents SP&C Enterprises, LLC and that his attorney had directed him to acknowledge that they are deeply involved with active litigation. He asked that the City Council allow the Alaska Court System to resolve the issues being discussed.

Mayor O'Neall pointed out that the Council agenda packet contained a thorough memorandum from the City Clerk which included any filed complaints and a summary of the Council's purview when considering such applications. She asked Councilmembers to keep that information in mind as they ask questions of S. Coyle.

Ms. Sprinkle asked how it is possible for the business to operate if their lease ended five years ago. S. Coyle stated that there is a current sublease with the Alaska Railroad which is still valid. **Ms. Sprinkle** asked for more details about claims regarding the parking lot. S. Coyle affirmed that the parking lot matter was also in litigation and reiterated his request to allow the Alaska Court System to adjudicate the issues.

DRAFT

City Attorney Thomas Chard acknowledged that the Council may be tempted to dig into details of the situation to try to determine which party is right. He strongly advised, due to the active litigation, that the Council seek to understand the matter as best it can but ultimately rely on the provisions within the Fairbanks General Code (FGC) for decisions pertaining to a potential protest.

Mr. Marney asked S. Coyle if the business was current on sales taxes. S. Coyle confirmed that they are current with both the State and City.

Mayor O'Neall, hearing no more requests for comment, declared Public Testimony closed.

Mr. Ringstad, seconded by **Ms. Therrien**, moved that the Council consider the first three license renewals separately from the last two.

There was no discussion.

> **Mayor O'Neall** called for objection to the motion and, hearing none, declared the motion CARRIED.

Mr. Ringstad, seconded by **Ms. Sprinkle**, moved to WAIVE PROTEST on the marijuana license applications for renewal for license nos. 10589, 10230, and 10131.

There was no discussion.

> **Mayor O'Neall** called for objection to the motion to WAIVE PROTEST on the marijuana license applications for renewal for license nos. 10589, 10230, and 10131 and, hearing none, declared the motion CARRIED.

Mr. Ringstad, seconded by **Ms. Sprinkle**, moved to WAIVE PROTEST on the marijuana license applications for renewal for license nos. 10112 and 10113.

Mr. Ringstad stated that he was inclined to follow the advice of the City Attorney and asked if the Council could postpone a decision until the court issued its ruling. Attorney Chard suggested that it was unlikely that the case would be resolve prior to the Council's response deadline to AMCO. He noted that the Clerk's memo stated that AMCO was also aware of the court proceedings and that his understanding was that one requirement for licensure is that the applicant has possession of the location in which they operate. He asserted that the civil case would be decided, and AMCO would rule on the application accordingly.

Ms. Sprinkle asked Attorney Chard if this meant that even if the Council waived protest, AMCO may still find a reason to deny the application later in the process. Attorney Chard confirmed that was correct.

Ms. Therrien asked if the business was current on taxes. Chief Financial Officer Margarita Bell confirmed the business was current on its sales taxes to the City. **Ms. Therrien** asked if the business was in good standing with property taxes. CFO Bell stated that she would have to research the matter. **Ms. Therrien** posited that the Alaska Railroad may be responsible for the property

DRAFT

taxes. Attorney Chard clarified that as a private lease holder, SP&C Enterprises, LLC would be responsible for payment of property taxes in this situation.

Ms. Sprinkle recounted that L. Favero had shared that they had to step in and cover unpaid property taxes. Attorney Chard confirmed that a party may pay an outstanding tax obligation as a way to prevent a property from going into foreclosure. **Ms. Sprinkle** asked if the Council is expected to vote on the license despite an awareness of problems. Attorney Chard reiterated that AMCO is aware of the situation and would decide. He advised against acting based on unknowns.

Mr. Ringstad asked if the Council would be given another opportunity to consider the license after the court, and AMCO, had made decisions. Clerk Snider reported that AMCO would meet and consider the application at its meeting scheduled for November 18 and 19, 2026. She noted that the City's deadline to respond was November 9 and that the City is not entitled to weigh in after that date. She added that regardless of the outcome, marijuana licenses are renewed every year. **Mr. Ringstad** asked if the City would have another opportunity to consider the license should AMCO decide to delay its decision until the court case is resolved. Clerk Snider stated that she has never seen that happen and that she does not believe State statutes address that type of situation.

Ms. Therrien, seconded by **Ms. Sprinkle**, moved to AMEND the motion to state that the Council would WAIVE PROTEST unless the 2026 property taxes were unpaid and conditional on the outcome of litigation.

Ms. Therrien explained that the City is entitled to a portion of property taxes and thus if the licensee had not paid that obligation, she believes it would be a valid reason to protest the license. She concurred that litigation needed to be resolved and that AMCO should make the final decision.

> **Mayor O'Neall** called for objection to the motion to AMEND and, hearing none, declared the motion CARRIED.

Mr. Ringstad expressed confusion with the conditions of the amendment.

Ms. Tidwell stated that she would rather the Council protest the license pending the outcome of litigation. She suggested that would be a simpler approach, given that they merely provide a recommendation to AMCO, which would make the decision. She asserted that it would be more appropriate for the Council to convey a sentiment that they believe there is a problem while ultimately respecting that AMCO would take everything into consideration.

Attorney Chard reported that the Borough's website showed that the first installment of 2026 property taxes, $4,033.14, had been paid, with the next installment still owed.

Mayor O'Neall noted that the motion on the floor was to waive protest with conditions. **Ms. Sprinkle** asked if the effect would be essentially the same as protesting, since there were still unresolved issues. Attorney Chard suggested that both Ms. Therrien and Ms. Tidwell's approaches would end at the same destination. He pointed out that if the applicant could not prove that they had a right to operate at the location, AMCO would not renew the license.

Mr. Cleworth expressed agreement with Ms. Tidwell and recounted that the Council serves only in an advisory capacity to AMCO. He added that he also did not like the situation.

DRAFT

Ms. Sprinkle asked if the business would have to cease operation if the Council did not waive protest. Attorney Chard explained that they could continue to operate unless AMCO disapproved of the license renewal, whether by their own decision or due to a Council protest. He reiterated that a protest would be taken under advisement only, to be discussed during their own deliberation.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO WAIVE PROTEST ON THE MARIJUANA LICENSE APPLICATIONS FOR RENEWAL FOR LICENSE NOS. 10112 AND 10113, UNLESS THE 2026 PROPERTY TAXES WERE UNPAID AND CONDITIONAL ON THE OUTCOME OF LITIGATION AS FOLLOWS:

YEAS: Therrien, Marney
NAYS: Ringstad, Sprinkle, Cleworth, Tidwell
Mayor O'Neall declared the MOTION FAILED.

Ms. Tidwell, seconded by **Mr. Ringstad**, moved to PROTEST the marijuana license applications for renewal for license nos. 10112 and 10113 based on whether the licensee has control of the premises.

Attorney Chard reminded the Council that FGC Sec. 14-215 gives reasons for which the Council may protest a license and advised the Council to keep the list in mind by citing a specific reason for the protest. **Ms. Therrien** asserted that Sec. 14-215(b)(8) applied to the motion as stated.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO PROTEST THE MARIJUANA LICENSE APPLICATIONS FOR RENEWAL FOR LICENSE NOS. 10112 AND 10113, BASED ON WHETHER THE LICENSEE HAS CONTROL OF THE PREMISES AS FOLLOWS:

YEAS: Cleworth, Marney, Ringstad, Sprinkle, Therrien, Tidwell
NAYS: None
Mayor O'Neall declared the MOTION CARRIED.

REPORT FROM FAIRBANKS ALASKA NATIVE ORGANIZATIONS

a) Denakkanaaga, Executive Director Sharon McConnell

S. McConnell expressed appreciation for Mr. Marney and M. Sanders' service. She gave a brief history of Denakkanaaga, which translates as "our people speak," and shared that their primary mission is to be the Elder voice of 42 villages across Interior Alaska. She stated that they also work to preserve and teach the traditional ways of Native peoples, particularly to their youth, as well as educating non-Natives about their culture. She added that Denakkanaaga plays a valuable role in the community. She recognized one of their Board members, Glenn Carlo, whose mother founded Denakkanaaga. S. McConnell discussed the "Caps for Cops" project which brings together police officers with local Elders to teach officers how to make their own beaver hats while strengthening a relationship with Fairbanks Police Department (FPD), focused on respect and understanding each other. She noted that the program had garnered positive attention across both the state and nation. She thanked Police Chief Ron Dupee for his significant efforts with the project and for his ongoing commitment to maintaining positive connections between Native organizations and law enforcement, which has not always been easy in the past. She recognized the Elders who serve as instructors for Caps for Cops, namely: Rev. Dr. Anna Fran, Deanna Holton, Caroline Banty, Edith

DRAFT

Thomas, and Eliza Winfrey. S. McConnell explained that Denakkanaaga also collaborates with sister organizations, such as Doyon Limited, Interior Regional Housing Authority, Tanana Chiefs Conference, and Fairbanks Native Association, to improve services and avoid duplication. She shared that these organizations are in the process of finalizing an economic impact report to highlight the impact of Alaska Native people on the local economy. She provided examples of data contained within the report and affirmed that her organization is happy to call Fairbanks home. She thanked the Council for its desire to work with them and seek improved understanding.

Ms. Therrien asked if there was anything the City could do to help Denakkanaaga. S. McConnell asserted that the relationship with FPD already spoke volumes. She added that the collaboration between local government leaders and those of Alaskan Native organizations at the regular roundtable meetings had meant a lot.

One of the Denakkanaaga Elders in attendance *[no name was given]* shared how years ago she would visit the local youth detention facility as well as Fairbanks Correctional Center, to give short presentations to any Native peoples who were incarcerated and show them that support was in place for them. She suggested bringing these types of visits back.

Mr. Ringstad thanked S. McConnell and Denakkanaaga for their work and progress.

Ms. Sprinkle asked if they would share the completed economic impact report. S. McConnell confirmed that they will hold a press conference and share it with local and state governments.

Mr. Cleworth stated that one thing he has found that confuses some elected officials is what services each of the various Alaska Native organizations provides. S. McConnell acknowledged that opportunities to speak with local governing bodies, such as her report, help a lot.

Mayor O'Neall thanked S. McConnell for her report and the Elders in attendance for their support. She spoke highly of the relationship that had been forged between Denakkanaaga and the City.

MAYOR'S COMMENTS AND REPORT

Mayor O'Neall recounted that it had been 10 years since the death of Sergeant Allen Brandt and read the following:

> "On October 16, 2016 Sergeant Brandt responded to a shots-fired call. He was ambushed and shot several times while he was responding and although he survived the initial attack, complications from later surgery led to his death on October 28, 2016. Sergeant Brandt is remembered as a friend, husband, father, a man of faith, and a valued member of the FPD family. FPD remains closely connected with Allen's wife, Natasha, and their children. They have a forever parking space out in front of the department. All sworn officers are directed to wear a mourning band on their badges. The observance runs from October 26 to 30, 2026 and is intended to honor Sergeant Brandt's sacrifice and service to the community."

Mayor O'Neall invited everyone to stand for a moment of silence in Sergeant Brandt's honor.

DRAFT

COUNCILMEMBERS' COMMENTS

Ms. Therrien thanked Mr. Marney for his work on the Council and for the friendship they had developed over the years. She stated that she would also miss M. Sanders and the great job he had done in his position as Chief of Staff. She invited him to join her Rotary Club.

Mr. Cleworth thanked S. McCrea for his report about the 2028 AWG and spoke of the amount of work that goes into hosting such a massive event. He wished them luck with the preparations. He spoke of the outpouring of support after Sergeant Brandt's passing. He recounted honoring him via a resolution at a City Council meeting after his initial recovery, which made his subsequent death from surgery complications even more heartbreaking. He declared that it had been a pleasure to work with M. Sanders over the years. He shared memories of encouraging Mr. Marney to run for office six years ago and expressed appreciation for Mr. Marney's accomplishments on the Council, his friendship, and his dedication to the City.

Ms. Sprinkle stated that it was lovely to see so many Elders in attendance. She recounted the shooting of Sergeant Brandt in her own neighborhood and spoke highly of Brenda Riley, who administered immediate care to Sgt. Brandt while waiting for first responders. She expressed gratitude for the opportunity to work with M. Sanders on many things. She shared that the first time she ever ran for office was when she lost to Mr. Marney and that she had admired his commitment to the work ever since.

Ms. Tidwell stated that seeing Mr. Marney's genuine care for the people of Fairbanks had warmed her heart many times over the years. She discussed his involvement with charitable events every year, such as giving out food boxes around the holidays. She expressed excitement for M. Sanders' new endeavors and acknowledged the noticeable mark that he had left on every City department.

Mr. Marney thanked everyone for their kind words and spoke of the great things Councilmembers had accomplished together, working with common sense, even when they did not see eye to eye, for the best interest of the community and City employees, whom he praised highly. He shared that he is inclined to run for Council again in the future but would leave such plans up to God.

Mayor O'Neall thanked Mr. Marney for his service on the City and presented a custom engraved gold pan to commemorate his time on the Council.

UNFINISHED BUSINESS

a) Ordinance No. 6357 – An Ordinance Amending the 2026 Operating and Capital Budgets for the Third Time. Sponsored by Mayor O'Neall. SECOND READING AND PUBLIC HEARING.

Mayor O'Neall called for testimony and hearing none, declared Public Testimony closed.

Ms. Therrien, seconded by **Mr. Ringstad**, moved to ADOPT Ordinance No. 6357.

Ms. Therrien, seconded by **Mr. Ringstad**, moved to AMEND Ordinance No. 6357 by substituting the amended, proposed version.

DRAFT

Mayor O'Neall called for objection on the motion to AMEND Ordinance No. 6357 by substituting the amended, proposed version and, hearing none, declared the motion CARRIED.

Mr. Marney asked if the amount for listed bed taxes was a year-to-date total. CFO Bell indicated that it was her estimate on what final amounts for 2026 would be, based on current numbers.

Mr. Cleworth noted an increase in the General Account expenditures for "economic development" and asked if this was calculated by formula. CFO Bell confirmed that FGC directs that 7% of room rental tax income go to economic development and explained how excess revenue is allocated. **Mr. Cleworth** asked if unspent funds roll into the General Fund at the end of the year. CFO Bell confirmed that was correct.

Ms. Therrien thanked CFO Bell for the updates in the amended version. She stated that she is always amazed at the CFO's great work.

Mr. Ringstad noted the change to the FECC Manager salary under item 10 of General Fund expenditures. He asked if this would also increase the cost of benefits and, if so, whether the Council would need to reflect that additional expense. CFO Bell explained that most benefits are a fixed cost, regardless of salary, and while there may be a small increase, the change would not impact the overall budget amendment.

Ms. Sprinkle asked for more information on the $50,000 increase to permanent overtime and benefits for the winter season under Public Works on page six. CFO Bell reported that the department had made the request after winter weather hit slightly earlier than expected, to ensure that they would have sufficient funding should another storm come before the year's end. She added that unused funds would roll back into the General Fund. **Mayor O'Neall** pointed out that the department's budget had already taken a heavy hit from winter weather earlier in 2026.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO ADOPT ORDINANCE NO. 6357, AS AMENDED, AS FOLLOWS:

YEAS: Ringstad, Tidwell, Therrien, Sprinkle, Marney, Cleworth
NAYS: None
Mayor O'Neall declared the MOTION CARRIED and Ordinance No. 6357, as Amended, ADOPTED.

CERTIFICATION OF 2026 REGULAR ELECTION AND OATHS OF OFFICE

a) Certification of the 2026 Regular Election Results

Clerk Snider read the following into the record:

"AARON LOJEWSKI, having received a majority of the votes cast for CITY COUNCIL SEAT E, for a three-year term ending October 2029, hereby is declared elected as a Member of the Fairbanks City Council. JOHN RINGSTAD, having received a majority of the votes cast for CITY COUNCIL SEAT F, for a three-year term ending October 2029, is hereby declared reelected as a Member of the Fairbanks City Council."

DRAFT

Ms. Sprinkle, seconded by **Mr. Marney**, moved to CERTIFY the 2026 Regular Election results.

Mayor O'Neall thanked the City Clerk's Office and all election workers across the community. She asserted that the care that goes into administering local elections is a beautiful thing.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO CERTIFY THE 2026 REGULAR ELECTION RESULTS AS FOLLOWS:

YEAS: Marney, Cleworth, Ringstad, Tidwell, Therrien, Sprinkle
NAYS: None
Mayor O'Neall declared the MOTION CARRIED and the 2026 Regular Election Results CERTIFIED.

At 8:18 p.m., **Mayor O'Neall** called for a brief transition recess. The meeting resumed at 8:36 p.m.

b) Oaths of Office and Seating of Elected Councilmembers

Clerk Snider administered the Oath of Office for Councilmember Lojewski and Councilmember Ringstad.

NEW BUSINESS

a) Resolution No. 5241 – A Resolution Authorizing the City of Fairbanks to Apply for Funding from the Bureau of Justice Assistance for the FY2026 Edward Byrne Memorial Justice Assistance Grant. Sponsored by Mayor O'Neall.

APPROVED on the CONSENT AGENDA

b) Resolution No. 5242 – A Resolution Designating Check Signing Authority for Banking, Investment, and Custodial Accounts of the City of Fairbanks, Alaska. Sponsored by Mayor O'Neall.

APPROVED on the CONSENT AGENDA

c) Ordinance No. 6358 – An Ordinance Ratifying a Collective Bargaining Agreement Between the City of Fairbanks and the International Brotherhood of Electrical Workers (IBEW) Local 1547. Sponsored by Mayor O'Neall.

ADVANCED on the CONSENT AGENDA

d) Ordinance No. 6359 – An Ordinance Amending Fairbanks General Code Section 2-120, Rules of Procedure. Sponsored by Councilmembers Cleworth and Ringstad.

Mr. Cleworth, seconded by **Ms. Sprinkle**, moved to ADVANCE Ordinance No. 6359.

Ms. Therrien, seconded by **Mr. Lojewski**, moved to AMEND Ordinance No. 6359 by striking Sec. 2-120(m) "Reconsideration" and renumbering items (n), (o), and (p), respectively.

DRAFT

Ms. Therrien stated that she would like to be added as a sponsor. She suggested that the Council could address the topic of reconsideration at another time and that she would prefer that they only update the other rules contained within the ordinance.

Mr. Cleworth expressed support for the amendment and agreed that the issue of reconsideration procedures was worthy of discussion at a future work session. He acknowledged motions to reconsider were far less common at the City than they are with the Borough Assembly.

Ms. Sprinkle expressed confusion, noting that the amendment seemed to imply they would remove all language surrounding reconsideration.

Ms. Therrien clarified that the intent of her amendment was only to remove the updated language regarding reconsideration and leave the existing language in the FGC unchanged. She reiterated her goal to maintain the status quo, with a plan to address reconsideration at another time.

Mayor O'Neall asked to confirm that the proposed amendment was to strike the changes in Sec. 2-120(m) and keep the original language regarding reconsideration. **Ms. Therrien** confirmed that was correct. There was no objection or further discussion on this clarification.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO AMEND ORDINANCE NO. 6359 BY STRIKING THE CHANGES IN SEC. 2-120(m) AND LEAVING THE ORIGINAL LANGUAGE REGARDING RECONSIDERATION AS FOLLOWS:

YEAS: Sprinkle, Lojewski, Therrien, Ringstad, Cleworth, Tidwell
NAYS: None
Mayor O'Neall declared the MOTION CARRIED.

Mr. Lojewski asked to also be added as a sponsor to the ordinance.

Mayor O'Neall called for objection on the motion to ADVANCE Ordinance No. 6359, as Amended, and, hearing none, declared the motion CARRIED.

WRITTEN COMMUNICATIONS TO THE CITY COUNCIL

a) Appointments to the Fact Finding Commission

APPROVED on the CONSENT AGENDA

b) Councilmember Appointment to the Discretionary Fund Commission

APPROVED on the CONSENT AGENDA

c) Clay Street Cemetery Commission Meeting Minutes of September 2, 2026

ACCEPTED on the CONSENT AGENDA

DRAFT

COMMITTEE REPORTS AND COUNCILMEMBERS' COMMENTS

Mr. Lojewski stated that he was looking forward to what the Council can accomplish with members' collective wisdom. He recounted that within a few years of serving on the Borough Assembly he found himself as one of the more senior members and was excited to now have a chance to learn from the institutional knowledge and combined experience of those on the Council.

Ms. Sprinkle shared the Economic Development Commission would be meeting soon, with a new plan for meetings to be less formal and occur every two months instead of three. She stated that other commissions still only meet quarterly, which she feels is insufficient.

Mr. Cleworth congratulated Mr. Ringstad and Mr. Lojewski on winning the election. He recounted a former Borough Mayor being upset with the City Council for being unwilling to rename the street where the Borough's administrative building sits due to strong testimony from individuals in the historical preservation community. He discussed how the Borough had responded by stripping the City of its Board of Adjustment powers which led to numerous resolutions by the Council over the years, requesting that the action be reversed. He noted that Mr. Lojewski, as an Assemblymember, had taken the matter seriously and was integral in getting that power returned to the City. He thanked Mr. Lojewski for that effort and welcomed him to the Council.

Ms. Therrien shared that the Legislative Committee would meet on October 28 to discuss 2027 legislative priorities. She noted that input had only been received from staff thus far and requested that Councilmembers send any suggestions to the City Clerk prior to the meeting. She reported that the Permanent Fund Review Board would also meet that same day to review and rank proposals from firms interested in managing the City's investment portfolio. She stated that the Board would present its recommendation to the Council in the near future. She expressed excitement for the upcoming City Hall Halloween event and reminded everyone to vote.

Ms. Tidwell reported that a Fairbanks Area Surface Transportation (FAST) Planning meeting had occurred and that the 2050 Metropolitan Transportation Plan was open for public comment through October 30. She shared that the Policy Board had directed the Executive Director to submit a comment letter on the 2027-2030 Statewide Transportation Improvement Program (STIP), to express frustration over its excessive length and complexity. She recounted having represented the Council at the last Borough Assembly meeting, where she shared the City's recent accomplishments as well as details about the new warming center.

Mayor O'Neall provided information about the upcoming Halloween Trick-or-Treat event taking place at City Hall and thanked Explore Fairbanks for donating the candy to be handed out. She noted that the Clerk's Office would remain open until 5:00 p.m. for regular business. She reminded the Council that work sessions for the 2027 budget would begin the following week and stated that she would have her draft budget submitted within the next few days. She congratulated Mr. Lojewski and Mr. Ringstad for their election and reelection to the Council.

CITY CLERK'S REPORT

Clerk Snider congratulated Mr. Ringstad for his reelection and welcomed Mr. Lojewski. She spoke highly of Mr. Marney's work on the Council, particularly his efforts on the Discretionary Fund

DRAFT

Committee. She declared that his humility and kindness was always appreciated and that he would be missed. She stated that she was excited to work with Ms. Sprinkle on the Discretionary Fund Committee, noting her new appointment.

CITY ATTORNEY'S REPORT

Attorney Chard expressed appreciation for the Council's service and commitment to the community.

ADJOURNMENT

Mayor O'Neall declared the meeting adjourned at 9:00 p.m.

_____
MINDY O'NEALL, MAYOR

ATTEST:

_____
D. DANYIELLE SNIDER, MMC, CITY CLERK

Transcribed by: CC

DRAFT

CITY OF FAIRBANKS
CITY CLERK'S OFFICE

800 Cushman Street
Fairbanks, AK 99701

Telephone (907) 459-6702
Fax (907) 459-6710

MEMORANDUM

TO: Mayor O'Neall and City Councilmembers

FROM: D. Danyielle Snider, MMC, City Clerk

SUBJECT: Alcohol License Renewal Application

DATE: November 5, 2026

Notice has been received from the State Alcohol & Marijuana Control Office (AMCO) for the following alcohol license renewal applications:

Lic. #	DBA	License Type	Licensee	Address
54	American Legion Post #11	Club	The American Legion, Dorman H Baker Post #11	129 1st Avenue

Pursuant to FGC Sec. 14-178 the Council may determine whether to protest alcohol license renewal applications after holding a public hearing. As required by FGC Sec. 14-167(b), I have sent written notice of the public hearing to the above-listed licensee.

This renewal application will be considered by the ABC Board on November 17. The City's 60-day response deadline to AMCO is November 27, 2026.

There are no department-recommended protests for this alcohol license renewal application.

CITY OF FAIRBANKS
CITY CLERK'S OFFICE

800 Cushman Street
Fairbanks, AK 99701

Telephone (907) 459-6702
Fax (907) 459-6710

MEMORANDUM

TO: Mayor O'Neall and City Council Members

FROM: D. Danyielle Snider, City Clerk

SUBJECT: Marijuana License Renewal Applications

DATE: November 5, 2026

Notice has been received from the State Alcohol & Marijuana Control Office (AMCO) for the following marijuana license renewal applications:

Lic. #	DBA	License Type	Licensee	Address
17250	Pipe and Leaf: Premium Alaskan Cannabis	Retail Marijuana Store	Pipe and Leaf, LLC	3546 Airport Way
30593	Pipe and Leaf: Premium Alaskan Cannabis	Retail Marijuana Store	Pipe and Leaf, LLC	899 Old Steese Highway
10869	Grass Station 49	Retail Marijuana Store	The Grass Station, LLC	1326 Cushman Street

Pursuant to FGC Sec. 14-214 and 3 AAC 306.060, the Council may determine whether to protest a marijuana license renewal application after holding a public hearing. As required by FGC Sec. 14-214(b), I have sent written notice of the public hearing to the above-listed licensees. The 60-day response deadline to AMCO for these renewal applications is November 27, 2026.

Pursuant to FGC Sec. 14-215(b)(12), I have inquired about complaints filed within the past 12 months with the Fairbanks North Star Borough (FNSB) and AMCO in regard to these marijuana establishments. The FNSB did not report any complaints. AMCO provided the attached Notice of Violation from August 21, 2026 for license no. 17250.

There are no department-recommended protests for these license renewal applications.

Alcohol and Marijuana Control Office
550 W 7th Avenue, Suite 1600
Anchorage, AK 99501
amco.enforcement@alaska.gov
https://www.commerce.alaska.gov/web/amco
Phone: 907.269.0350

Alaska Marijuana Control Board – AMCO Enforcement

Notice of Violation (3 AAC 306.806(e))

This form, all information provided and responses are public documents per Alaska Public Records ACT AS 40.25

Licensee:	Haley Essig	**Date:**	8/21/26
Doing Business As:	Pipe and Leaf: Premium Alaskan Cannabis	**License #:**	17250
License Type:	Retail Marijuana Store	**AMCO Case #:**	26-2115
Mailing Address:	3546 Airport Way, Fairbanks, AK		

	Date	Violation of	Fine	Date	Violation of	Fine
Violation(s) of Statute/Regulation:	8/13/26	3 AAC 306.710	250.00			

	Date	Violation of	Fine	Date	Violation of	Fine
Prior Violation(s)						

This is a notice to you as a licensee that you are being issued a notice of violation for the purposes described in 3 AAC 306.806(e). A description of the violation is as follows,
NOTE: This is not an accusation or criminal complaint.

On 8-13-26, a walk through was conducted at your facility. You have two points of access to the restricted area. The one near the bathroom was marked with a homemade restricted access area sign posted on one side of the entryway. The other point of access appeared to have a chain which stretches across the opening but was not being utilized; the sign was under a potted plant to the left of the entrance. (See Photograph)

Your attention is directed to 3 AAC 306.710: Restricted access areas which also reads in part, "(b) Except as provided in 3 AAC 306.325 for a retail marijuana store, each entrance to a restricted access area must be marked by a sign that says "Restricted access area. Visitors must be escorted."

Notice of Violation

Disciplinary Action

Civil Fine:	$250.00	**Probation:**	

Previous Violations:

NOV Dated 11-25-25, 3AAC 306.710: Restricted access areas, Advisory Notice, 3AAC306.710: Restricted access areas for a violation which occurred on 2-26-25, case #25-0194.

Certified mail 7018 0360 0000 1428 6886

You may contest this notice of violation or recommended disciplinary action by filing a written response not later than 10 days after receipt of this notice. You may elect to appeal this notice directly to the Marijuana Control Board under 3 AAC 306.845 or request an informal conference with the director under 3 AAC 306.844. Any appeal to the board will be heard at the next regularly scheduled meeting of the Board, unless an extension is agreed upon. A request for an informal conference will be scheduled by the director not later than 10 days after receipt of the request.

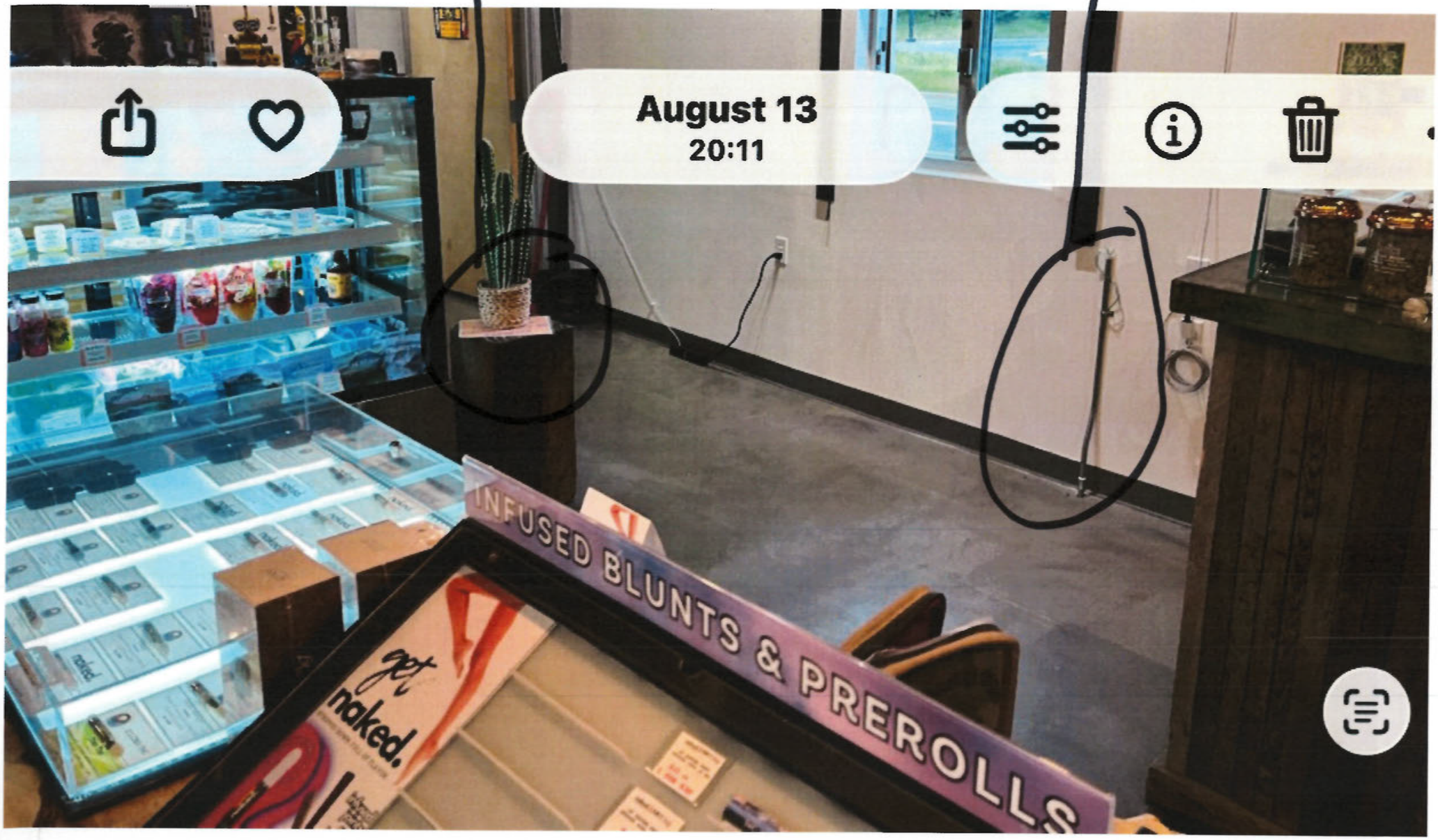
If you do not contest this notice, please describe in writing the remedial measures you are taking to address the violation and remit the associated fine within 30 days after receipt of this notice.

Failure to respond may result in additional enforcement action by AMCO or the Marijuana Control Board.

Please direct your response to the address below and include your marijuana license number, DBA and AMCO case number in any correspondence. Payments may be made by check (ensure checks or money orders are made out to State of Alaska or AMCO and appropriately signed) , by cash using the Department of Revenue's tax drop box (ensure to include a note with your payment clearly specifying what you are paying for), or credit card (please contact our office, we will send you an e-bill).

Marijuana Control Office
Attn: AMCO Enforcement
550 W. 7th Avenue Suite 1600
Anchorage, AK 99501
amco.enforcement@alaska.gov

Issuing Investigator:	J. Hamilton	**Issued To:**	
Signature:	Joe Hamilton	**Title:**	
Delivered VIA	Certified Mail	**Issued Date:**	



Restricted Access Sign under Plant

Access Barrier?

From: Haley Essig
To: CED AMCO Enforcement (CED sponsored)
Subject: Response to NOV Case # 26-2115
Date: Monday, August 31, 2026 10:35:16 AM
Attachments: Screenshot 2026-08-31 at 10.25.05 AM.png

CAUTION: This email originated from outside the State of Alaska mail system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello AMCO Enforcement,

In response to our recent NOV regarding the restricted access sign being under a potted plant, I have nailed the sign to the wood so it will not fall down again. Additionally, your visit occurred shortly after installing our new drive through window and our deli bar was moved out of the way for construction. We have moved the deli bar back, making the access point to the restricted area much smaller. Please see the attached photo showing the sign and the fixed entrance size. Also, following our last violation regarding the chains, we emailed and agreed that I would remove the chains. I have attached our email correspondence below from December; the chains are not currently installed.

If possible, please send a payment link for the fine.

Thank you
Haley Essig

CITY OF FAIRBANKS
CITY CLERK'S OFFICE

800 Cushman Street
Fairbanks, AK 99701

Telephone (907)459-6702
Fax (907)459-6710

MEMORANDUM

TO: Mayor O'Neall and City Council Members

FROM: D. Danyielle Snider, MMC, City Clerk

SUBJECT: Application for New Alcohol License

DATE: November 5, 2026

An application has been received by the State Alcohol and Marijuana Control Office (AMCO) for the following:

License #: **63836**
License Type: General Wholesale
D.B.A.: **Columbia Distributing**
Licensee/Applicant: CoHo Distributing, LLC
Physical Location: 945 Elizabeth Street, Fairbanks

Corp/LLC Agent:	**Mailing Address**	**Date/State of Ltd Partner/Corp**	**Good standing?**
Corporation Service Company	8585 Old Dairy Road, Ste. 208 Juneau, AK 99801-8094	04/29/2026 – OR	Yes

Member/Officer/Director:	**Address**	**Phone**	**Title/Shares (%)**
Columbia Distributing Holdings, LLC	27200 SW Parkway Avenue Wilsonville, OR 97070	907-279-8068	Member / 100%

Clerk Note: This new license will replace license no. 5887 (also general wholesale) currently at the same location. The present owner, RNDC Alaska, has filed for bankruptcy and will cease business operations in Alaska as of October 26, 2026. A representative for the applicant informed me that Columbia Distributing would take over all RNDC Alaska locations on October 28, 2026.

Pursuant to FGC Sec. 14-178, the Council may determine whether to protest the alcohol license application after holding a public hearing. As required by FGC Sec. 14-167(b), I have sent written notice of the public hearing to the applicant. The City's 60-day response deadline to AMCO is December 11, 2026.

There are **no department-recommended protests** to the issuance of this alcohol license and endorsements.

Document reference ID : 7988

Licensing Application Summary

Application ID:	7988
Applicant Name:	Columbia Distributing
License Type applied for:	General Wholesale License (GWL) (AS 04.09.100)
Application Status:	Initiated

Entity Information

Business Structure:	Limited liability company
FEIN/SSN Number:	[redacted]
Member Managed or Manager Managed:	Member Managed
Alaska Entity Number (CBPL):	2235667
Alaska Entity Formed Date:	04/29/2026
Home State:	OR

Entity Contact Information

Name	Phone	Email	Relation
Samantha Javier	503-240-8359	Samantha.Javier@coldist.com	Legal Counsel
Eric Ljungquist	971-997-2852	no@email.com	Executive Management
Chris Steffanci	253-395-9301	email@dontexist.com	Designated Licensee

Name	Phone	Email	Relation

Mailing Address: 27200 SW Parkway Ave, Wilsonville, OR, 97070, USA

Tell Us About You

Authority Type: I am authorized user by the designated licensee with binding authority

Legal First Name: Chris

Legal Last Name: Steffanci

Email Address: Samantha.Javier@coldist.com

Phone Number: 253-395-9301

Additional Authorized Users

Legal Name	Relation with Applicant
The Law Offices of Ernouf & Coffey, P.C. is assisting with the application process.	Legal Counsel

Registered Agent Information

Name	Corporation Service Company
Agent's Phone Number	907-586-3340
Agent's Email	email@notfound.com
Address	8585 Old Dairy Rd, Juneau, AK, 99801-8094, USA
The registered agent is either an individual resident of the state or a domestic corporation authorized to transact business in the state and whose business office is the same as the registered office?	Yes

Ownership / Principal Party Details

Principal Parent Entity	Principal Party	Role	%Ownership
Columbia Distributing	Chris Steffanci	Affiliate	
Columbia Distributing	Eric Ljungquist	Affiliate	
Columbia Distributing	Samantha Javier	Affiliate	

TTB (Alcohol and Tabacco Tax and Trade Bureau)

TTB ID	AK-P-21042
TTB certificate	945 ELIZABETH ST TTB.pdf

Premises Address

Address:	945 Elizabeth St, Fairbanks, AK, 99709, USA
Does the proposed site include a valid street address?	Yes

Basic Business information

Business/Trade Name:	Columbia Distributing

Premises Contact Details

Contact Person Name	Samantha Javier
Business Phone Number	503-240-8359
Email Address	Samantha.Javier@coldist.com

Local Government and Community Council Details

City/Municipality	Fairbanks (City of)

Borough Fairbanks North Star Borough

Property Ownership

Do you, the applicant, own the land, building, and/or warehouse at this proposed licensed location?

No

Property Utilization Status

An Existing Facility

Are you operating under?

Lease

Add Copy of Lease\Sublease document

LOI to Lease for 945 Elizabeth Street- Fairbanks, AK. (FE).pdf

Premises Diagram

Will the license or permit embrace the entire premises address?

Yes

Premises Diagram

- AB-02.pdf

Other Licenses Involvement

Does any representative or owner named in this application have any direct or indirect financial interest in any other alcoholic beverage business that does business in or is licensed in Alaska?

Yes

Description

Applied for 2 additional wholesale licenses 60837 & 60838.

Supplier Information

Maximum Supplier Count : 76 or More Suppliers

Supplier Declarations:

- Columbia Distributing 76 Suppliers.pdf

Individual Certification and Financial Interest

I hereby certify that no person other than a proposed licensee listed on the liquor license application has a direct or indirect financial interest, as defined in AS 04.11.450(f) in the business for which a liquor license is being applied for.

I hereby certify that any ownership change shall be reported to the board as required under AS 04.11.040, AS 04.11.045, AS 04.11.050, and AS 04.11.055.

Attestations

I certify that all proposed licensees (as defined in AS 04.11.260) and affiliates have been listed on this application.

I certify that I understand that providing a false statement on this form or any other form provided by AMCO is grounds for rejection or denial of this application or revocation of any license issued.

I certify that all licensees, agents, and employees who sell or serve alcoholic beverages or check the identification of a patron will complete an approved alcohol server education course, if required by AS 04.21.025, and, while selling or serving alcoholic beverages, will carry or have available to show a current course card or a photocopy of the card certifying completion of approved alcohol server education course, if required by 3 AAC 305.700.

I agree to provide all information required by the Alcoholic Beverage Control Board in support of this application.

I hereby certify that I am the person herein named and subscribing to this application and that I have read the complete application, and I know the full content thereof. I declare that all of the information contained herein, and evidence or other documents submitted are true and correct. I understand that any falsification or misrepresentation of any item or response in this application, or any attachment, or documents to support this application, is sufficient grounds for denying or revoking a license/permit. I further understand that it is a Class A misdemeanor under Alaska Statute 11.56.210 to falsify an application and commit the crime of unsworn falsification.

I certify that all proposed licensees have been listed with Division of Corporation, Business, and Professional Licensing.

I certify that I and any individual identified in the business entity ownership section of this application, has or will read AS 04 and its implementing regulations.

Signature

Electronic Signature not collected; application submitted based on paper form.

Documents

#	File Name	Type	Added On
1	AB-02.pdf	License Location Diagram Document	08/11/2026 11:56 AM AKDT
2	Columbia Distributing 76 Suppliers.pdf	Supplier Declarations	10/14/2026 02:27 PM AKDT
3	945 ELIZABETH ST TTB.pdf	License TTB Certificate	10/14/2026 02:28 PM AKDT
4	LOI to Lease for 945 Elizabeth Street-Fairbanks, AK. (FE).pdf	License Lease\Sublease document	10/14/2026 02:30 PM AKDT

Alcohol and Marijuana Control Office
550 W 7th Avenue, Suite 1600
Anchorage, AK 99501
alcohol.licensing@alaska.gov
https://www.commerce.alaska.gov/web/amco
Phone: 907.269.0350

Alaska Alcoholic Beverage Control Board

Form AB-02: Premises Diagram

Why is this form needed?

A detailed diagram of the proposed licensed premises is required for all alcohol license applications, per AS 04.11.260, 3 AAC 305.630 and 3 AAC 305.660. Your diagram must include dimensions and must show all entrances and boundaries of the premises, walls, bars, fixtures, and areas of storage, service, consumption, and manufacturing.
This form must be completed and submitted to AMCO's Anchorage office before any license application will be considered complete. You may attach blueprints or other detailed drawings that meet the requirements of this form.

The diagram MUST include:

- You must use a **solid, contiguous red line** to outline the outer perimeter of your premises with no breaks or separations.
  - The red outline is required to follow a physical barrier (wall, fence and even across doorways).
  - There should be no red lines within the perimeter
- Each area should be clearly labeled in any color other than red where alcohol is:
  - Stored
  - Served/Sold
  - Manufactured
  - Consumed
- All diagrams must include:
  - Dimensions (AMCO does not accept diagrams drawn to scale)
  - Cross streets
  - Points of reference, such as a compass rose indicating True North
  - All entrances, exits, walls, bars, and fixtures
- If your premises include multiple floors, please include a separate diagram of each floor.
  - You must identify the stairs between each floor, and each hallway/corridor that leads to each set of stairs.
- If your premises includes multiple floors, please include a separate diagram of each floor. You must identify the stairs between each floor, and each hallway/corridor that leads to each set of stairs.
- If your proposed premises is located within a building or building complex that contains multiple businesses and/or tenants, please provide an additional page that clearly shows the location of your proposed premises within the building or building complex, along with the addresses and/or suite numbers of the other businesses and/or tenants within the building or building complex.
- **Any license applications that include outdoor space** are required to submit a security plan that includes information about the barriers, practices, and personnel that are to be used to ensure that alcohol is not introduced or removed from the permitted premises and to prevent the access of alcohol by a minor during the permitted event. A security plan may be requested for other proposed locations on a case-by-case basis.

Section 1 – Establishment Information

Enter information for the business seeking to be licensed, as identified on the license application.

Licensee:	Gotto Distributing, LLC	**License Number:**			
License Type:	General warehouse Distributing				
Doing Business As:	Columbia Distributing				
Premises Address:	945 Elizabeth Street				
City:	Fairbanks	**State:**	AK	**ZIP:**	99

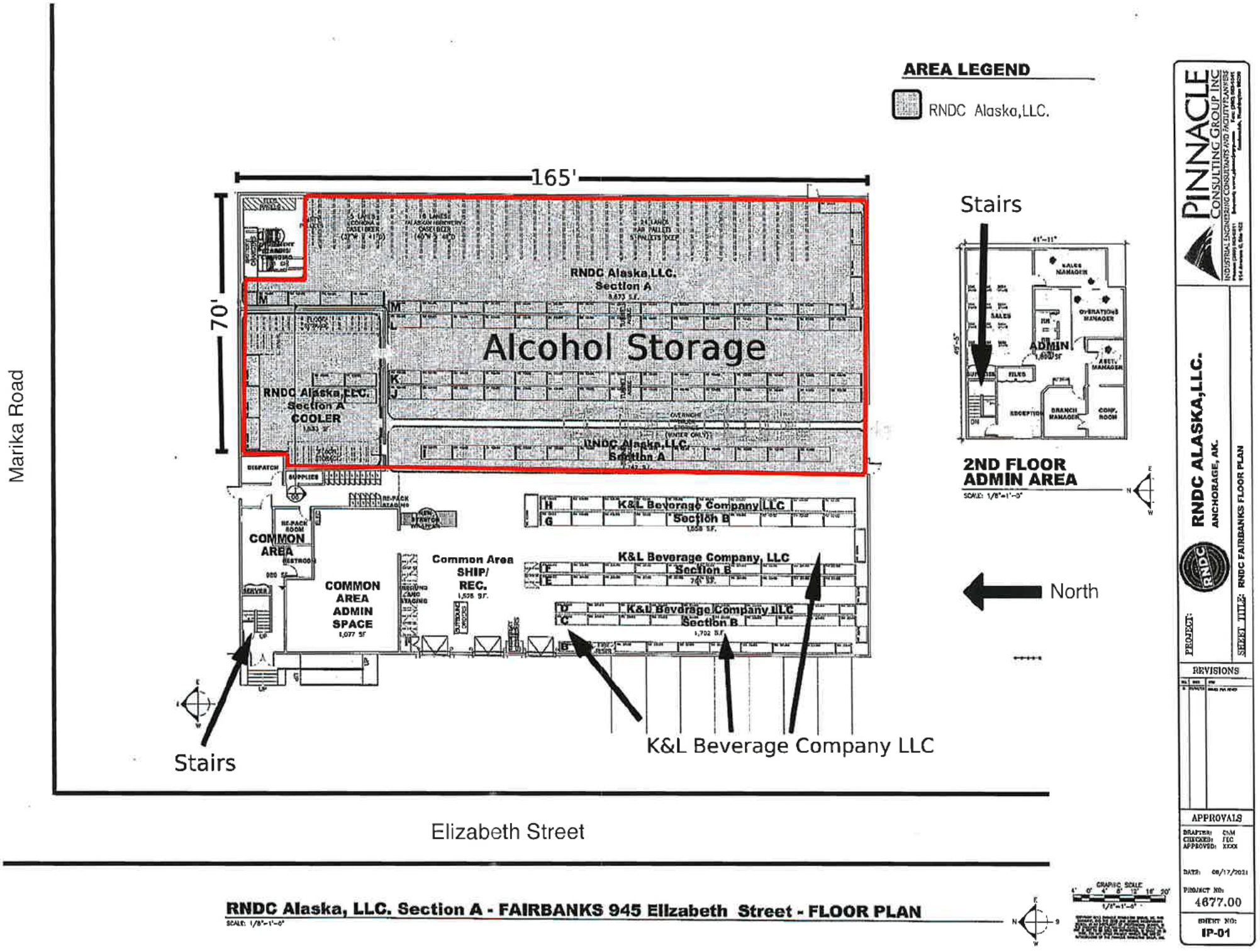
Alcohol and Marijuana Control Office
550 W 7th Avenue, Suite 1600
Anchorage, AK 99501
alcohol.licensing@alaska.gov
https://www.commerce.alaska.gov/web/amco
Phone: 907.269.0350

Alaska Alcoholic Beverage Control Board

Form AB-02: Premises Diagram

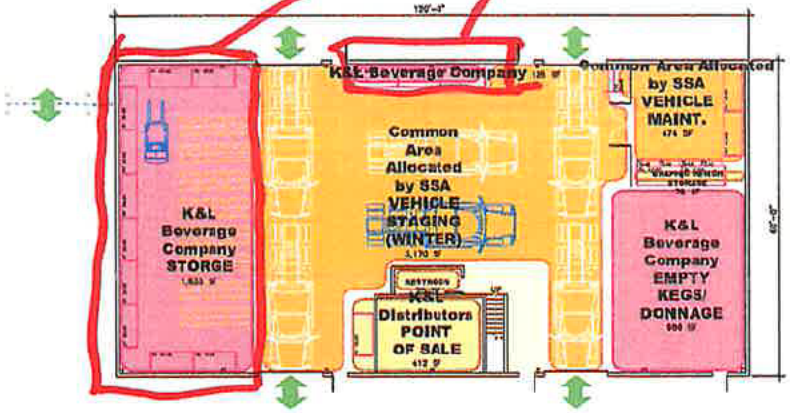
Section 2 – Detailed Premises Diagram

Clearly indicate the boundaries of the premises and the proposed licensed area within that property. See above for detailed instructions.


AREA LEGEND
RNDC Alaska,LLC.
165'
70'
Alcohol Storage
RNDC Alaska,LLC.
Section A
RNDC Alaska,LLC.
Section A
COOLER
RNDC Alaska,LLC.
Section A
DISPATCH
SUPPLIES
RE-PACK ROOM
COMMON AREA
RESTROOMS
SERVER
COMMON AREA ADMIN SPACE
1,077 SF
Common Area
SHIP/
REC.
1,575 SF.
K&L Beverage Company, LLC
Section B
K&L Beverage Company, LLC
Section B
K&L Beverage Company, LLC
Section B
1,702 SF.
Stairs
K&L Beverage Company LLC
Marika Road
Elizabeth Street
Stairs
SALES MANAGER
SALES
OPERATIONS MANAGER
ADMIN
ASSET. MANAGER
FILES
RECEPTION
BRANCH MANAGER
CONF. ROOM
2ND FLOOR
ADMIN AREA
SCALE: 1/8"=1'-0"
North
PINNACLE
CONSULTING GROUP INC
INDUSTRIAL ENGINEERING CONSULTANTS AND FACILITY PLANNERS
PROJECT:
RNDC ALASKA,LLC.
ANCHORAGE, AK.
SHEET TITLE: RNDC FAIRBANKS FLOOR PLAN
REVISIONS
APPROVALS
DRAFTER: CNM
CHECKED: TEC
APPROVED: XXXX
DATE: 08/17/2021
PROJECT NO:
4677.00
SHEET NO:
IP-01
RNDC Alaska, LLC. Section A - FAIRBANKS 945 Ellzabeth Street - FLOOR PLAN
SCALE: 1/8"=1'-0"
GRAPHIC SCALE
1/8"=1'-0"

AREA SUMMARY

Alcohol STORAGE



K&L FAIRBANKS 945 Elizabeth Street - ANNEX FLOOR PLAN



MEZZANINE

AREA LEGEND

- K&L Distributors
- K&L Beverage Company
- Common Areas Allocated by SSA

APPROVALS

4677.00

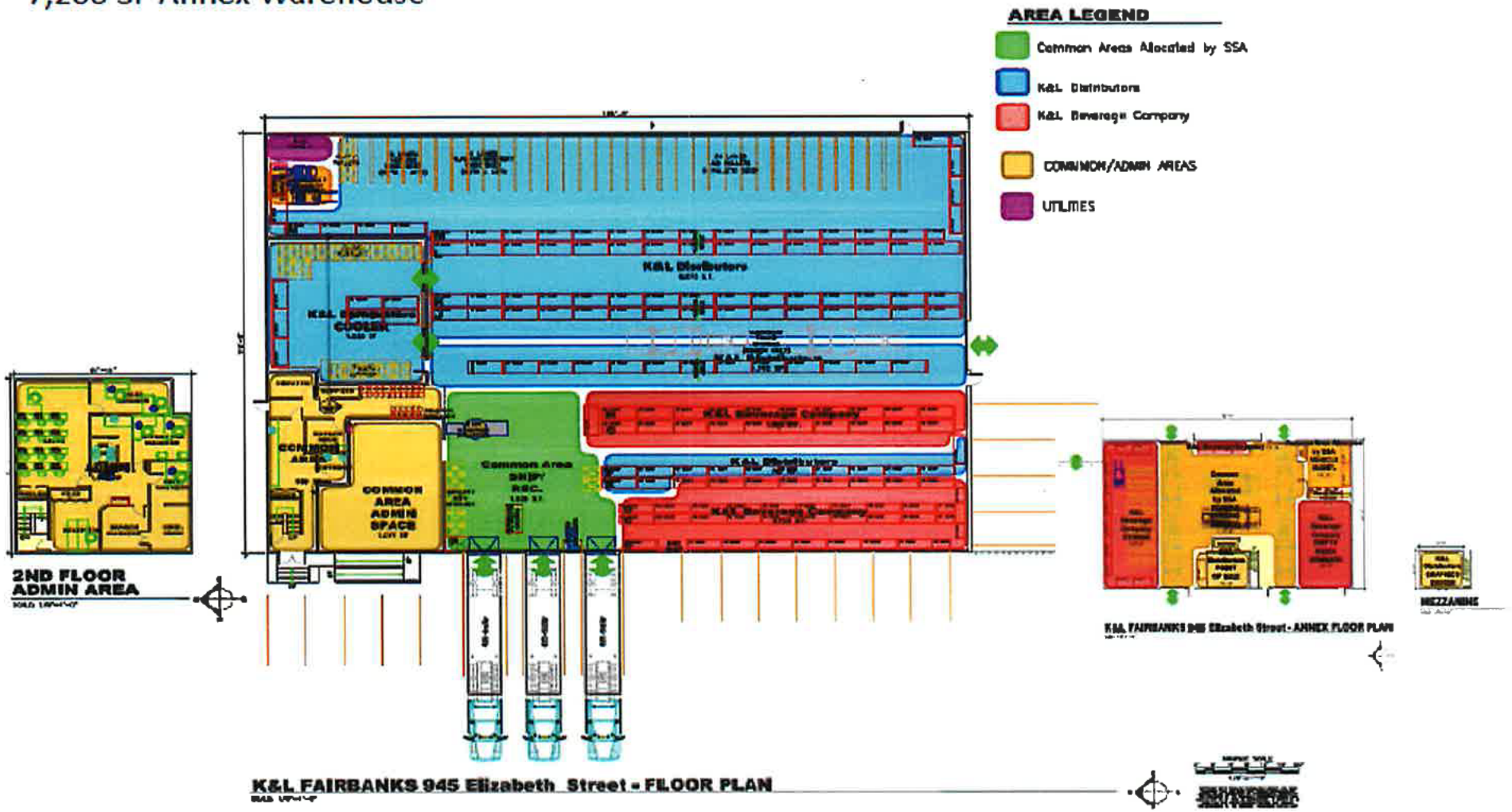
BOD-02

K&L - Fairbanks Facilities

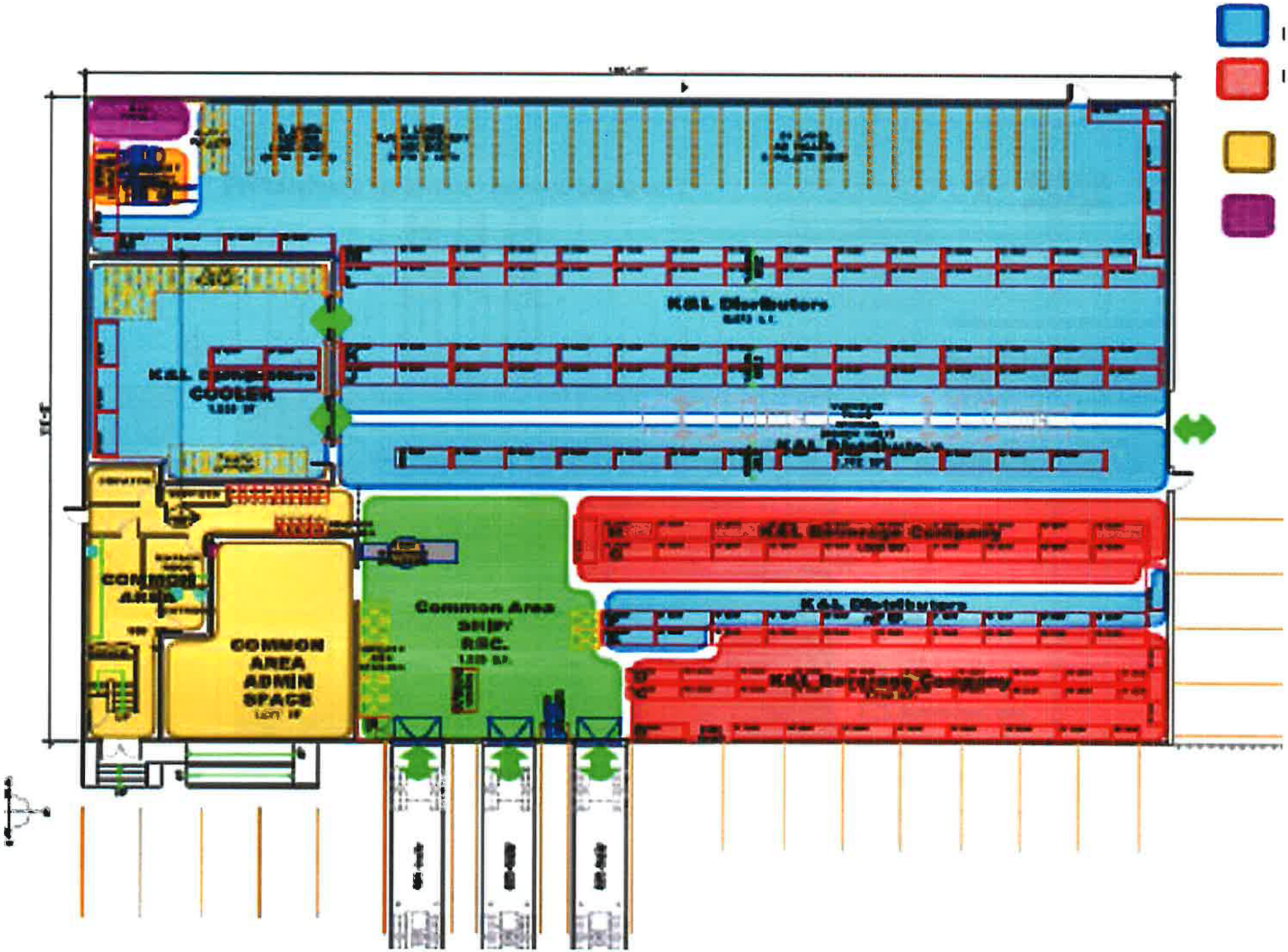
Cleaned, sharpened, and enlarged for improved readability

21,651 SF Main Building 2,879 SF Office 18,772 SF Warehouse 7,200 SF Annex Warehouse

7,200 SF Annex Warehouse



Main Building Floor Plan - Enlarged Detail



Sponsored by: Mayor O'Neall
Date: October 26, 2026

ORDINANCE NO. 6358

AN ORDINANCE RATIFYING A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FAIRBANKS AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1547

WHEREAS, the City of Fairbanks and International Brotherhood of Electrical Workers (IBEW) Local 1547 entered negotiations for a collective bargaining agreement in May 2026; and

WHEREAS, the negotiating teams for the City and IBEW have reached a tentative agreement for a replacement CBA, which upon ratification will be in effect from January 1, 2027 through December 31, 2029.

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows:

SECTION 1. The attached collective bargaining agreement is hereby ratified.

SECTION 2. The collective bargaining agreement will be effective from January 1, 2027 through December 31, 2029 once ratified by both parties.

SECTION 3. The effective date of this ordinance is six days after adoption.

_____
Mindy O'Neall, City Mayor

YEAS:
NAYS:
ABSENT:
ADOPTED:

ATTEST:

_____
D. Danyielle Snider, MMC, City Clerk

APPROVED AS TO FORM:

_____
Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6358

Abbreviated Title: IBEW COLLECTIVE BARGAINING AGREEMENT

Department(s): ALL

Does the adoption of this ordinance or resolution authorize:

1) additional costs beyond the current adopted budget? Yes X No

2) additional support or maintenance costs? Yes No X

If yes, what is the estimate? see below

3) additional positions beyond the current adopted budg Yes No X

If yes, how many positions?

If yes, type of positions? (F - Full Time, P - Part Time, T - Temporary)

II. FINANCIAL DETAIL:

EXPENDITURES:	2027	2028	2029	TOTAL
HEALTH CARE CONTRIBUTION	$ 176,610	$ 176,610	$ 176,610	$ 529,830
WAGES AND BENEFITS - YEAR 1 JAN TO DEC	$ 52,270	$ 52,270	$ 52,270	$ 156,810
WAGES AND BENEFITS - YEAR 2 JAN TO DEC		$ 87,250	$ 87,250	$ 174,500
WAGES AND BENEFITS - YEAR 3 JAN TO DEC			$ 90,140	$ 90,140
PENSION CONTRIBUTION	$ 22,330	$ 22,330	$ 22,330	$ 66,990
ANNUAL LEAVE ACCRUAL - PER HOUR	$ 6,230	$ 4,690	$ 5,950	$ 16,870
TOTAL	**$ 257,440**	**$ 343,150**	**$ 434,550**	**$ 1,035,140**

FUNDING SOURCE:	2027	2028	2029	TOTAL
GENERAL FUND	$ 257,440	$ 343,150	$ 434,550	$ 1,035,140
GENERAL FUND [CURRENT BUDGET]	$ (125,480)	$ (126,810)	$ (129,440)	$ (381,730)
TOTAL	**$ 131,960**	**$ 216,340**	**$ 305,110**	**$ 653,410**

This fiscal note reflects the projected budget increase for the proposed IBEW negotiated collective bargaining agreement, totaling **$653,410 over the next three years**, net of current budgeted salaries and benefits that will end on December 31. The agreement includes the following: **$3.00 wage increase for the following positions**: HR Generalist, Controller, Grants Administrator, Accounting Specialists, and Quality Control Officer; **$2,450.00 for health care per mont**h for all years of the contract; CPI increase of 1% to 3.5% for Year 2 and Year 3 (projecting 2.0% CPI for both years); and **$0.25 per hour in pension contributions** for all years of the contract including cashouts. IBEW members will earn annual leave hours per pay period instead of a monthly proration. The City will have additional costs for overtime, annual leave liability, and workers' compensation due to wage increases.

Prepared by Finance Department: Initial mb Date 9/28/2026

WORKING AGREEMENT

BETWEEN

THE CITY OF FAIRBANKS

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 1547

SUPERVISORY, ADMINISTRATIVE, PROFESSIONAL, AND EXECUTIVE EMPLOYEES

January 1, 2027 – December 31, 2029

Table of Contents

Articles	Subsections	Page
1.	Policy, Purpose, and Effect of this Agreement	6
2.	Recognition	7
	2.1 Exclusive Bargaining Agent	7
	2.2 Job Classification and Descriptions	7
	2.3 Temporary Employees	8
	2.4 Intern Program	8
	2.5 Work-Study Job Training Program	8
3.	Hiring Preferences	9
	3.1 Non-Discrimination	9
	3.2 Local Hire Clause	9
	3.3 Nepotism/Fraternization	9
4.	Union Security	9
	4.1 Union Membership	9
	4.2 Exclusive Negotiation with Union	10
	4.3 Check Off and Payroll Deductions	10
	4.4 List of Bargaining Unit Members	10
	4.5 Professional Representation	11
	4.6 Employee Representatives	11
	4.7 Negotiating Team	11
5.	Management Rights	11
	5.1 General	11
	5.2 Subcontracting	11
6.	Holidays	12
	6.1 Listing	12
	6.2 Observance of Holidays	12
	6.3 Working on Holidays	13
	6.4 Floating Holidays	13
7.	Grievance/Arbitration Procedures	13
	7.1 Regular Arbitration	13
	7.2 Expedited Arbitration	14
	7.3 Regular Arbitration/Arbitrator Selection	15
	7.4 Expedited Arbitrating/Arbitration Selection	15
	7.5 Rule Common to Regular and Expedited Arbitration	16
	7.6 Employee Witness	16
	7.7 Retroactive Pay	17

7.8 Discharge 17
7.9 Default 17

8. Discharge and Notice 17
8.1 Timely City Notice to Employee 17
8.2 Timely Employee notice to City 17
8.3 Manner of Delivery of Notices 18
8.4 Termination for Cause 18

9. Health and Welfare 18
9.1 Health and Welfare 18
9.2 Retirement/Pension and Social Security 19
9.3 Deferred Compensation 20
9.4 Physical Examinations 20
9.5 Fitness to Perform Duties 20
9.6 Drug Testing 21
9.7 Unemployment Compensation 21
9.8 Section 125 Plan 21
9.9 IBEW Legal Trust Fund 21

10. Working Conditions 21
10.1 Work Week 21
10.2 Job Share 22
10.3 Pay Periods 23
10.4 Revocation of Driver's License 23
10.5 Work Environment 23
10.6 Bulletin Boards 23
10.7 Indemnification 24

11. Probation 24
11.1 Object 24
11.2 Duration 24
11.3 Dismissal 24

12. Employee Records 25
12.1 Examination of Records 25
12.2 Work Time Records 25

13. Equipment and Clothing 25
13.1 Clothing 25
13.2 City Issued 26
13.3 Personal Property 26
13.4 Improved Equipment 26
13.5 City Property 26

14. Safety 26

15. Education, Training and Tuition 26
15.1 City Provided 26
15.2 Employee Requested 27

16. Wages 27
16.1 Wage Classification and Salaries 27
16.2 Pay for Temporary Assignments 28
16.2.1 Compensation for Service as Acting Department Head 28
16.3 Compensatory Time 28
16.4 Court Appearance 29

17. Performance Evaluations 29

18. Filling of Vacancies 29
18.1 Promotional Opportunities 29
18.2 Vacancy Promotions 29
18.3 Application Procedure 30
18.4 Rights 30
18.5 Promotions/Transfers 30

19. Travel and Per Diem 30
19.1 Official Travel Outside City of Fairbanks 30
19.2 Use of Personal Vehicles 31

20. Personal Leave 31
20.1 Personal Leave 31
20.2 Leave Requests 31
20.3 Termination Cash Out 31
20.4 Draw Down of Personal Leave 32
20.5 Personal Leave Donations 32
20.6 Expiration of Accrued Personal Leave 32
20.7 Seniority Rights During Illness or Disability 33
20.8 Job-Incurred Injury or Illness 33
20.9 Light or Limited Duty 33
20.10 Employee Breaks

21. Other Approved Absences 33
21.1 Family/Medical Leave 33
21.2 Elections 33
21.3 Jury Duty 34
21.4 Funeral Leave 34
21.5 Military Service Leave 34
21.6 Leave Without Pay 35
21.7 Union Leave 35

22. Seniority 36
22.1 Definition of Seniority 36
22.2 Termination of Seniority 36

23. Layoff 37
23.1 General Provisions 37
23.2 Recall 37

24. No Strike or Lockout 38
24.1 No Strikes 38
24.2 No Lockouts 38
24.3 Violations 38

25. Severability 39

26. Duration of Agreement 39
26.1 Term of Agreement 39
26.2 Negotiations 39
26.3 Successor Clause 39
26.4 Dispute Resolution 40
26.5 Printing 40
26.6 Ratifications 40

27. Definitions of Terms
27.1 Definitions 40

Signature page 42

Schedule “A”
Section 1 43
Section 2 44
Section 3 45

AGREEMENT BETWEEN

THE CITY OF FAIRBANKS
FAIRBANKS, ALASKA
(CITY)

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 1547, IBEW (UNION)

For the purpose of maintaining cordial relations between the City and the Union, as more fully set forth in Article 1 below, the parties hereto do enter into, establish, and agree to the following:

ARTICLE 1
POLICY, PURPOSE, AND EFFECT OF THIS AGREEMENT

It is the policy of the City and the Union to continue harmonious and cooperative relationships between City employees and the City to ensure orderly and uninterrupted operations of government.

The welfare of the City and its employees is dependent largely upon the service the City renders the public. The City values each employee and their contributions to City operations. The City, Union, and employees cooperate to provide efficient, timely, and economical services.

The purposes of this Agreement are:

A. To promote the settlement of labor disagreements by conference, to prevent strikes and lockouts, to prevent avoidable delays and expense, and generally to encourage a spirit of helpful cooperation between the City and its employees to their mutual advantage.

B. To recognize the legitimate interest of the employees of the City to participate through collective bargaining in the determination of terms and conditions of their employment.

C. To promote fair, safe, and healthful working conditions and to encourage the growth and development of City employees.

D. To promote individual efficiency, the highest degree of professionalism, management skill, and service in an atmosphere of mutual respect between the City and its employees.

E. To avoid interruption or interference with the efficient operation of the City.

F. To provide a basis for the adjustment of matters of mutual interest and concern by means of amicable discussion.

G. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. This Agreement may only be amended during its term by written agreement of the parties ratified by the City Council.

H. The City of Fairbanks Personnel Ordinance is superseded by this Agreement and, unless specifically referenced herein or unless a section of the Personnel Ordinance is specifically made applicable to all City employees, has no applicability to any Union member.

ARTICLE 2
RECOGNITION

2.1 - Exclusive Bargaining Agent

The City recognizes the Union as the exclusive bargaining agent for collective bargaining with respect to wages, hours, and other terms and conditions of employment for all members of the bargaining unit, consisting of the individuals employed in the job classifications set forth hereafter.

2.2 - Job Classifications and Descriptions

The parties recognize the City's bargaining unit job classifications as listed in Schedule A of this Agreement, the job descriptions for such classifications, and that such classifications are in existence at the signing of this Agreement.

A. Additional classifications or reclassifications will be included within the bargaining unit or exempt there from based on the Alaska Labor Relations Agency criteria.

B. The City agrees to submit material changes in job descriptions for review and comment by the Union prior to implementing such changes. New job classifications created, or existing job classifications changed during the life of this Agreement must be submitted to the Union for review and to bargain the effects prior to implementation.

C. Union comments are due within 5 business days of submission to the Union unless agreed otherwise by the parties. The City shall make a good faith effort to take Union comments into consideration and bargain the effects of changes. The City reserves the right to make the final decision regarding such classifications and reclassifications. Only the most recently dated and initialed version of the job description is effective.

D. Should unresolvable differences as to inclusion or exclusion of additional classifications or reclassifications to the bargaining unit occur, either party may request that the matter be determined by the Alaska Labor Relations Agency, or its successor.

E. Any jurisdictional disputes involving another union that may arise because of the action of the parties regarding such classifications or reclassifications will be submitted to the Alaska Labor Relations Agency, or its successor, for resolution.

2.3 - Temporary Employees

The City and IBEW recognize the need for temporary employees to cover prolonged absences of permanent employees, to assist in temporary projects, and to cover limited seasonal needs. A temporary employee will not be called in for more than 180 cumulative days in any calendar year. The City will not hire consecutive temporary employees for the same position to avoid offering a permanent position.

2.4 - Work-Study Job Training Program

Recognizing the value of the high school work-based earning programs, the parties agree to a partnership program by the City with local high schools for work-study job training. Students participating in work-study opportunities, whereby they work with City employees covered by this CBA, will be exempted from membership in the Union and will not be eligible for wages and benefits as provided under this CBA. Participation in this program is viewed as a learning opportunity and is not intended to displace staffing levels.

ARTICLE 3
HIRING PREFERENCES

3.1 - Non-Discrimination

The City agrees that it will not discriminate in the hiring or treatment of employees because of race, color, national origin, sex, sexual orientation, age, religion, marital status or changes in marital status, parenthood, disability, genetic information, or union affiliation or activity, or association or political party affiliation and agrees to comply with all applicable Federal and State statutes and regulations prohibiting discrimination.

3.2 - Local Hire Clause

To the extent permitted by law, the City and the Union agree to use the standard referral procedures of the IBEW and to give priority of hire to residents of the Fairbanks, Alaska, area, when such residents possess the requisite skills and abilities and are available for hiring.

3.3 – Nepotism/Fraternization

A person may not be employed when that person is related by blood or marriage to an employee within and including the second degree of kinship if a direct supervisory or direct working relationship would exist.

ARTICLE 4
UNION SECURITY

4.1 - Union Membership

A. All employees covered under the terms of this Agreement who are not already Union members may make application to join the Union as a full member or become an agency fee payer, but neither union membership nor payment of an agency fee is a condition of employment with the City.

B. A business representative or shop steward will be notified and allowed to meet with all newly hired bargaining unit employees, without charge to the pay or leave time of the employees, for a maximum of 60 minutes within 7 calendar days from the date of hire or notification, for a new employee orientation.

C. The City agrees that it will not discourage an employee from joining the Union or becoming an agency fee payer.

D. The City agrees that it will not encourage employees to resign or relinquish membership in the Union or revoke authorization of the deduction of fees to the union.

E. The City agrees that it will not disclose home addresses, personal telephone numbers, personal cell phone numbers, or personal email addresses of any employee to any entity other than the Union without the written authorization of the employee.

F. The Union will not make any representation to any employee that union membership or payment of an agency fee is a condition of City employment.

G. The Union will not make any representation to any employee that the employee will not enjoy all of rights and benefits afforded under this CBA if they decide not to join the Union or pay an agency fee. However, nothing in this Agreement prohibits the Union from charging a nonmember for the cost of a grievance and/or arbitration filed at the request of the nonmember.

4.2 - Exclusive Negotiations with Union

The City shall not negotiate with any organization other than the Union and its

representatives with reference to the terms and conditions of employment of employees covered by this Agreement, except as otherwise provided in this Agreement.

4.3 - Check Off and Payroll Deductions

The City agrees to deduct dues and fees from the wages of each employee covered under this Agreement, as may be authorized by the employee by written assignment. Such deduction will be transmitted to the Union within 15 days following the end of each calendar month.

The Union shall notify the Mayor in writing of a decrease or increase in authorized dues or fees deducted. The City shall then make the appropriate changes in payroll deductions. The City shall remit the employees' authorized Union deductions to the duly authorized representative of Union, together with a list of the names and addresses of the employees from whose pay deductions are made.

The Union, or its designee, shall have the right to receipts from deductions of dues, initiation fees or agency fees, Union-sponsored insurance premiums, and Union-sponsored employee benefits as previously authorized or as may be authorized by the bargaining unit member.

4.4 - List of Bargaining Unit Members

The City agrees to furnish the Union with a roster of all employees working under the jurisdiction of this Agreement upon request.

4.5 - Professional Representation

The Union shall have representatives who are not employees of the City who are authorized to speak for the Union in all matters covered by this Agreement and are permitted to visit any work area at any reasonable time, consistent with operational requirements and with notice to the Mayor.

4.6 - Employee Representatives

The Union shall have the right to designate a representative or shop steward, and an alternate. The Union shall notify the City in writing as to the identity of the designated representative prior to their assumption of duties as representative. In addition to their work as an employee, the representative or their alternate shall have the right to receive complaints or grievances and to discuss and assist in the adjustment of the same with the employee's appropriate supervisor. The representative shall, in addition to their work, be permitted to perform during working hours such normal Union duties as cannot be performed at other times. The City will not discriminate against the representative about the proper performance of their Union duties provided that such duties are conducted in a timely manner. The representative(s) shall notify their appropriate supervisor where they can be reached before the assumption of such Union duties. The City has

established a pay code for Union Business and the stewards will track their time using this code, for all Union Business. The Union shall notify the City within 24 hours as to the appointment or official status change of any Union representative.

4.7 - Negotiating Team

The Union and City negotiating teams will consist of no more than 4 persons per side. Employees who are members of, or advisors to a Union negotiating team, may attend negotiating sessions held during the employees' duty hours without loss of pay, provided that no more than 2 on-duty employees may attend any session without loss of pay. This section will not be construed to limit the number of off-duty employees who may attend negotiating sessions if they make their own arrangements to be away from their duties. This section only limits the obligation of the City to pay on-duty employees for attendance.

ARTICLE 5
MANAGEMENT'S RIGHTS

5.1 – General

The City of Fairbanks is a home rule municipality organized under the laws of the State of Alaska. All rights and powers of the City are expressly reserved to and for the City exclusively, except and unless they are expressly limited by the clear and explicit language of some provision of this Agreement.

5.2 – Subcontracting

The City reserves the right to subcontract any work falling within the scope of this Agreement. An employee whose position is eliminated because of subcontracting must be offered reasonably comparable work within the City at their regular rate of pay and level of benefits. If no such position is available, the affected employee will be given at least 6 months' notice prior to lay-off or severance pay equal to 6 months' pay and benefits minus the amount of notice given. The employee may opt, however, to take 3 months' severance pay in lieu of 3 months of the notice period. Any employee suffering a loss of hours will be made whole by an amount of pay and benefits equal to their reduction in hours for a 6-month period.

An employee laid off because of the City's exercise of its rights under this Section will have the first right of refusal to their former or any equivalent position, in the event either becomes available within the next 12-month period. Disputes as to the comparability or equivalence of any position will be resolved in accordance with expedited arbitration procedures in Article 7. Notification of vacancy pursuant to this Section will be to the Union's Fairbanks business office. The employee's time to respond to such notice will be as set forth in Article 23, Section 2(B).

ARTICLE 6
HOLIDAYS

6.1 – Listing

The following days will be considered holidays with no deductions in pay:

New Year's Day	- January 1
Presidents' Day	- 3rd Monday in February
Memorial Day	- Last Monday in May
Independence Day	- July 4
Labor Day	- 1st Monday in September
Veteran's Day	- November 11
Thanksgiving Day	- 4th Thursday in November
Christmas Day	- December 25

Two personal floating holidays and such other days as the City Council may fix as additional holidays for all employees.

6.2 - Observance of Holidays

A designated holiday will normally be observed on the calendar day on which it falls, except that employees who are regularly scheduled to work on Monday through Friday will observe the preceding Friday when the holiday falls on Saturday and will observe the following Monday when the holiday falls on Sunday. Normally only those employees designated in advance by appropriate supervision will be required to work on a designated holiday.

6.3 - Working on Holidays

If a non-exempt employee is required to work on a holiday, the City will pay 8 hours straight time pay for the holiday, plus time and a half for hours worked. If a holiday falls during an employee's vacation, the employee will receive holiday pay, at the straight time pay for the holiday and shall not be charged leave time for that day.

Employees will not be paid for holidays occurring while they are on unpaid but approved leave of absence.

To receive pay for an observed holiday an employee must not have been absent without authorized leave on the work day before or after the holiday.

6.4 – Floating Holidays

If any employee has not used their floating holidays by the end of the calendar year, they will be cashed out.

ARTICLE 7
GRIEVANCE/ARBITRATION PROCEDURE

It is the mutual desire of the City and the Union to provide for the prompt adjustment of grievances in a fair and reasonable manner, with a minimum amount of interruption to work schedules. Every reasonable effort shall be made by both the City and the Union to resolve grievances at the earliest step possible. In furtherance of this objective, the City and the Union have adopted the following procedure as the exclusive means of resolving differences and disputes under this Agreement.

A grievance is defined as any dispute involving the interpretation, application, or alleged violation of any provision of this Agreement. However, any dispute involving the commencement date or termination date of this Agreement will not be considered a grievance and will not be submitted to the grievance/arbitration procedure set forth herein. Any dispute concerning commencement or termination of this Agreement will be specifically reserved for judicial review. Grievances may be initiated by the Union or the City as hereafter specified. Where a matter requires resolution on an accelerated basis, expedited arbitration will also be available.

7.1 - Regular Arbitration

STEP ONE –

When an employee has a grievance, the employee, accompanied by a Union Representative if the employee chooses, shall verbally discuss the matter with the relevant immediate supervisor and attempt to resolve the problem. The grievance must be brought to the attention of the immediate supervisor within 10 working days of when the employee, if exercising reasonable diligence, would have gained knowledge that a grievance exists. If the grievance cannot be resolved through verbal discussion, the grievance must be reduced to writing, signed by the employee, and presented within 3 working days to the immediate supervisor by a Union Representative. The grievance must state the Article and Section number of this Agreement allegedly violated, the way the employee believes that Section has been violated, and the precise remedy sought. The immediate supervisor shall investigate the grievance and shall indicate in writing their response to the grievance within 5 working days following the day on which the written grievance was received. The written grievance and immediate supervisor's response must then be delivered to the Union, with a copy to the aggrieved employee(s), within 5 working days for further handling at the next step of this procedure.

STEP TWO –

A. If the grievance is not settled, the union will submit the written grievance and the immediate supervisor's response to the Mayor, or Mayor's designee, with a written statement as to why the response at Step One was not acceptable.

B. A grievance initiated solely by the Union and not on behalf of an employee will

begin at this step and be submitted to the Mayor, or Mayor's designee, in writing within 10 working days of receipt of the response of the immediate supervisor. A grievance initiated by the City will commence at this step and will be submitted to the Union in writing. The Union will have 15 working days to meet with all involved parties in conciliation, to investigate and consider the grievance, and deliver a written response to the Mayor. If the Union rejects the City's grievance remedy, the reason(s) must be stated in the response. Grievances initiated by the Union or the City must state the Article and Section number of this Agreement alleged to have been violated and the way it has been violated. Grievances for which expedited arbitration is sought will also be initiated at this step.

C. The Mayor, or designated representative, will have 15 working days to meet with all involved parties in conciliation, to investigate and consider the grievance, and deliver a written response to the Business Agent. If the Mayor rejects the grievance remedy, the reason(s) must be stated in the response.

D. At the parties' meeting, all pertinent facts and information will be reviewed to resolve the matter through conciliation. Where such conciliation efforts are unsuccessful, the grievance may be advanced to arbitration as follows.

7.2 - Expedited Arbitration

Where expedited arbitration is provided for under this Agreement, or mutually desired by the parties, the grievance at issue must be initiated at Step Two and advanced from there to the selection of an arbitrator under Section 7.4.

7.3 - Regular Arbitration/Arbitrator Selection

A. The moving party shall make demand in writing upon the other party for binding arbitration within 10 working days from the date of delivery of the final response of the Mayor or of the Union. Time for delivery of such demand may not be extended because of unfinished conciliation efforts, unless a written consent to extension is executed by both parties.

The parties will first attempt to mutually agree on an arbitrator. In the event the parties are unable to agree upon an arbitrator either party may request through the Federal Mediation and Conciliation Service or the American Arbitration Association a list of nine (9) qualified arbitrators from the states of Alaska, Washington, Oregon or California.

B. Within 5 working days, from the date of receipt of the list, the City and the Union Representative shall meet and alternately strike one name from the list until one name remains. The side to strike the first name will be chosen by the flip of a coin.

C. If either party fails, or refuses, to jointly request a list of arbitrators or fails or refuses to choose an arbitrator from such list as provided above, then either party may make a demand or submission to the American Arbitration Association, and the neutral arbitrator shall be appointed in accordance with Rule 12 of the American Arbitration Association Arbitration Rules as are in effect at the time of demand.

7.4 - Expedited Arbitration/Arbitrator Selection

A. The parties may meet and adopt a list of arbitrators suitable to both parties for use as arbitrators and/or mediators pursuant to this Section. The party proposing a name for the list shall submit biographical information or a resume for that person for the other party's consideration. For selected issues, the parties recognize that a local arbitrator may have better knowledge of local conditions and problems, and there could be cost and time savings by the selection of a local arbitrator. Consequently, the parties will endeavor to include the names of at least 3 local persons on the list. The arbitrators on the expedited arbitration list will not be required to be members of the Federal Mediation and Conciliation Service or of the American Arbitration Association.

B. Where expedited arbitration or mediation is required by this Agreement, or mutually desired by the parties, within 10 working days of receipt of the demand for arbitration or mediation or another mutually agreeable time, the parties shall meet and select a name from the pre-determined list based upon the following factors in order of priority: 1) the arbitrator's early availability; 2) the background and experience of the arbitrator in the issues to be determined; 3) the aggregate of the travel and per diem expense of the arbitrator; and 4) such other factors as are deemed important by the parties at the time of selection. When the parties cannot mutually agree upon a name that is on the list based upon the above criteria, then they shall alternately strike one name from the list until one name remains. The side to strike the first name will be chosen by the flip of a coin. In no event will the arbitration hearing be held more than 60 days after a request for expedited arbitration has been made. However, if none of the arbitrators are available within that time, the mutually agreed to arbitrator with the earliest availability dates will be selected.

7.5 - Rules Common to Regular and Expedited Arbitration

A. The Arbitrator shall consider and decide only the specific issue or issues submitted in writing and shall have no authority to decide issues not so submitted. The authority of the Arbitrator will be limited to the application and interpretation of this Agreement. The Arbitrator shall have no authority to amend, alter, modify, or otherwise change the terms or scope of this Agreement. The Arbitrator is empowered to conduct a formal hearing governed by the procedural rules of the American Arbitration Association, take evidence, issue subpoenas to compel testimony or the production of physical evidence, and

issue a written opinion and award.

B. The decision of the Arbitrator is final and binding upon the parties to the dispute. The final decision of the Arbitrator will be implemented as soon as possible, but not later than 30 days after the final decision is rendered.

C. The City and the Union mutually agree to have more than one grievance or dispute submitted to the same Arbitrator. Each grievance or dispute may by agreement be submitted to separately convened arbitration proceedings.

D. The expenses of the neutral Arbitrator will be borne by the losing party. If, in the opinion of the Arbitrator, the positions of both parties were reasonable and neither party can be fairly considered the losing party, then such expenses will be borne equally by the parties.

7.6 - Employee Witnesses

The City and the Union shall bear the expense of their respective representatives and witnesses. Any City employee called as a witness by either side will continue to receive their regular rate of pay while attending a hearing during normal working hours for the witness. Should a hearing be scheduled outside of regular working hours or extended beyond regular working hours, no compensation will be paid by the City for the time outside regular working hours nor will any employee witness be entitled to overtime or premium pay for attendance at an arbitration hearing. The Shop Steward may attend the hearing during normal working hours and continue to receive their regular rate of pay. The parties will in good faith schedule and conduct arbitrations to try to minimize overtime costs and disruption of work schedules or lost productivity.

7.7 - Retroactive Pay

No Arbitrator appointed hereunder has any authority whatsoever to award any grievant any retroactive pay for any period prior to 15 calendar days of when the employee, if exercising reasonable diligence, would have gained knowledge that a grievance exists in accordance with Section 7.1. To the extent this provision may conflict with applicable State or Federal law regarding employee wage or benefit claims, such applicable law will prevail.

7.8 – Discharge

In cases where it is determined an employee was discharged unjustly and without cause, the Arbitrator may order the City to return the employee to their position without loss of pay and benefits. When the employee is reinstated to their position, the employee will be reinstated with no loss of seniority. An employee has the affirmative duty to mitigate damages. All unemployment compensation and all such amounts of money received or available by mitigation of damages will be deducted from any award granted by the Arbitrator. The City will bear responsibility for forwarding any unemployment compensation that was deducted to the Alaska Department of Labor.

7.9 – Default

Notice and a ten-working day opportunity to respond will be given before default may be called against either party. In the event either party to a grievance fails to properly answer, respond, or act within the time specified at any step of the grievance procedure, the grievance will be deemed settled against the party that failed to timely answer, respond, act, or appeal. Any of the time limits set forth in the grievance procedure may be extended by written agreement. Grievances resolved by default may not be the basis of establishing precedent on the merits for the resolution of any other grievances.

ARTICLE 8
DISCHARGE AND NOTICE

8.1 - Timely City Notice to Employee

Except for discharges or suspensions for just cause, all permanent employees who have fulfilled probationary requirements must be given 30-days notice of separation, or 4 weeks' pay, computed at the regular hourly rate, in lieu of such notice. Such notice, or pay in lieu of notice, will not be required in the case of terminations or suspensions for just cause.

Temporary employees hired for 21 consecutive days or more shall be given 24 hours notice prior to layoff.

8.2 - Timely Employee Notice to City

All permanent employees who have fulfilled probationary requirements must give the City two weeks' notice before leaving their employment unless mutually agreed beforehand between the City and the employee. Notation of failure to give proper notice will be placed in the employee's personnel file and may result in the employee being classified as "Ineligible for Rehire." If the employee is a department head, then a 30-day notice is required.

8.3 - Manner of Delivery of Notices

Notices required or allowed by this Agreement to be given to the Mayor will be deemed given when delivered to the Mayor, or when delivered to the Human Resources Director. Notices required or allowed to be given to the Union will be deemed given when delivered to the Union's Business Agent, or when delivered to the secretary or person in charge of the Union's Fairbanks business office. Notices to an immediate supervisor must be personally delivered. Notices to an employee must be personally delivered, or, if an employee is absent from the workplace, will be deemed delivered when placed in the United States mail, postage fully prepaid, certified mail, and addressed to the employee at their mailing address as shown on the records of the City.

8.4 - Termination for Cause

An employee terminated for just cause will not be entitled to severance pay. A written statement of the reasons for termination for cause must be given to the affected employee and their Union Representative. The term "severance pay" does not include accrued leave or other earned benefits.

ARTICLE 9
HEALTH AND WELFARE

9.1 - Health and Welfare

A. The City agrees to pay each month for coverage for employees working under the terms of this Agreement in the Alaska Electrical Trust Funds Health and Welfare Plan 500. All new employees will be covered on the first of the month following the date of employment.

B. The City's contribution will be $2,450 per month per employee. The City, as part of the package rate increase, will apply up to $.50/hour to cover an increase to the health care premium for years two and three of this contract.

C. The Union agrees to allocate sufficient funds from the package rate to comply with the requirements of law regarding minimum and maximum health care funding.

D. Temporary employees are not eligible for health and welfare benefits from IBEW.

9.2 - Retirement/Pension and Social Security

A. The City agrees to pay the Alaska Electrical Pension Trust Fund (AEPTF), as described in the Trust Fund Plan Document, dated October 1987, and as amended from time to time, as provided in Schedule A.

B. The City will contribute $.25/hour to the pension (outside of the package rate) for all three years of this contract. The City will also apply $.25/hour to the

pension, as part of the package rate increase, for the second and third year of this contract.

C. In the event Federal legislation is passed which appears to require public employees participating in a private pension plan to also participate in Social Security, the parties shall meet and by agreement, determine how such legislation shall impact this Agreement.

D. Employees may voluntarily contribute to the Alaska Electrical Trust Fund Retirement Savings Plan. The City agrees to withhold and forward voluntary contributions authorized by the employee.

E. The Pension Protection Act of 2006 (PPA) requires an annual actuarial status determination for multiemployer pension plans. An actuarial finding that a pension plan is underfunded can trigger, depending on the severity of the underfunding, the implementation of a plan to improve the funding and/or rehabilitate the plan. Because the funding improvement/rehabilitation plans mandated by the PPA impose certain mandatory contributions to underfunded pension plans, the parties agree that the allocation discretion of Article 9.2 will need to be limited to ensure compliance with the requirements of the PPA and any improvement/rehabilitation plan.

F. Upon notification of a finding of underfunding, the parties agree to promptly meet and confer regarding the adoption of a revised benefit schedule. Generally, the provisions of an improvement/rehabilitation plan must be implemented only after the CBA then in place expires. The parties may agree to implement the provisions of the improvement/ rehabilitation plan earlier than required if the parties determine it would be advantageous to do so. The parties will prepare a separate addendum for each pension plan found to be underfunded. During the term of any addendum, the parties agree to meet and confer if either party believes there has been a change in circumstances that would warrant amendment of the addendum.

G. Any increase to the contribution rate for an underfunded pension plan required under an improvement/rehabilitation plan must be paid out of the package rate negotiated by the parties. The City will not be required to provide any additional funds or make any additional contributions to a pension plan above the negotiated package rate amount. Except as may be required by the Employee Retirement Income Security Act of 1974 or other applicable law, the City will not be required to provide any additional funds or make any additional contributions to a pension plan above the negotiated package rate amount. No portion of the package rate may be allocated to any other purpose unless and until contributions and supplemental contributions to the underfunded pension plan have been satisfied.

H. If at any point the underfunded pension plan emerges from its underfunded status and additional contributions under an improvement/rehabilitation plan are no longer required, the allocation restrictions imposed by this section will be lifted.

9.3 - Deferred Compensation

Employees covered by this Agreement will continue to be eligible to participate in any City deferred compensation program. The Union will be consulted prior to any change in deferred compensation plans by the City.

9.4 - Physical Examinations

A. A yearly physical examination at the expense of the City is offered to employees at their election beginning during their second year of employment. The results of these tests will be confidential between the employee and the examining physicians.

B. The expense of any physical that is required by the City or by law, at a provider of the City's choice, will be paid by the City. The City will not pay for charges for services that are not reasonable and customary.

9.5 - Fitness to Perform Duties

When in the opinion of the City there arise documented incidents, which raise specific questions as to the physical and/or mental ability of an employee to perform their normal work assignment or their fitness for duty, an appropriate examination, including all relevant substance abuse test procedures, of the employee may be ordered by the City. If such examination demonstrates, in the opinion of the examining physician or specialist, that the employee is physically and/or mentally incapable of performing their normal work assignment or is not fit for duty, the employee may seek a second opinion from a local licensed physician or specialist (whichever the case may demand) of their choice at their own expense. If there is no other physician or specialist within the Fairbanks area from which the employee may acquire a second opinion, the City will share equally the costs of the employee's second opinion, including related travel costs, so long as the employee goes to a physician or specialist within the Anchorage, Alaska area.

If the results of these two examinations are not in agreement, then a third opinion will be solicited from a physician or specialist (whichever the case may demand) mutually agreeable to the City and the employee. The results of this third examination will be final and binding, subject only to the grievance (appeal) and arbitration procedures described elsewhere in this Agreement. The City shall pay for the first physical and/or mental examination. If the third physician agrees with the first physician, then the employee will be responsible for the cost of the third examination. Otherwise, the City must pay for the cost of the third examination.

9.6 - Unemployment Compensation

The employees covered by this Agreement are entitled to coverage under the Unemployment Compensation Act of the State of Alaska, as amended from time to time.

9.7 - Section 125 Plan

The City agrees to maintain a Section 125 “Flexible Benefits Plan” as a means for employees to pay insurance premiums on a pre-taxed basis and to set aside funds to pay uncovered costs of medical insurance and dependent care as allowed under Federal law.

9.8 - IBEW Legal Trust Fund

Upon notice from the Union that the bargaining unit has elected to participate in the IBEW Legal Trust fund, the City shall deduct 15 cents per compensable hour for each bargaining unit employee. The City will forward funds deducted under this Section to the Union via the monthly report provided to the Alaska Electrical Trust Fund on or before the 15th day of the month following the month in which the deductions were made. The Union agrees to hold harmless the City from any claim arising out of this deduction process except that of ordinary diligence and care in the forwarding of funds deducted under this Section.

ARTICLE 10
WORKING CONDITIONS

10.1 - Work Week

A. Members of this bargaining unit are professional, executive, and/or administrative employees, some of whom are exempt from receiving overtime, and as such are required to work enough hours to perform their job duties.

B. Flexible workweek and workday schedules will be fully considered and used with the mutual consent of the City and employee, including work beyond 8 hours a day and work on more than 5 days.

C. Non-exempt employees shall receive overtime for all hours that exceed 8 hours per day or 40 hours per week. Employees working a flex schedule are an exception to this rule, whereby overtime will be paid for hours more than the established daily flex schedule or 40 hours per week. No employee will work any overtime or any hours outside the employee’s normal schedule without the prior approval of the Department Head. If Management directs an employee to work a scheduled non-standard workweek, e.g., Tuesday through Saturday, then that employee will be compensated at a rate of 1.5 per hour for the work performed on the weekend. This will not apply to employees who ask for a flexible schedule, only to management directed alteration of the work schedule.

D. Employees called back to work by their Department Head after leaving work will be employed for a minimum of 2 hours or credited with a minimum of 2 hours of work towards the 8 hours for that day or 40 hours of work for that week.

E. Unless mutually agreed otherwise, an employee called into work outside of their regular shift will be allowed to work all hours of the regular shift on the day called in.

F. All employees shall be allowed one break not to exceed 15 minutes in duration during the first half of the shift and 15 minutes during the second half of the shift.

10.2 – Job Share

The job share program is designed to retain the valuable services of qualified employees through two employees sharing a single budgeted position. Availability and approval for job share opportunities will be at the sole discretion of the Mayor and affected Department Head.

A. Job sharing is defined as two employees qualified for the same classification sharing one position. Job share opportunities will be based on a schedule to be approved in advance by the Department Head.

B. If a job share employee separates or successfully bids into another classification, the remaining employee will have the option of reverting to full-time or requesting that the job share position be bid. If no other job share employee is hired into the position, the employee will be expected to resume full-time work status.

C. Personal leave accrual will be prorated based on the hours worked.

D. The employee scheduled on a holiday will observe the holiday. The employee not scheduled will not be compensated for the holiday. Each employee shall be entitled to one personal floating holiday per year.

E. Alaska Electrical Health and Welfare Plan premium contributions will be paid for the active employee only. The inactive employee will have all benefits suspended during their job share inactive time including the use or drawdown of any accumulated personal leave.

F. The employee who is not actively working may elect to receive COBRA benefits under the Alaska Electrical Health and Welfare Plan.

10.3 - Pay Periods

Paydays will be established covering payroll periods from the 1st to the 15th day of the month, paid no later than the end of that month inclusive, and from the 16th day of the

month to the last day of the month, paid no later than the 15th of the following month inclusive, except when payday falls on Saturday, Sunday, or a holiday. If payday falls on Saturday or Sunday, unless preceded by a recognized holiday, payday will be on Friday. If payday falls on a recognized holiday, payday will be on the day prior to the holiday, unless the recognized holiday is Monday, in which event payday will be on the Friday prior.

10.4 - Revocation of Driver's License

Certain jobs within this bargaining unit require a valid driver's license in the performance of their job duties. Loss of this license may result in termination or suspension during the period they do not possess a valid license. The City, however, shall make reasonable efforts to accommodate the employee's loss of driving privileges. No employee may be deprived of pay or seniority based upon the revocation of their driver's license for a violation or violations of the law which result from the direct orders of their superior to specifically commit such violation or violations.

10.5 - Work Environment

The City will make every reasonable effort to provide adequate ventilation, temperature controls, sanitary facilities, and privacy. In the event these standards are not maintained, the employees affected will not be penalized for any loss of productivity arising out of these conditions.

10.6 - Bulletin Boards

The City shall furnish bulletin boards in each work area. Such bulletin boards are to be used for notices to employees given by the City, the Union, the Department of Labor, and other governmental agencies. Neither the City nor the Union may post or allow the posting of materials which are inflammatory in nature, insulting, or in poor taste. Existing bulletin boards may be used instead of installing new ones.

10.7 – Indemnification

In the event any action or claims are made by a person or entity against any employee, or their estate, for actions done while in the scope of City employment, the claim will be defended by the City and any liability incurred by the employee or estate as a result will be paid by the City, provided that, any actions or claims, defense of liability resulting therefrom will not be paid by the City if the action or claim(s) are based upon acts or omissions of the employee resulting from recklessness, gross negligence, or intentional misconduct. In the event the City Council may by ordinance enact indemnification provisions that provide added protections to employees, such indemnification provisions will apply to this bargaining unit.

In the event the City resolves an action or claim involving an employee for purely pragmatic reasons not involving any misbehavior by the employee, the City will issue a

letter to the employee stating the reasons for the settlement, with a copy to be placed in the employee's personnel file.

ARTICLE 11
PROBATION

11.1 – Object

The probationary or working test period is an integral part of the hiring and employment process. It will be used to secure the most effective adjustment of a new or promoted employee to their position, to allow the City and the employees the opportunity to consider their ability to make a long-term commitment, and for the City to reject any employee whose performance does not meet required work standards.

11.2 – Duration

The probationary period will be 6 months for all employees covered under this Agreement. The duration of any type of leave will not count towards the 6-month probationary period. A promotion or transfer could trigger additional formal probation period not to exceed 90 days. Likewise, the City may elect to return the employee to their former position during the same time without cause and without penalty to the employee. But for this one exception, a transferred or promoted employee retains all rights and entitlements. Also, any promoted or transferred employment must be apprised of formal probationary period prior to accepting the promotion or transfer.

11.3 – Dismissal

During the probationary period the Mayor may remove an employee who is unable or unwilling to perform the duties of the position satisfactorily or whose habits and dependability do not merit their continuance in the service. Any employee removed during the probationary period does not have the right to appeal to arbitration. Likewise, a probationary employee may elect to sever the employment relationship during this period without any penalty or adverse reflection on their record.

ARTICLE 12
EMPLOYEE RECORDS

12.1 - Examination of Records

Every employee covered by this Agreement has the right to examine all records pertaining to them on reasonable demand, subject to the availability of the Human Resources Director or other employee(s) authorized to produce such files. In no event will an employee be caused to wait more than 8 working hours. The City shall make available original records or copies of the original records for examination by an authorized Union Representative having written authorization of the affected employee(s) upon 24 hours notice from the Union, weekends excluded. Records of issues resulting in disciplinary action below a suspension will be removed from the employee's file after 2 years. In the

case of a disciplinary action at the lever of suspension or higher the City, the Union, and the affected employee agree to periodically meet to review documents that relate to “stale” matters when the employee has successfully resolved the problem.

The City agrees to make available to the Union Business Agent, or appointed representative, individual payroll records, when requested of employees covered by this Agreement and upon receipt of written authorization from affected employees.

12.2 – Work Time Records

Work time records of employees will not be changed without consulting with the employee involved, except where time is of the essence. In such cases where the City must change a work time record, consultation with the employee will occur at the first reasonable opportunity. Copies of the employee's work time records will be made available by the City for inspection by the employee or Union Representative during working hours. In the event the employee disagrees with the City’s change, even after consultation, the disagreement may be submitted as a grievance for resolution in accordance with Article 7.

ARTICLE 13
EQUIPMENT AND CLOTHING

13.1 – Clothing

The City agrees to provide work gloves, boots, coveralls and such other protective clothing to be determined by the Department’s approved budget, and as required by State and Federal Safety regulations, for use by members as duties require.

13.2 - City Issued

Employees who are issued equipment for City use will have that equipment receipted to them and will be responsible for its proper use. When the equipment issued becomes damaged, broken, unsafe, or unserviceable, it must be turned in to the City to be repaired or replaced. Employees shall use all reasonable means to protect and secure all City property, equipment, and supplies.

13.3 - Personal Property

In the event the Mayor approves, in writing, the use of an employee's personal property during such employee's normal duties, the City shall reimburse the employee for the repair or replacement of said personal property. The employee, however, will not be reimbursed for the consequences of their own gross negligence or willful misconduct.

13.4 - Improved Equipment

The City shall strive to provide employees with equipment that will allow the employees

to work efficiently and improve productivity, e.g., computers, updated software, vehicles, and all other equipment and instruments necessary to perform their work. In the event such necessary equipment is not provided, the employee(s) affected will not be penalized for any loss of efficiency or productivity that may result.

13.5 - City Property

Upon termination of employment, each employee shall return to the City any property of any kind belonging to the City, no later than the time at which the employee is paid all wages and other sums due under this Agreement.

ARTICLE 14
SAFETY

All work should be executed in a safe and proper manner. The Alaska Occupational Safety and Health Standards will serve as minimum standards.

The City shall furnish and provide adequate training in the use of such safety equipment as is necessary for the safety of the employee. Safety devices and first aid equipment as may be needed for safety and proper emergency medical treatment will be provided and be available for employees working under adverse conditions.

ARTICLE 15
EDUCATION, TRAINING AND TUITION

15.1 - City Provided

The City shall provide education and training necessary for an employee to maintain professional licenses or certifications required by law. City-required education and training will be provided at the City's expense. The actual and necessary expenses incurred by employees for approved official travel outside the City of Fairbanks because of such education and training will be paid pursuant to Article 19, Travel and Per Diem. The provisions of Section 15.2 will not apply if the employee is required by the Mayor, or Mayor’s designee, to attend training or education. The parties agree that reimbursement responsibility will be made clear prior to education and training.

15.2 - Employee Requested

Employees are encouraged to pursue training and educational opportunities that enhance their skill and support their roles within the organization. Department Heads may approve relevant training and education for employees if the training aligns with job responsibilities and organizational goals. Department Heads may authorize payment for approved training and education, provided that departmental training funds are available.

ARTICLE 16
WAGES

16.1 - Wage Classification and Salaries

The wage rate, which is the package rate minus allocations for benefits, for the classifications is shown in Schedule A. The City is not precluded from paying a higher wage rate, or annual bonus as it finds necessary for superior performance to any of the employees covered by this Agreement. (See text accompanying Schedule A, Section 3).

A. Newly created classifications, temporary, and intern employee wage structures will be mutually established by the City and Union assessed by the knowledge, skills, and abilities of the individuals.

B. The parties recognize that computing a full package rate, in which actual wages, health care and pension costs are computed based on annual compensable hours, is a more accurate method of reflecting the actual cost to the City.

C. Upon January 1, 2027, employees shall be compensated as provided in the attached Schedule A without an increase of CPI. For the following years of this contract the City will increase the members' package rate by the percentage of the average of the prior three years Anchorage CPI rate with a minimum increase of 1% and a maximum increase of 3.5%.

   Examples: 3-year average less than 1%, City pays 1%; 3-year average greater than 3.5%, City pays 3.5%; average between 1% and 3.5%, City pays the actual average increase.

D. See Article 9.1for health care and 9.2 for pension contributions to the package rate.

16.2 – Pay for Temporary Assignments

Under ordinary circumstances, the City agrees to use employees within their own CBA and classification. When an employee is required to assume the duties of another position more than 5 days, the employee will be paid 4% extra starting after 5 days.

16.2.1 – Compensation for Service as Acting Department Head

When a Department Head is on personal leave and unavailable for more than 12 hours to physically respond to the work if needed, another employee will be appointed by the Mayor or Mayor's designee as Acting Department Head. The added duties of this assignment include performance of all duties of the Department Head, including appearance at inter-agency meetings and taking responsibility for overall operations of the Department. While serving as Acting Department Head, the employee will receive the Range E rate of pay for the Department Head. While serving in an acting role for a

non-union leadership role the employee will be paid an additional 10%. All overtime will be at the employee's regular rate of pay, as Department Heads are not eligible for overtime. Any leave cash out will be at the employee's regular rate.

16.3 - Compensatory Time

A. Exempt Employees.

Compensatory time is time off made available to an employee who has worked more than 40 hours per work week because of their attendance at such things as mandatory meetings, actual callouts, evening work on special projects, the completion of which is not feasible during the ordinary workday or workweek, or other similar functions. The accrual and use of compensatory time will be pre-authorized and administered in the manner set forth by the Mayor, as amended from time to time.

B. Non-Exempt Employees.

Non-exempt employees who are eligible for overtime may elect to accrue compensatory time at the rate of 1.5 hours for each hour worked. Compensatory time will be used in the same manner as annual leave per Article 20.

C. Compensatory Time Balances.

No balance beyond 240 hours may be accrued with the exception of public safety employees, whom by law, may accrue up to 480 hours. Any amount of compensatory time accrued by special assignments beyond the 240-hour limit because of this exception must be approved by the Mayor or Mayor's designee and used within 6 months of the date it was earned, beyond which time any amount remaining more than 240 hours will be cashed out. Exempt employees will lose any amount over 240 hours. No employee covered by this CBA may accrue over 480 hours. Any comp time over 80 hours that is not fully scheduled or used by December 31 of each year will be paid by the City to non-exempt employees by January 31.

16.4 - Court Appearance

Employees required for court, because of actions performed for the City in the line of duty, will suffer no loss in regular earnings but will be compensated during their service at the employee's rate of pay if on-duty. Any witness fees will be turned over to the City. If members are off-duty, they will receive pay or compensatory time at the appropriate rate with a 2-hour minimum being paid or credited.

ARTICLE 17
PERFORMANCE EVALUATIONS

Employees in the bargaining unit, on probationary status, will receive written performance evaluations midway through and at the completion of the probationary period. Regular employees may be evaluated as the need arises or as requested by the employee. Employees will be given at least 10 working days prior to finalization of any evaluation to make a written rebuttal, which will become a part of the employee's official personnel record.

ARTICLE 18
FILLING OF VACANCIES

18.1 - Promotional Opportunities

The parties understand and agree that hiring and promotional decisions will be made based on merit and fitness. Where merit and fitness are equal, the greater seniority of one applicant over another will be considered an additional qualification. Preference may be given to the acting appointee for the vacant position pursuant to Article 16, Sections 16.2 and 16.2.1 of this Agreement.

18.2 - Vacancy Promotions

When a vacancy occurs, or a new position is created pursuant to this Agreement, the Mayor or the Human Resources Director shall post vacancy announcements which will include a job description, salary information, and a complete list of all factors or criteria, including but not limited to education, training, and experience that will be considered in making the job award. The announcement will also state whether a formal written application is necessary and where and when such application can be obtained.

Vacancy announcements must also specify the position's opening date, a job description and title, and any other pertinent information or requirements, together with the closing time and date of the application period. Copies of all such notices will also be provided to the Union's Fairbanks business office.

Temporary employees may apply to internally advertised permanent positions.

18.3 - Application Procedure

Where applications are to be made for any vacant or newly created position within the bargaining unit, application forms will be made available from the Human Resources Office.

18.4 – Rights

Employees offered and who accept a promotion or transfer into a vacant or newly created position will be placed at the appropriate level or step given their current level of service and compensation. For all transferred or promoted employees, length of service will remain unbroken and all accrued benefits will remain unchanged.

18.5 - Promotions/Transfers

Any employee may refuse a permanent, non-disciplinary transfer to a lower or comparable rank or classification or a promotion to a higher rank or classification. Such refusal will not be the basis for discipline or any other adverse action including but not limited to: leave, training or reimbursement request denials, an otherwise unwarranted demotion or transfer, changes in work assignments, work location, or support personnel.

ARTICLE 19
TRAVEL AND PER DIEM

19.1 - Official Travel Outside City of Fairbanks

Business travel shall be governed by the current City Travel Policy, as adopted by the Mayor.

19.2 - Use of Personal Vehicles

Employees are not authorized to use their privately-owned vehicles for City business. However, when members are authorized by the City in writing to so use their private vehicles for official business, reimbursement for such use will be at the rate allowed by the Internal Revenue Service. In the event the employee is required to respond to a problem or emergency after regular work hours, the employee may use their personal vehicle to go directly to and return from the site of the problem or emergency and be reimbursed at the rate allowed by the Internal Revenue Service.

ARTICLE 20
PERSONAL LEAVE

20.1 - Personal Leave

A. Employees accrue leave according to the following schedule:

0 to 24 months of service:	7 hours per pay period
25 to 60 months of service:	9 hours per pay period
Greater than 60 months of service:	10 hours per pay period

B. Leave Cap

A cap of 400 hours will be placed on leave. If any employee has over 400 hours of leave at the end of the calendar year, then the amount over 400 hours must be cashed out.

20.2 – Leave Requests

Scheduled personal leave may be taken in conjunction with approved travel on City business so long as any additional expenses to the City are reimbursed by the employee. When personal leave is used for illness or bereavement, the employee must notify the supervisor as soon as possible.

20.3 - Termination Cash Out

Upon termination of any employee covered by this Agreement, the full value of all accrued personal leave must be paid at the employee's then-current rate of pay. The City will make pension contributions on all compensable hours.

20.4 - Draw Down of Personal Leave

Subject to the "cap" provision set forth below, any employee covered by this Agreement may cash out their personal leave in accordance with the following schedule. Member "cash out" requests must be submitted to the Mayor or Mayor's designee. The cashed-out hours will be paid on a separate check due at the same time as the employee's next regular paycheck. Cash outs will be subject to union dues, and the City will make pension contributions on all leave cash outs.

LEAVE USAGE. All personal leave hours have full leave usage and leave usage is not reduced at any time regardless of the total number of hours accrued.

Total Personal Leave Hours for Draw Down:

0 - 200 hours: Cannot cash out without Mayor or Mayor's designee approval**.**
Over 200 hours: 100% cash out value.

20.5 - Personal Leave Donations

The parties recognize that it is desirable from time to time to have a means for employees to assist other City employees in time of need. Employees may donate leave in accordance with City policies.

The City does not require the recipient of leave donations to first exhaust their own leave bank to zero.

20.6 - Expiration of Accrued Personal Leave

An employee who exhausts accumulated personal leave may request leave without pay, which may be granted at the discretion of the Mayor in accordance with Section 21.6 of this Agreement. In exercising such discretion, the Mayor may require a report from the employee as to their expected time to return to work. The employee may also be required to submit to their supervisor a monthly report affirming the nature of the absence.

20.7 - Seniority Rights During Illness or Disability

Seniority rights accrued by an employee up to the date of commencement of a sickness or disability which requires absence from work will not be lost during any period of approved absence due to sickness or disability. Additional seniority rights will not accrue during any period of leave without pay attributable to a non-work-related sickness or disability, except as provided for under the parental leave provisions of this Agreement.

20.8 - Job-Incurred Injury or Illness

In the event of a job-incurred injury or illness within the coverage of the Alaska Workers' Compensation Act in effect at the time of injury, the employee's position will be held for such employee until it has been established that the employee will be unable to return to work or one year, whichever is sooner. An award to the employee of Workers' Compensation Permanent Disability will be deemed to establish that the employee will be unable to return to work unless the employee, by returning to work, or by the report of a competent physician establishes that a permanent partial disability will not preclude their return to the job in question. The City will comply with all requirements of the Alaska Workers' Compensation Act. The employee shall be required to submit to their supervisor a monthly report from the attending physician. An employee may choose to use personal leave to supplement income during times of Workers' Compensation leave, provided that total net compensation is equal to or less than the employee's regular compensation.

20.9 - Light or Limited Duty

In the event of an injury precluding the employee from returning to full duty status, the City and the Union shall mutually establish the scope of the employee's adjusted duties and adjusted rate of pay, with the employee's physician's approval of the adjusted duties. The employee's regular rate of pay will be reinstated by the City upon receipt of a doctor's full work release.

ARTICLE 21
OTHER APPROVED ABSENCES

21.1 - Family/Medical Leave

The parties shall comply with the Alaska Family Leave Act (AS 23.10.500-.550; AS 39.20.305) and the Federal Family and Medical Leave Act (Public Law 103 - 3).

21.2 – Elections

All employees shall be given the necessary time off, without loss of pay, for the purpose of voting.

21.3 - Jury Duty

Employees required to serve on jury duty will suffer no loss in regular earnings but will be compensated during their service while serving such jury duty, provided, however, that any jury duty pay received is turned over to the City by the employee. It is agreed that an employee reporting for jury duty who is then released for the day will return to work for the rest of the work shift.

21.5 - Military Service Leave

Military leave means training and service performed by an inductee, enlistee, or reservist, or any entrant into a temporary component of the Armed Forces of the United States and the time spent reporting for and returning from such training in service, or if a rejection occurs, from the place of reporting for service. It also includes active duty training as a reservist in the Armed Forces of the United States or as a member of the National Guard of the United States, where the call is for mandatory training only. A copy of the employee's Orders must be provided to Payroll.

A. Eligibility. Any permanent employee who leaves the City service for compulsory military duty will be placed on military leave to extend through a period of 90 days after their release from the service. Also, a permanent employee shall be granted a leave of absence for the purposes of being inducted or otherwise entering military service. If not accepted for duty, the employee shall be reinstated in their position without loss of status or reduction in pay.

B. Restoration. An employee returning from military leave will be entitled to restoration to their former position, provided the employee makes application within 90 days after their release from duty and is physically and mentally capable of performing the duties of the position involved. If the position the employee vacated no longer exists at the time they are qualified to return to work, such person will be entitled to be reemployed in another existing position of the same class without reduction in pay or loss of status. Disputes as to the employee's fitness will be resolved through expedited arbitration. In accordance with applicable State and Federal laws and regardless of any language or provision of this Agreement to the contrary, there will be no adjustment of an affected employee's anniversary date for seniority or longevity purposes.

C. Disposition of Vacation Leave. An employee who leaves the City service for such military leave without pay may elect to be paid for any accrued leave they may be entitled to as if they were actually separating from the City service. The employee's decision will be noted on the personnel action form effecting the leave. If the employee elects not to be paid for such leave, the accrued leave credits will be reinstated upon return of the employee to the City service.

D. Military Reserve Training or Emergency National Guard Service. Any employee who has completed their probationary period and who is a member of any reserve component of the United States Armed Forces will be allowed leave of

absence for required training or duty for a period not exceeding 120 work hours during any one calendar year. Such military leave will be with pay if all military pay the employee receives for the duties performed on such leave is paid to the City. The Mayor may authorize additional periods of military leave in the event of employee hardship in the event of prolonged involuntary military service.

21.6 - Leave Without Pay

Employees may be granted leave without pay.

Requests for leave without pay will be made in writing to the Mayor. Approval of such leave requests will be made on an individual basis. Where service requirements permit and where the employee has demonstrated a serious and legitimate need, approval will not be unreasonably withheld. Cost of such request will be a factor in such determination.

While on leave without pay, seniority and personal leave will not accrue. Longevity credits for completing probation and pay anniversary date will also be suspended during any period of leave without pay.

Where leave without pay is granted, the employee will first use their accumulated personal leave.

During an approved leave of absence, an employee's position may be filled by assigned or temporary employees. At the expiration of any period of leave without pay, the employee has the right to and will be reinstated to the position vacated.

21.7 - Union Leave

A regular employee elected or appointed to a position as a full-time Union official will be entitled to a maximum of 30 days leave of absence from the City to fill their Union position. During such leave of absence, the employee will have the right to elect, without penalty, to return to their former position with the City. In the event such election is made, the employee's anniversary date will be adjusted for any period of leave without pay in accordance with Section 21.6. In the event the employee does not elect to return to their former position by the end of this 30-day period, the employee will forfeit their seniority with the City. Upon termination of their position with the Union at any time after expiration of this 30-day period, said employee shall be given the first option, for a period of 3 years, in filling a vacancy which may occur in the department or classification in which they were formerly employed or for which they are otherwise qualified. The Union shall notify the City when the employee has terminated their Union position. Notification of vacancy pursuant to this Section will be to the Union's Fairbanks business office. The employee's time to respond to such notice will be as set forth in Section 23.2(B) - Notice of Recall.

ARTICLE 22
SENIORITY

22.1 - Definition of Seniority

There are two types of seniority for members of this bargaining unit:

A. Seniority is total length of service the member of this bargaining unit has worked for the City without separation, without regard to prior bargaining unit(s), subject to adjustment as set forth in this Agreement.

B. Classification seniority is the length of service of the employee in the job classification with the City, subject to adjustment as set forth in this Agreement.

22.2 - Termination of Seniority

A. Seniority will be terminated upon:

1. Discharge;
2. Resignation;
3. Layoff for a period of 2 years or more (or 9 months in the case of medical incapacity due to non-job-related injury or illness), or inability to return to work from a job-incurred injury or illness of 2 years or more as provided for in Section 20.8;
4. Failure to respond in a timely and/or prescribed fashion to notice of recall; or
5. Failure to return from an approved leave of absence on the stipulated date of expiration, or any unapproved absence from work without advance City approval in the absence of a legitimate and verifiable explanation.

B. Seniority will not be interrupted by:

1. Periods of approved leave, except as set forth in Section 21.6 - Leave Without Pay;
2. Workers' Compensation Leave, up to one year;
3. Military Leave;
4. Family/Medical Leave as set forth in Section 21.1; or
5. Active military duty when recall for such duty is beyond the control of the employee.

ARTICLE 23
LAYOFF

23.1 - General Provisions

A. Layoff(s) will be made by classification, starting with the least senior member in the classification. A layoff of not less than 12 months, during which the employee returns to work at the first opportunity, will not be considered a

separation. Seniority credits for purposes of completing probation, pay anniversary date and the accumulation of leave benefits will be suspended during the period of layoff.

B. An employee receiving a layoff notice (the “noticed employee”) has 5 working days to notify the Mayor in writing of the employee’s intent to displace (“bump”) another employee in this bargaining unit with less seniority in the same or lower classification within the City. The Mayor will approve the displacement if (a) the Mayor finds that the noticed employee has the qualifications, skills, training, and experience to perform the work duties of the other employee, and (b) if the noticed employee has worked continuously for the City, regardless of bargaining unit status, longer than the other employee. If the Mayor approves the displacement, the noticed employee will be transferred to the other employee’s classification, at the pay rate of the other employee. The displaced employee will then be given notice of layoff and may invoke the displacement process if eligible.

23.2 - Recall

A. Procedure. Upon layoff, the laid off employee will be placed on the layoff list for that classification group from which the employee was laid off, and for the bargaining unit. Recall rights exist for 1 year from the effective date of layoff.

1. The classification layoff list will be ranked in inverse order of layoff. The recalled position will be offered to the first employee on the classification layoff list.
2. If the classification layoff list is exhausted and/or eligible employee(s) decline appointment or are not available, then the position will be offered to the employee with the most seniority of those employees on the bargaining unit's layoff list that possess the required skills and abilities.
3. If the bargaining unit's layoff list is exhausted and eligible employee(s) decline appointment or are not available, then the position will be offered to the employee with the most City seniority of those employees on the bargaining unit's layoff list. To receive recall notice from the bargaining unit's layoff list, the employee must provide written notice to the City at the time of layoff of interest and possession of skills and abilities to perform the available jobs. The City shall exhaust the bargaining unit's layoff list.
4. The laid off employee must have the skills and abilities to perform the position for which they are recalled. Vacant positions which are to be filled may be filled through promotion provided no employee is on layoff from the classification. However, the vacated position may subsequently be filled only in accordance with this Article.
5. If an employee is recalled to a position in which they have attained regular status, the recalled employee will be appointed to that position as a permanent employee. If an employee is recalled to a position in which they have not attained regular status, the recalled employee will be

appointed to that position as a probationary employee.

B. Notice of Recall. Notice of recall will be sent to all laid off employees at their last known address by restricted delivery certified mail and by certified mail to the Union's Fairbanks business office. The employees on the recall list shall, within 10 working days after receipt of the recall notice, notify the City in writing as to their decision regarding the recall offer. The employee at the top of the recall list shall have the first opportunity to accept the position provided they possess the qualifications for the position being recalled. If the City does not receive notice as required above from the employee first eligible for recall within the 10 working day period of when the recall notice was postmarked, then that employee goes to the bottom of the recall list, and the next individual on the list who responded to the notice of recall and who possesses the qualifications for the position will be offered the position. If none of the individuals on the list who respond possess the required skills and abilities, the City may implement a recruiting process pursuant to Article 18, Filling of Vacancies.

ARTICLE 24
NO STRIKE OR LOCKOUT

24.1 - No Strikes

The Union agrees that during the life of this Agreement it will not sanction, authorize, initiate, aid, or encourage any work stoppage, slowdown, “sick-out”, refusal to work, or strike against the City.

24.2 - No Lockouts

The City agrees that during the term of this Agreement there will be no lockouts.

24.3 - Violations

Any alleged violation of this Article, whether by the Union or the City, may be submitted to the Alaska Labor Relations Agency as soon as possible.

ARTICLE 25
SEVERABILITY

In the event any term or provision of this Agreement is found to be in violation of law or not to comply with administrative regulations or requirements, or is otherwise unenforceable, the remainder of this Agreement will continue in full force and effect and will be interpreted in a manner consistent with the spirit and purpose of this Agreement. In the event a provision is found to be contrary to law or to not comply with administrative regulations or requirements or is otherwise unenforceable, either the City or the Union may demand renegotiation of such unlawful or non-complying provision in a manner which will be lawful or compliant. Any such demand must be made within 60 days from

the date on which the provision was held to be contrary to law or non-complying or unenforceable.

ARTICLE 26
DURATION OF AGREEMENT

26.1 - Term of Agreement

This Agreement will be effective from January 1, 2027 through December 31, 2029. There are not any retroactive provisions associated with this Agreement at the time of ratification. This Agreement may only be amended in the form of Letters of Understanding, executed upon the mutual written agreement of both parties.

26.2 – Negotiations

Either party desiring to amend or modify this Agreement must notify the other in writing. Negotiations for a replacement agreement will begin on or about July 1, 2029, unless another date is agreed to by the parties. A party seeking to amend or modify this Agreement must give the other party written notice, to include the nature of the changes desired. Until a satisfactory conclusion is reached in the matter of such changes, the original provisions will remain in full force and effect. Changes can be made at any time by mutual written agreement and consent.

A. In the event the expiration date of this Agreement is reached during or prior to the completion of negotiations for a new or modified agreement, this Agreement will continue in full force and effect until a new agreement is reached, ratified, and executed by the parties.

B. Should negotiations not result in an agreement after negotiations have been in progress for 90 calendar days, the no strike, no lockout provision of the Agreement will become null and void, unless extended by mutual written agreement.

26.3 - Successor Clause

This Agreement is binding upon the successors and assigns of the parties hereto, and no provisions, terms, or obligations herein contained will be affected, modified, altered, or changed in any respect whatsoever by the consolidation, merger, sale, transfer, or assignment by either party hereto, including any change in ownership or management of either party and any change in the place or location of business of either party.

26.4 - Dispute Resolution

Per Article 7, any dispute concerning commencement or termination of this Agreement will be specifically reserved for judicial review.

26.5 – Printing

Upon final consummation and approval of this Agreement, it will be printed in booklet form and a PDF version made available. The Union agrees to pay the cost of the printing and furnish a reasonable number of copies to the City.

26.6 – Ratification

The City and Union Representatives will seek ratification as soon as practicable after the Agreement has been finalized by both parties.

ARTICLE 27
DEFINITION OF TERMS

27.1 – Definitions

For purposes of this Agreement, terms shall be defined to mean:

A. “Administrative Leave” means authorized absence from an employee’s regular work duties for purposes such as training, education, or other reasons.

B "Base rate" means the specific dollar amount paid the employee.

C. "Anniversary date of hire" means the date at which an employee has completed a service year of 52 weeks of paid service.

D. "Promotion" is the assignment of an employee from one position/classification to another which will provide an increase in salary and which has a higher base rate of pay.

E. A "regular appointment" is an appointment without time limitation, or special restrictions as to continued employment.

F. A "regular employee" is an individual receiving a regular appointment.

G. A "permanent employee" is one who has successfully completed probation.

H. "Member" and "employee" mean a member of the bargaining unit covered by this Agreement unless the context indicates otherwise.

I. "Position" is the office or employment whether occupied or vacant, full-time or part-time, consisting of duties and responsibilities assigned to one individual by competent authority.

J. "Compensatory time" is defined in Section 16.3.

K. "Seniority" is defined in Section 22.1.

L. “Package rate” includes all sums paid by the City for wages, pension contributions, and healthcare employer contributions.

RATIFIED by the membership of the bargaining unit and approved by City Council Ordinance No.

FOR THE CITY OF FAIRBANKS:

_____

Mindy O'Neall Date
Mayor

_____

Morgan Dulian Date
Chief of Staff

FOR THE UNION:

_____

Cecil Colley III Date
President

_____

Brannon Nichols Date
Business Manager/Financial Secretary

_____

Naomi Hewitt Date
Business Representative

IBEW SCHEDULE A

EFFECTIVE 01-01-2027

POSITION CLASSIFICATION	RANGE A 90%	RANGE B 92.5%	RANGE C 95%	RANGE D 97.5%	RANGE E 100%	RANGE F 102.5%	RANGE G 105%	RANGE H 107.5%	RANGE I 110%	PACKAGE RATE BASED ON RANGE E
Administrative Assistant	28.17	28.95	29.74	30.52	31.30	32.08	32.87	33.65	34.43	53.18
HR Generalist	33.84	34.78	35.72	36.66	37.60	38.54	39.48	40.42	41.36	59.48
Legal Secretary	33.22	34.14	35.06	35.99	36.91	37.83	38.76	39.68	40.60	58.79
Paralegal	36.00	37.00	38.00	39.00	40.00	41.00	42.00	43.00	44.00	61.88
Records Manager	30.85	31.71	32.57	33.42	34.28	35.14	35.99	36.85	37.71	56.16
Licensing Clerk/Cashier	28.17	28.95	29.74	30.52	31.30	32.08	32.87	33.65	34.43	53.18
City Engineer	58.37	60.00	61.62	63.24	64.86	66.48	68.10	69.72	71.35	86.74
Deputy City Engineer	50.56	51.97	53.37	54.78	56.18	57.58	58.99	60.39	61.80	78.06
Engineer III	47.86	49.19	50.52	51.85	53.18	54.51	55.84	57.17	58.50	75.06
Engineer II	42.50	43.68	44.86	46.04	47.22	48.40	49.58	50.76	51.94	69.10
Engineer I	38.61	39.68	40.76	41.83	42.90	43.97	45.05	46.12	47.19	64.78
Engineer Assistant III	40.17	41.28	42.40	43.51	44.63	45.75	46.86	47.98	49.09	66.51
Engineer Assistant II	37.47	38.51	39.55	40.59	41.63	42.67	43.71	44.75	45.79	63.51
Engineer Assistant I	34.08	35.03	35.98	36.92	37.87	38.82	39.76	40.71	41.66	59.75
Surveyor	47.06	48.37	49.68	50.98	52.29	53.60	54.90	56.21	57.52	74.17
Environmental Analyst	45.31	46.56	47.82	49.08	50.34	51.60	52.86	54.12	55.37	72.22
Quality Control Officer	35.48	36.46	37.45	38.43	39.42	40.41	41.39	42.38	43.36	61.30
Public Works Director	58.37	60.00	61.62	63.24	64.86	66.48	68.10	69.72	71.35	86.74
Building Official	52.73	54.20	55.66	57.13	58.59	60.05	61.52	62.98	64.45	80.47
Code Compliance Inspector	46.67	47.97	49.27	50.56	51.86	53.16	54.45	55.75	57.05	73.74
Police Chief	58.37	60.00	61.62	63.24	64.86	66.48	68.10	69.72	71.35	86.74
Emergency Dispatch Center Manager	45.65	46.92	48.18	49.45	50.72	51.99	53.26	54.52	55.79	72.60
Fire Chief	58.37	60.00	61.62	63.24	64.86	66.48	68.10	69.72	71.35	86.74
Assistant Fire Chief	47.97	49.30	50.64	51.97	53.30	54.63	55.97	57.30	58.63	75.18
Controller #	50.00	51.38	52.77	54.16	55.55	56.94	58.33	59.72	61.11	77.43
Grants & Contracts Administrator	42.43	43.60	44.78	45.96	47.14	48.32	49.50	50.68	51.85	69.02
Accounting Specialist	34.03	34.97	35.92	36.86	37.81	38.76	39.70	40.65	41.59	59.69
INACTIVE REPRESENTED POSITIONS LISTED BELOW										
Property Development Manager	42.62	43.80	44.98	46.17	47.35	48.53	49.72	50.90	52.09	69.23
Combination Building Inspector	38.36	39.42	40.49	41.55	42.62	43.69	44.75	45.82	46.88	64.50
Plans Examiner	38.61	39.68	40.76	41.83	42.90	43.97	45.05	46.12	47.19	64.78
Senior Structural Plan Check Engineer	47.86	49.19	50.52	51.85	53.18	54.51	55.84	57.17	58.50	75.06
General Ledger Accountant/Grants Manager	44.37	45.60	46.84	48.07	49.30	50.53	51.77	53.00	54.23	71.18

NOTES:
Current Police Chief does not particiate in IBEW pension plan.
Package includes $14.13 per hour for health care and $7.75 per hour for pension.

Section 2.

After the package rate is set effective January 1, as provided in Section 16.1 and after the Union designates allocation to Pension and H&W, employees will be paid at the benchmark Range E unless, based upon merit evaluation of employee experience, knowledge and skills, dedication, and performance, the Mayor finds that individual wages should be adjusted to the following ranges:

Range A	Range B	Range C	Range D	Range E	Range F	Range G	Range H	Range I
90%	92.5%	95%	97.5%	100%	102.5%	105%	107.5%	110%

Range A & B are meant to be the starting wage for employees whose knowledge, experience, or skills are still developing. It is also meant to apply to employees whose knowledge, skills, or performance have declined to the minimally acceptable level.

Range C & D are meant to apply to employees whose knowledge, skills, and experience are progressing but have not yet reached the average. It is also meant to apply to employees whose knowledge, skills, and performance have slipped below average.

Range F & G are meant to apply to employees whose knowledge, skills, and experience are above average and for employees whose performance is above average.

Range H & I are meant to apply to employees with extensive knowledge, skills, and ability whose performance is superior.

While initial range placement and subsequent range advances to a higher range are at the discretion of the Mayor, employee(s) may not be moved from a higher to a lower Range without just cause subject to the following:

a. In the event the Mayor has concerns about the adequacy of an employee's work performance which may trigger a decision of a reduction in pay range, the performance issue(s) will first be orally discussed by the employee, the Department Head, and the Mayor.
b. After said meeting, a written "performance improvement plan" identifying the area(s) needed for improvement will be provided to the employee. Follow up meetings will be held at the request of the employee.
c. Six calendar months or more will be allowed to elapse after the issuance of the performance improvement plan before any decision to reduce pay range is made.
d. Prior to the Mayor's decision to reduce pay, a pre-disciplinary meeting will be held with the employee, the Department Head, the Mayor, and any other persons the employee wishes to attend so that the issue can be discussed.
e. Prior to the Mayor's decision to reduce pay, the Mayor will inform the Union Business Agent of the decision and provide 30-days notice before the reduction is made.

f. Should the employee elect to grieve the matter, they will remain at the prior pay range until the grievance is resolved under the terms of this collective bargaining agreement.

If an employee is involuntarily moved to a lower pay range, that demotion will not last longer than one calendar year. If the Mayor wishes to again reduce the pay range, the above procedure will be followed.

Section 3.

Classifications marked with # will routinely be entrusted with confidential information, placing them in a potential conflict of interest between their roles as City officials and bargaining unit members. In such situations, the employees' duty as a public official will prevent any disclosure of information subject to the provisions of law.

Sponsored by: Councilmember Cleworth*
Councilmember Ringstad*
Councilmember Therrien
Councilmember Lojewski
*Indicates original sponsor
Date: October 26, 2026

ORDINANCE NO. 6359, AS AMENDED

AN ORDINANCE AMENDING FAIRBANKS GENERAL CODE, SECTION 2-120, RULES OF PROCEDURE

WHEREAS, under Fairbanks City Charter § 2.10, the council, by ordinance, determines its rules of procedure; and

WHEREAS, the council has established its rules of procedure in Section 2-120 of the Fairbanks General Code; and

WHEREAS, from time to time, council amends its rules of procedure to provide clarity regarding its intent and improve the efficiency of its deliberation and decision-making.

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows:

SECTION 1. Fairbanks General Code Sec. 2-120 is hereby amended as follows [new text in **bold/underlined** font; deleted text in ~~strikethrough~~ font]:

Sec. 2-120. Rules of procedure.

(~~h~~**a**) Any motion must be reduced to writing if the presiding officer so requires or any member so demands, and no other motion shall be entertained until reasonable time (not over ten minutes) is afforded for compliance with this rule.

(~~f~~**b**) The presiding officer shall put all questions in the order in which they are moved unless a subsequent motion ~~shall be~~ **is** previous in its nature; except in naming sums and fixing times, the largest sum and the longest time ~~shall~~ **will** be put first.

(~~j~~**c**) All motions ~~shall~~ require a second, unless otherwise provided.

(~~m~~**d**) After a motion is stated or read by the presiding officer, it ~~shall be deemed to be~~ **is** in the possession of the city council and ~~shall~~ **must** be disposed of by vote; but the mover may withdraw it at any time before decision or amendment, by consent of the second.

(~~k~~**e**) Any member may require the division of a question, when the sense of it will admit.

(~~l~~**f**) When a question is under debate, the presiding officer shall receive any of the following motions but no other:

(1) To adjourn.

(2) To recess.

(3) To raise a question of privilege.

(4) To call for the order of the day, or the regular order.

(5) To lay on the table.

(6) For the previous question.

(7) To limit or extend limits of debate.

(8) To postpone to a certain time.

(9) To refer.

(10) To amend.

(11) To postpone indefinitely.

When one of the motions referred to in subsections (~~I~~**f**)(1)—(11) has been made, none of the others inferior to it in the order in which they stand above ~~shall~~ **can** be made, and in proceeding to vote, motions pending ~~shall~~ **must** be put in the order of their rank as arranged in subsections (~~I~~**f**)(1)—(11). The first seven are not subject to debate. A motion to postpone to a certain time, refer, amend or to postpone indefinitely may be amended; the previous question may be demanded before an amendment, which motion ~~shall be~~ **is** decided without debate. A motion to adjourn ~~shall~~ **is** always ~~be~~ in order**,** provided that business of a nature to be recorded in the journal has been transacted since any previous motion to adjourn has been defeated. ~~No motion or proposition of a subject different from that under consideration shall be admitted under color of an amendment.~~ The city council may postpone a motion to a certain time other than the date of the next regular meeting if specified in the motion to postpone, except that a motion may not be postponed beyond three months after its introduction date. When a matter has been especially assigned to be taken up at a fixed time, or at certain stage of proceedings, such matter **is**~~shall~~, at the appointed time or at any subsequent time, ~~be~~ in order upon the call of any member, and take**s** precedence over all other business.

(~~c~~**g**) Any member may make a parliamentary inquiry of the ~~chairman~~ **presiding officer** at any time during the meeting.

(~~d~~**h**) Any member may make a point of order without a second at any time. The presiding officer may speak to points of order in preference to other members and shall decide all such questions, subject to appeal to the city council ~~by motion duly seconded, and no other business shall be in order until the question on the appeal has been decided~~.

(~~b~~**i**) No appeal from any decision of the presiding officer ~~shall~~ **will** be entertained unless it is seconded, and no other business ~~shall be~~ **is** in order until the question on

appeal has been decided. The question on the appeal is not debatable and ~~shall be~~ **is** put as follows: "Shall the decision of the chair stand as the judgment of the city council?" ~~It shall be~~ **The question is** deemed to be decided in the affirmative unless a majority of the votes given are to the contrary.

(~~e~~**j**) When the previous question is moved by any member, all debate on the main question ~~shall be~~ **is** suspended immediately and the presiding officer shall put the question in the following form: "The previous question is moved on (specifying the motion on which the previous question is demanded). As many as are in favor of ordering the previous question will so indicate." If four members vote "aye," the affirmative has it, the previous question is ordered, and the ~~chairman~~ **presiding officer** will proceed immediately to put to a vote the question on which the previous question was ordered. If less than four members so indicate, the negative has it, the motion is lost, and the question reverts to the immediately pending question which is again open to debate and amendment as if the previous question had not been demanded.

(k) Any member may propose amendments to any business before the council, including ordinances and resolutions upon introduction. No motion or proposition of a subject different from that under consideration ~~shall~~ **may** be admitted under color of an amendment. ~~(a)~~ A motion to amend an amendment ~~shall~~ **may** be in order, but a motion to amend an amendment to an amendment ~~shall~~ **will** not be entertained.

(~~i~~**l**) Any previous vote may be rescinded by **a** vote of four members ~~of the city council~~ at any time, provided the subject matter has not passed out of the control of the city council.

(~~g~~**m**) **Reconsideration.**

Except as otherwise provided, no resolution or ordinance shall be reconsidered on the day upon which the final vote was taken. A member who voted on the prevailing side may:

(1) On the day upon which final vote was taken, give and have entered in the minutes a notice of intention to move a reconsideration at the next city council meeting.

(2) On the day immediately following the vote on a resolution or ordinance, give the city clerk written notice of reconsideration.

When such notice is given, any member may at the next city council meeting move a reconsideration of the question. The affirmative votes of four members of the city council, excluding the mayor, may order a reconsideration taken up at the same meeting that notice of reconsideration is given. The motion for reconsideration opens for debate, and the question to be considered shall have precedence over

every other motion except the motion to adjourn. When a motion is reconsidered, that vote is canceled as though it had never been taken. When a majority votes to reconsider, the question immediately recurs upon the question reconsidered. There shall be but one reconsideration, even though the action of the city council after reconsideration is opposite the action of the city council before reconsideration.

(n) In all matters of parliamentary procedure not covered by this section, the most current edition of Robert's Rules of Order, Newly Revised, ~~shall be~~ **is** applicable and govern**s**. In those cases where Robert's does not address the question before the ~~chair~~ **presiding officer** in sufficient detail to assist in the resolution of the question, the city council ~~shall~~ **will** be guided by parliamentary law as it may be collected from the best authorities.

(o) The city council rules and order of business ~~shall~~ **will** be observed in all cases unless suspended temporarily for good cause by a vote of five members present. Any member may move at any time for the suspension of any rule, and such motion must be seconded to entitle it to consideration.

(p) If any member, in speaking or otherwise, transgresses the rules of the city council, the presiding officer shall, or any member may, call ~~him~~ **them** to order; in which case the member so called to order shall immediately cease discussion unless permitted by the presiding officer to explain; and the city council, if appealed to, shall decide the question without debate. If the decision is in favor of the member so called to order, ~~he~~ **they** shall be at liberty to proceed; if otherwise, ~~he~~ **they** shall not proceed without leave of the city council to proceed in order.

Section 2. The effective date of this ordinance is six days after adoption.

_____
Mindy O'Neall, Mayor

YEAS:
NAYS:
ABSENT:
ADOPTED:

ATTEST:

_____
D. Danyielle Snider, MMC, City Clerk

APPROVED AS TO FORM:

_____
Thomas A. Chard II, City Attorney

Sponsored by: Mayor O'Neall
Date: November 9, 2026

RESOLUTION NO. 5243

A RESOLUTION AUTHORIZING THE CITY OF FAIRBANKS TO APPLY FOR FUNDS FROM ALASKA MENTAL HEALTH TRUST AUTHORITY FOR THE SINGLE SESSION INTERVENTION PROGRAM

WHEREAS, the City of Fairbanks received notification from the Alaska Mental Health Trust Authority (Trust) that funding will be available for a Community Single Session Intervention Project; and

WHEREAS, the City of Fairbanks would use the dollars to fund a portion of a coordinator salary to implement improvements to Alaska's response to individuals experiencing behavioral health disorders or distress; and

WHEREAS, the coordinator would serve as the liaison between the local Community Implementation Team, the Trust, and consultants throughout the development of the Single Session Intervention project in Fairbanks; and

WHEREAS, the City of Fairbanks plans to request $190,000; and

WHEREAS, the City of Fairbanks will continue to provide in-kind administrative support and facility space throughout the duration of the funding.

NOW, THEREFORE, BE IT RESOLVED by the City Council that the Mayor or her designee is authorized to execute any and all documents required for requesting funds on behalf of the City for the Single Session Intervention Program grant.

BE IT FURTHER RESOLVED that the effective date of this resolution is 6 days after adoption.

_____
Mindy O'Neall, City Mayor

YEAS:
NAYS:
ABSENT:
APPROVED:

ATTEST:

_____
D. Danyielle Snider, MMC, City Clerk

APPROVED AS TO FORM:

_____
Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 5243

Abbreviated Title: Resolution Authorizing Single Session Intervention Program Position

Department(s): Mayor

Does the adoption of this ordinance or resolution authorize:

1) additional costs beyond the current adopted budget? Yes ____ No X

2) additional support or maintenance costs? Yes ____ No X

If yes, what is the estimate? see below

3) additional positions beyond the current adopted budget? Yes ____ No X

If yes, how many positions? ____

If yes, type of positions? ____ (F - Full Time, P - Part Time, T - Temporary)

II. FINANCIAL DETAIL:

PROJECTS:	Contract	Personnel	Other	Total
Consultant Contract	$75,000			$75,000
FTE Coordinator Salary + Benefits (50%)		$70,335		$70,335
Training Incentives			$37,500	$37,500
Travel			$5,000	$5,000
Office Supplies			$2,165	$2,165
TOTAL	**$75,000**	**$70,335**	**$44,665**	**$190,000**

FUNDING SOURCE:	Contract	Personnel	Other	Total
Grant Fund (State)	$75,000	$70,335	$44,665	$190,000
TOTAL	**$75,000**	**$70,335**	**$44,665**	**$190,000**

The Alaska Mental Health Trust Fund grant will provide funding for 50% of the coordinator's salary and benefits. The City of Fairbanks will provide administrative support, facility space, and office equipment for the Single Session Intervention Program position.

Reviewed by Finance Department: Initial jp Date 10/27/2026

Sponsored by: Councilmember Lojewski
Date: November 9, 2026

RESOLUTION NO. 5244

A RESOLUTION ENCOURAGING THE FEDERAL AVIATION ADMINISTRATION TO FULLY STAFF AIR TRAFFIC CONTROL AT THE FAIRBANKS INTERNATIONAL AIRPORT

WHEREAS, the Federal Aviation Administration (FAA) Fairbanks Tower/TRACON temporarily suspended Air Traffic Control (ATC) services at the Fairbanks International Airport (FAI) on October 19, 2026 between the hours of 10 p.m. and 6 a.m. local time until October 31, 2027; and

WHEREAS, the Fairbanks International Airport is the largest airport in Interior Alaska and serves as a critical hub for all communities in Interior Alaska including the greater Fairbanks and North Pole areas and many Interior and northern Alaska rural bush communities, playing a vital role in supporting our regional economy, connecting residents and businesses to the rest of the world, as well as facilitating the movement of hundreds of thousands of visitors annually; and

WHEREAS, seven regularly scheduled commercial passenger flights operate during the affected hours, including three inbound flights—one from Anchorage and two from Seattle—and four outbound flights—three to Seattle and one to Anchorage, flights representing critical connections for residents, businesses, and visitors traveling to and from Interior Alaska who depend on reliable air transportation; and

WHEREAS, the loss of ATC coverage increases the risk of aviation incidents and degrades our airport's ability to respond to in-flight emergencies that could result in the preventable loss of life or injury of professional aircrews, passengers, and civilians on the ground; and

WHEREAS, the loss of ATC coverage also increases the likelihood of flight delays and canceled flights effecting the timely flow of traffic in and out of the Fairbanks International Airport.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS as follows:

Section 1. The Fairbanks City Council strongly supports full staffing of ATC at the Fairbanks International Airport and requests the resumption of 24/7 ATC support for all commercial flights in and out of Fairbanks.

Section 2. The effective date of this resolution is six days after adoption.

Section 3. Once in effect, the City Clerk is instructed to send copies of this resolution to the Alaska International Airport System Director; the Commissioner of the Alaska Department of Transportation and Public Facilities; the Governor of the State of

Alaska; our Interior Alaska State Legislative representatives; the Chairs of the Alaska House and Senate Transportation Committees; Deputy Regional Administrator and Acting Regional Administrator for the Federal Aviation Administration (FAA) for the Alaskan Region as well as the FAA Administrator; and our Congressional Delegation.

_____
Mindy O'Neall, Mayor

YEAS:
NAYS:
ABSENT:
APPROVED:

ATTEST:

_____
D. Danyielle Snider, MMC, City Clerk

APPROVED AS TO FORM:

_____
Thomas A. Chard II, City Attorney

Alaska Interior Delegation

In Juneau
Alaska State Capitol Rm 7
Juneau, AK 99801
Phone: (907) 465-3719

In Fairbanks
1292 Sadler Way Ste 308
Fairbanks, AK 99701
Phone: (907) 451-2157

Kevin Hubbard
Alaskan Region Deputy Regional Administrator
FAA Alaskan Regional Office
222 West 7th Ave. #14
Anchorage, AK 99513

Dear Kevin,

On behalf of the Interior Delegation and the thousands of constituents we represent throughout Interior Alaska, we are writing to express our ongoing concerns regarding air traffic control staffing and the continuity of 24-hour service at Fairbanks International Airport.

The Interior Delegation is comprised of ten legislators representing communities across our region, from the Fairbanks North Star Borough to the Matanuska-Susitna Borough, including military installations and rural communities throughout the Interior. The Fairbanks International Airport is a critical transportation hub for these communities, and reliable, around-the-clock air traffic control service is essential to the continued safe and efficient operation of the airport. In addition, Alaska's international airport system collectively serves the state during emergency situations such as flight diversions and medical transports from rural communities.

We are particularly concerned that as of October 18th the Fairbanks International Airport has shifted to a temporary reduction in operating hours due to staffing shortages. Each night from 10:00 pm to 6:00 am the Fairbanks International Airport will operate without air traffic control support. While we appreciate the FAA's communication with the Greater Fairbanks Chamber of Commerce and other community leaders, the indication that the airport is operating near full staffing does not align with what we have observed and heard from airport staff, aviation stakeholders, and constituents in the Interior.

The Fairbanks International Airport is the largest airport in Interior Alaska and serves as a critical hub for more than 20 Interior and Northern Alaska communities. Flights through Fairbanks provide access to cargo, mail, medical supplies, and other necessities, in addition to passenger services all over the state. The unpredictability of Alaska's winter conditions and limited daylight result in increased reliance on air traffic control services when ensuring safe landing and takeoff procedures. A lack of air traffic control support from 10:00 p.m. to 6:00 a.m. is a huge concern to all stakeholders and constituents who rely on these flights. Any reduction in reliable service in Fairbanks will affect many other communities and regions in the State.

We recognize that the FAA, like many institutions, is facing significant workforce challenges. It is our goal as a Delegation to work collaboratively with the FAA to address the issues described and ensure that the Fairbanks International Airport has the staffing necessary to maintain safe and reliable service.

We respectfully request continued and transparent communication from the FAA regarding the air traffic control staffing concerns, to include updates on the current staffing situation, anticipated staffing needs, and any contingency plans that may affect overnight operations moving forward. Our offices are prepared to assist by any means necessary to support the airport and the communities that depend on it.

We appreciate your attention to this matter and look forward to working with the FAA to ensure that the needs of Alaskans are appropriately addressed.

Sincerely,
Interior Delegation
Alaska State Legislature

Representative Dibert – HD 31

Representative Stapp – HD 32

Representative Prax – HD 33

Representative Tomaszewski – HD 34

Representative Carrick– HD 35

Representative Schwanke – HD 36

Senator Kawasaki – SD P

Senator Myers – SD Q

Senator Cronk – SD

101 Dunkel Street, Suite 111 • Fairbanks, Alaska 99701-4806
(907) 457-3282 • Fax (907) 459-3787
www.explorefairbanks.com

October 27, 2026

Mr. Kevin Hubbard
Alaska Region Deputy Regional Administrator
FAA Alaska Regional Office
222 West 7th Avenue #14
Anchorage, Alaska 99513

Dear Mr. Hubbard:

On behalf of Explore Fairbanks and the Interior Alaska visitor industry, we are writing to express our strong concerns regarding the Federal Aviation Administration's decision to suspend overnight air traffic control services at Fairbanks International Airport between the hours of 10 p.m. and 6 a.m.

As the primary air transportation gateway to Interior Alaska, Fairbanks International Airport plays a vital role in supporting our regional economy, connecting residents and businesses to the rest of the world, and facilitating the movement of hundreds of thousands of visitors annually. Reliable commercial air service is particularly critical to our visitor industry, which has worked diligently over many years to develop Fairbanks as a premier year-round destination.

Of particular concern is the fact that seven regularly scheduled commercial passenger flights operate during the affected hours, including three inbound flights—one from Anchorage and two from Seattle—and four outbound flights—three to Seattle and one to Anchorage. These flights represent critical connections for visitors traveling to and from Interior Alaska, as well as residents, businesses, and others who depend on reliable air transportation. Any operational disruptions or delays resulting from the absence of local air traffic control services could have consequences extending well beyond the airport itself.

The timing of this decision is especially troubling as Fairbanks enters its winter tourism season. Our region has established itself as one of the world's premier destinations for viewing the aurora borealis, attracting visitors from across the United States and around the globe. For many of these travelers, overnight flights are an essential component of their itineraries, often involving connections through major domestic and international gateways. Flight delays, missed connections, or uncertainty regarding air service reliability can have cascading impacts on hotels, tour operators, transportation providers, restaurants, and numerous other businesses that collectively support our regional visitor economy.

We also recognize that Fairbanks International Airport serves functions extending well beyond commercial passenger travel, including cargo transportation, medical flights, general aviation, and its role as an alternate airport for Anchorage. The unique geographic circumstances of Alaska, combined

with the challenging weather conditions experienced during our winter months, underscore the importance of maintaining the highest possible level of operational support and reliability.

We appreciate that aircraft operations can continue during the overnight hours under established FAA procedures, and we recognize the challenges associated with recruiting and retaining qualified air traffic controllers. Nevertheless, the reduction of services at an airport of Fairbanks' significance raises concerns about operational efficiency, reliability, and the potential long-term implications for our region's air transportation network.

We stand ready to work collaboratively with the FAA and other stakeholders toward a timely resolution and sincerely hope that restoring full overnight air traffic control operations at Fairbanks International Airport will receive the urgent attention it deserves.

Sincerely,

Scott McCrea, President and CEO



Kory Eberhardt, Chair, Board of Directors



Cc:
The Honorable Senator Lisa Murkowski
The Honorable Senator Dan Sullivan
The Honorable Representative Nick Begich
Alaska Interior Delegation
Ryan Anderson, Commissioner, Alaska Department of Transportation & Public Facilities
Angie Spear, Director, Alaska International Airport System (AIAS)
Jillian Simpson, President and CEO, Alaska Travel Industry Association
Lisa Putnam, Interim President and CEO, Greater Fairbanks Chamber of Commerce

Mindy O'Neall, Mayor

13 October 2027

The Honorable Bryan Bedford
Administrator
Federal Aviation Administration
800 Independence Avenue, SW
Washington, DC 20591

RE: Urgent Concern Regarding Planned Overnight Tower Closure at Fairbanks International Airport

Dear Administrator Bedford,

I am writing to express my deep concern regarding the Federal Aviation Administration's decision to cease air traffic control tower operations at Fairbanks International Airport between the hours of 10:00 p.m. and 6:00 a.m.

The decision to cease air traffic control tower operations raises significant public safety concerns for our community and the broader Interior Alaska region. Fairbanks International Airport serves as a critical transportation hub for passenger travel, cargo operations, emergency medical transportation, military activity, and essential services that sustain our remote communities. Maintaining continuous tower operations is a matter of public safety and operational reliability. Faculty staffing at Fairbanks International Airport has reduced from 15 Certified Professional Controllers (CPCs) to 13. Certified staffing is anticipated to drop to just 10 controllers, supported by only a single frontline supervisor. This is an unsustainable baseline, and unacceptable for our community.

Our region experiences extreme weather conditions, prolonged darkness during the winter months, reduced visibility, icing, and rapidly changing environmental factors that require heightened situational awareness and coordination. During overnight hours, when weather conditions can be particularly challenging and emergency response options more limited, the presence of trained air traffic controllers is essential to ensuring the safe movement of aircraft operating in and around our community. As an international airport, many of our flights are scheduled during these overnight hours.

The proposed closure also poses concerns to Alaska's transportation grid and our national security architecture. Fairbanks plays a vital role in supporting military operations, serving closely with Eielson Air Force Base and Fort Wainwright. Emergency flights, medical evacuations, search and rescue operations, cargo carriers, military missions, and general aviation users who may require immediate access to controlled airspace during overnight hours are all at risk to severe vulnerabilities. Any reduction in aviation safety increases operational risk and could have serious consequences for the residents of Fairbanks and surrounding communities who depend on reliable air service year-round.

As Mayor, my foremost responsibility is the safety and well-being of our residents. For that reason, I strongly urge the FAA to prioritize targeted recruitment and retention incentives and maintain 24-hour tower operations at Fairbanks International Airport.

Thank you for your attention to this critical issue.

Mindy O'Neall
Mayor

Phone: (907) 459-6793

800 Cushman Street, Fairbanks, AK, 99701

Sponsored by: Mayor O'Neall
Date: November 9, 2026

ORDINANCE NO. 6360

AN ORDINANCE TEMPORARILY WAIVING FAIRBANKS GENERAL CODE SECTION 70-63, REQUIRING A REQUEST FOR PROPOSALS AND CERTAIN PROCEDURES TO AID IN THE SOLICITATION AND SELECTION OF LONG-TERM LESSEES OF CITY-OWNED PROPERTY, TO ALLOW FOR A POTENTIAL LEASE OF OFFICE SPACE IN CITY HALL TO THE DENALI COMMISSION

WHEREAS, Section 8.3 of the City of Fairbanks Charter and Section 70-42(b) of the Fairbanks General Code (FGC) permits the lease of real property owned by the City, if the City Council provides the authority to do so by ordinance; and

WHEREAS, FGC Section 70-63, enacted by Ordinance 6350 on June 22, 2026, requires that a Request for Proposals (RFP) be used to solicit proposals from parties interested in leasing city-owned property; and

WHEREAS, the Denali Commission approached the City of Fairbanks inquiring about potentially leasing office space from the City in City Hall; and

WHEREAS, the Denali Commission is an independent federal agency designed to provide critical utilities, infrastructure, and economic support throughout Alaska; and

WHEREAS, available space has been identified in City Hall that would potentially meet the Denali Commission's need and would not interfere with the City's regular operations; and

WHEREAS, City of Fairbanks Charter, Article XII, provides qualified voters in the city of Fairbanks an opportunity to approve or reject any ordinance if an application for referendum is filed with the City Clerk's Office within 30 days after the action by the Council, is in proper form, and is signed by at least ten qualified voters; and

WHEREAS, per Fairbanks General Code, Section 70-42(c), a lease may be executed prior to the expiration of the 30-day period provided for voter referendum if the lease is made explicitly subject to the referendum.

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows:

Section 1. The Mayor is authorized to enter into an agreement with the Denali Commission to lease office space in City Hall for a period not to exceed five years.

Section 2. The lease agreement must be made subject to the permissive referendum process.

Section 3. The effective date of this ordinance is six days after adoption.

_____
Mindy O'Neall, City Mayor

YEAS:
NAYS:
ABSENT:
APPROVED:

ATTEST:

_____
D. Danyielle Snider, MMC, City Clerk

APPROVED AS TO FORM:

_____
Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6360

Abbreviated Title: ORDINANCE AUTHORIZING LEASE TO DENALI COMMISSION

Department(s): GENERAL

Does the adoption of this ordinance or resolution authorize:

1) additional costs beyond the current adopted budget? Yes ____ No x

2) additional support or maintenance costs? Yes ____ No x

If yes, what is the estimate? see below

3) additional positions beyond the current adopted budget? Yes ____ No x

If yes, how many positions? ____

If yes, type of positions? ____ (F - Full Time, P - Part Time, T - Temporary)

II. FINANCIAL DETAIL:

EXPENDITURES:	**ANNUAL**
TOTAL	**$ -**

FUNDING SOURCE:	**ANNUAL**
GENERAL FUND (RENT REVENUE)	$ 12,000
TOTAL	**$ 12,000**

The City of Fairbanks will lease office space in City Hall to the Denali Commission for a term of five years at a rental rate of $1,000 per month. The lease will generate $12,000 in annual revenue to the City, for a total of $60,000 over the five-year term.

Prepared by Finance Department: Initial mb Date 11/4/2026

Sponsored by: Councilmember Therrien
Councilmember Tidwell
Date: November 9, 2026

ORDINANCE NO. 6361

AN ORDINANCE TEMPORARILY WAIVING FAIRBANKS GENERAL CODE SECTION 74-117, ROOM RENTAL TAX PURPOSE AND LIMITATION

WHEREAS, Fairbanks General Code (FGC) Section 74-117(b) provides a funding formula for the allocation of room rental tax revenue; and

WHEREAS, the City Council recognizes the controlling guidance provided in Section 74-117(b) lawfully restricts its power of appropriation; and

WHEREAS, the City Council also recognizes Section 74-117(b) is subject to annual appropriation and that the Council retains the power of appropriation; and

WHEREAS, the City Council recognizes Section 74-117(b) is not in and of itself a perpetual, self-appropriating provision and does not establish a dedicated fund; and

WHEREAS, as stated at FGC 74-117(a), the primary purpose of the room rental tax is to fund services for the promotion of the tourist industry and other economic development, as well as for the funding of services for the general public; and

WHEREAS, community survey input along with input from various sources has identified safety as a primary concern that hampers activities downtown and tourism; and

WHEREAS, a more safe, vibrant, and active downtown supports tourism and economic development; and

WHEREAS, recipients of room rental tax revenue identified in FGC 74-117(b) promote the primary purpose of the tax as described in FGC 74-117(a); and

WHEREAS, the City Council believes a slight reallocation of room rental tax revenue within the recipients identified in FGC 74-117(b) would better address community needs while continuing to support the primary purpose of the room rental tax.

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows:

Section 1. The formula provided in FGC 74-117(b) for the allocation of room rental tax revenue is suspended for the limited purpose of reallocating funds according to the appropriations adopted by the City Council in its 2027 budget.

Section 2. The purpose of this ordinance is to temporarily waive any requirements of FGC 74-117(b) narrowly related to the amount of room rental tax revenue appropriated

and allocated to each of the recipients. All other requirements provided in the section remain applicable to the extent practicable.

Section 3. The effective date of this ordinance is six days after adoption.

_____
Mindy O'Neall, City Mayor

YEAS:
NAYS:
ABSENT:
APPROVED:

ATTEST:

_____
D. Danyielle Snider, MMC, City Clerk

APPROVED AS TO FORM:

_____
Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6361

Abbreviated Title: ORDINANCE TEMPORARILY WAIVING FGC SECTION 74-117 DISTRIBUTION

Department(s): GENERAL

Does the adoption of this ordinance or resolution authorize:

1) additional costs beyond the current adopted budget? Yes ____ No x

2) additional support or maintenance costs? Yes ____ No x

If yes, what is the estimate? see below

3) additional positions beyond the current adopted budget? Yes ____ No x

If yes, how many positions? ____

If yes, type of positions? ____ (F - Full Time, P - Part Time, T - Temporary)

II. FINANCIAL DETAIL:

EXPENDITURES:	**ANNUAL**
EXPLORE FAIRBANKS [BASED ON ROOM RENTAL TAX REVENUE RECEIVED]	$ 2,000,000
CITY OF FAIRBANKS [BASED ON ROOM RENTAL TAX REVENUE RECEIVED]	$ 1,790,000
ECONOMIC DEVELOPMENT [BASED ON ROOM RENTAL TAX REVENUE RECEIVED]	$ 910,000
DISCRETIONARY GRANTS	$ 500,000
FAIRBANKS ECONOMIC DEVELOPMENT CORPORATION	$ 150,000
GOLDEN HEART PLAZA AND BARNETTE LANDING MAINTENANCE	$ 150,000
TOTAL	**$ 5,500,000**

FUNDING SOURCE:	**ANNUAL**
GENERAL FUND [ROOM RENTAL TAX REVENUE]	$ 5,500,000
TOTAL	**$ 5,500,000**

Depending on the amount of room rental tax revenue received, the City of Fairbanks will allocate up to $2,000,000 to Explore Fairbanks. Any room rental tax revenues remaining after the allocations described above shall be divided equally, with one-half allocated for fund collection, administration, and tourism impacts pursuant to FGC Section 74-117(b)(1), and one-half allocated for providing security and safety for special events and other services authorized under FGC Section 74-117(b)(2).

Prepared by Finance Department: Initial mb Date 11/4/2026

CALENDAR 2027

2027 REGULAR CITY COUNCIL MEETINGS

JANUARY	**11**	**JULY**	**12**
	25		**26**
FEBRUARY	**8**	**AUGUST**	**9**
	22		**23**
MARCH	**8**	**SEPTEMBER**	**13**
	22		**27**
APRIL	**12**	**OCTOBER**	**11**
	26		**25**
MAY	**10**	**NOVEMBER**	**8**
	24		**22**
JUNE	**14**	**DECEMBER**	**6**
	28		**13**

NOTE: Underlined dates indicate a deviation from FGC Sec. 2-113(a) due to holidays or City Council-approved amendments.

2027 CITY-OBSERVED HOLIDAYS
(City Offices Closed)

New Year's Day	**Friday**	**January 1, 2027**
Presidents Day	**Monday**	**February 15, 2027**
Memorial Day	**Monday**	**May 31, 2027**
Independence Day (observed)	**Monday**	**July 5, 2027**
Labor Day	**Monday**	**September 6, 2027**
Veterans Day	**Thursday**	**November 11, 2027**
Thanksgiving Day	**Thursday**	**November 25, 2027**
Christmas Day	**Friday**	**December 24, 2027**

Meeting Schedule approved by the City Council on November 9, 2026.

DRAFT

City of Fairbanks
Permanent Fund Review Board
Quarterly Meeting Minutes
July 29, 2026

The Permanent Fund Review Board (PFRB) convened at 1:31 p.m. in the Meeks Conference Room to conduct a quarterly meeting with Alaska Permanent Capital Management (APCM).

Board Member Present: Chair Patty Mongold (online)
Vice Chair Bernard Gatewood
Board Member Dave Owen
Board Member Kimberly McGinnis
Council Member Valerie Therrien

Board Member Absent: None

Also Present: Margarita Bell, Chief Financial Officer
Blake Phillips, Director of Institutional Solutions - APCM
Brandy Niclai, Chief Investment Officer – APCM
Mark Rosen, Investment Officer - APCM

Dave Owen moved, and Valerie Therrien seconded to approve the minutes of the April 15, 2026, meeting. The PFRB unanimously agreed.

Margarita Bell reviewed the portfolio's performance as of June 30, 2026:

- $ 182,912,863 - Balance including accrued income
- $ 1,683,345 - Dividends and interest earnings
- $ 2,853,120 - Realized
- $ 12,343,469 – Unrealized
- $ (52,382) - Management and custodial fees
- $ 16,827,552 - Earnings, net of expenses

Margarita Bell reported that the balance represented a 9.3% increase from the prior quarter and a 13.7% increase from the prior year.

Margarita Bell reported that the 2026 annual draw will be made in August 2026 in the amount of $6,713,453, with $5,967,514 allocated to the general fund and $745,939 allocated to the capital fund. She also stated that this may become the standard timing going forward instead of December.

Brandy Niclai reported that earnings growth and AI-related infrastructure spending have driven positive returns, and that energy-driven inflation has delayed anticipated rate cuts. She also noted that economic growth has moderated; however, higher energy prices and geopolitical tensions have contributed to renewed inflation concerns. PFRB members discussed the impacts of AI.

Brandy Niclai presented the calculation used to quantify the strategic benchmarks as requested by the PFRB. She reported that the portfolio consists of 20 funds, of which 16 are strategic and 4 are tactical, managed by 12 managers.

Brandy Niclai presented an account summary as of June 30, 2026. She stated that APCM inception annualized account return is 6.1% and that the annualized account return as of March 2017 since the diversification beyond traditional stocks and bonds is 8.13%. Since APCM's inception, the portfolio has received $110.8 million in contributions, had $136.3 million in withdrawals, and generated $208.5 million in earnings.

Brandy Niclai presented a portfolio review for the second quarter. She reported that the allocation effect was positive, driven by a slight overweight in Emerging Markets due to higher exposure to semiconductor stocks. The selection effect also benefited from allocations to semiconductor chips and Alternative Beta. Overall, the portfolio's returns remain in line with long-term expectations. The second quarter portfolio summary is as follows:

Portfolio Summary							
2nd Quarter		Year to Date		Prior Year		Inception to Date	
Account	Benchmark	Account	Benchmark	Account	Benchmark	Account	Benchmark
9.60%	9.00%	10.20%	9.40%	13.90%	13.40%	6.10%	6.10%
	0.13% 1		0.25% 2		0.50% 3		
9.60%	9.13%	10.20%	9.65%	13.90%	13.90%	6.10%	6.10%

1 - 12.5 bps - per quarter rounded

2 - 50 bps hurdle -annual (YTD = 12.5 basis pts X # quarters)

3 - 50 bps hurdle codified in March 2009. Inception performance begins January 31, 1998.

Brandy Niclai presented additional information for the strategic plan review. She reported that the permanent fund outperformed the median of other foundations and endowments of similar size, net-of-fee, for fiscal year 2025. She addressed the City Council's request for an 8% to 9% total portfolio return by explaining that the average return for similar foundations and endowments is 7.3%, that private equity and private credit are not approved investments under city code, and that increasing stock exposure eventually stops being rewarded with more returns.

Brandy Niclai presented a model designed to achieve peer-competitive return targets using public markets with expected returns of 7.3%. The strategy would adjust the allocation by increasing risk assets from 58% to 65%, increasing alternatives from 21% to 25%, and reducing risk-control assets from 21% to 10%. The new allocation increases the expected long-term return from 6.9% to 7.3%, bringing it more in line with the Council's request while balancing added risk against potential incremental returns. She reported that the analysis used to develop the model revealed the following: (1) the current portfolio is efficient; (2) the proposed model is a step toward achieving the 7.3% peer target; (3) increasing stock exposure to 95–100% adds risk without corresponding rewards; and (4) the current allocation meets the 6.75% target return.

PFRB discussed the information presented by Brandy Niclai regarding the new model. Dave Owens recommended increasing the allocation to 50% for the Standard & Poor's 500. Kimberly McGinnis expressed comfort with the current model but acknowledged potential benefits to adopting the new model. Bernard Gatewood was comfortable moving to the new model. Patty Mongold was comfortable with either the current or new model but requested a report showing the past five years of portfolio performance assuming a 50% allocation to the Standard & Poor's 500. Vivian Therrien requested interest-return data for the past five years for risk-control assets.

Bernard Gatewood inquired of APCM recommendation and Brandy Niclai recommended that the PFRB make no changes. Brandy Niclai expressed that a major item to consider is council's willingness to assume risk during downturns. Blake Phillips expressed the importance of diversification. PFRB tabled this decision until the next meeting after reviewing the requested reports for the last 5 years.

The compliance report was presented to the PFRB with no compliance issues.

PFRB reviewed the investment management services request for proposal, as the current contract will expire on December 31, 2026. Kimberly McGinnis recommended adding a clause noting that the current code does not allow private equity or private credit. [APCM representatives were not present for this discussion.]

The next quarterly meeting is scheduled to be held at 1:30 p.m. on Wednesday, October 28, 2026, in the Meeks Conference Room.

The meeting was adjourned at 3:29 p.m.

CLAY STREET CEMETERY COMMISSION
REGULAR MEETING MINUTES – October 7, 2026
HELD VIA ZOOM WEBINAR AND
IN FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA



The Clay Street Cemetery Commission convened at 5:03 p.m. on the above date to conduct a Regular Meeting in the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska, and via teleconference, with Chair Kilbourn presiding. The following Commission members were in attendance:

Members Present:	Allysa Westman, Seat A Jessica Desmond, Seat B Aldean Kilbourn, Seat C & Chair Janet Richardson, Seat D & Vice Chair Julie Jones, Seat E (arrived at 5:07 p.m.) Amy Stratman, Seat G (remotely)
Absent:	Karen Erickson, Seat F
Also Present:	Jeremiah Cotter, Public Works Director (remotely) Colt Chase, Deputy City Clerk

APPROVAL OF REGULAR MEETING MINUTES

a) Regular Meeting Minutes of September 2, 2026

J. Richardson, seconded by **A. Stratman**, moved to APPROVE the September 2, 2026 minutes.

Chair Kilbourn took a voice vote on the motion to APPROVE the August 5, 2026 minutes and all members voted in favor.

APPROVAL OF AGENDA

J. Desmond, seconded by **J. Cotter**, moved to APPROVE the agenda.

Chair Kilbourn took a voice vote on the motion to APPROVE the agenda and all members voted in favor.

CITIZENS' COMMENTS

Douglas Yoder – D. Yoder stated that he did not have any particular items to discuss but had wanted to attend the meeting to learn more about the Commission. He shared that he had a personal connection with Clay Street Cemetery as his father was a Rotarian, whose group had been involved with the sign installation at the property.

COMMUNICATIONS TO COMMISSION

Chair Kilbourn shared that she had spoken with someone who was fairly sure that they owned the "2 Below" claim at Ester Creek. She indicated that she would do additional research to confirm but noted that this location was the birthplace of Inez Viola Strandberg, who was interred at Clay Street Cemetery.

EVENTS & PUBLIC RELATIONS

a) Barnette Magnet School Annual History Tour & Clean-up – 9/11, 9/25, & 10/2

Chair Kilbourn recounted that the school groups had only come for one of the dates. **J. Richardson** explained that the weather forecast was unfavorable so the school cancelled ahead of time out of caution.

FINANCIAL UPDATE

Chair Kilbourn reported that she had purchased four small brooms for use by the students during the recent clean-up events and would turn the receipt in for reimbursement in the near future..

C. Chase reported that an invoice from Quiring Monuments for $5,775 had been paid after the publication of their agenda packet and thus their updated account balance was $4,486.12.

J. Jones confirmed that she would be compiling an application for the next year's grant, to be reviewed by Chair Kilbourn, in preparation for submission by the end of the month.

UNFINISHED BUSINESS

a) Quiring Monuments Orders

Chair Kilbourn stated that there were a few edits to make on the marker for Inez Viola Strandberg and that the family had conveyed their intent to pay $350 for the order.

b) Resurfacing of Pathways Inside Cemetery

J. Cotter reported that they were unfortunately unable to complete the project before the end of the season due to a contractor delay. He confirmed that the resurfacing would be done first thing in the spring and would result in very nice, new walkways.

c) Adding More High-Pressure Laminate Signs Throughout Cemetery

Chair Kilbourn recounted asking for three to five ideas from the Commission for new signs and asked if any progress had been made by members.

J. Desmond shared that she had been going through the master list of names and was through the letter "M". She reported that she had been focusing on topics such as true crime, participation in the arts, and pre-World War 1 veterans. **J. Richardson** noted that many individuals buried at the cemetery were part of the Harmony Society, an active community choral group from early Fairbanks years. **Chair Kilbourn** confirmed that there were many references to the Harmony Society in archived newspaper articles.

Discussion occurred regarding placement throughout the property as well as other ideas for signs, such as photographs of sharing images of the cemetery's evolution over the decades. **Chair Kilbourn** noted that they would not be ordering any new signs until the following spring, so there was time for additional ideas to be discussed and approved.

NEW BUSINESS – None

OPEN AGENDA

J. Richardson reported that she had updated the master list for all markers placed to-date and sent the file to C. Chase, who had forwarded it to the full commission and printed a copy for their meeting documents.

J. Jones shared that there was still $1,856.23 from the current year's bed tax grant that needed to be spent. She stated that she would be ordering concrete blocks for new headstones which would sufficiently expend the remaining grant funds. **C. Chase** noted that once this amount was spent, their account balance would be updated to $2,629.89, which was comparable to the previous year.

NEXT MEETING DATES – Nov. 4, 2026, Dec. 2, 2026, & Jan. 6, 2026

Discussion occurred on who would be available for the upcoming meetings. **Chair Kilbourn** confirmed that holding a meeting in November was still prudent and that they would make a determination about December and January at that time.

ADJOURNMENT

Chair Kilbourn declared the meeting ADJOURNED at 5:23 p.m.

Aldean Kilbourn, Chair

Colt Chase, CMC, Deputy City Clerk

Transcribed by: CC