



FAIRBANKS CITY COUNCIL
AGENDA NO. 2025-22
REGULAR MEETING – NOVEMBER 24, 2025
MEETING WILL BE HELD VIA [ZOOM WEBINAR](#) AND AT
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA

WORK SESSION

5:00 p.m. – 2026 City Legislative & Capital Priorities Discussion with Interior Delegation

REGULAR MEETING

6:30 p.m.

1. ROLL CALL
2. INVOCATION
3. FLAG SALUTATION
4. CEREMONIAL MATTERS (Proclamations, Introductions, Recognitions, Awards)
5. 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.
6. 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.

7. APPROVAL OF MINUTES OF PREVIOUS MEETINGS

- *a) Regular Meeting Minutes of November 10, 2025

8. 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
4465	Roundup Steak House	Beverage Dispensary	Com1, LLC	2701 S. Cushman Street

9. MAYOR'S COMMENTS AND REPORT

- a) Special Reports

10. COUNCILMEMBERS' COMMENTS

11. UNFINISHED BUSINESS

- a) Ordinance No. 6329 – An Ordinance Ratifying a Collective Bargaining Agreement Between the City of Fairbanks and the AFL-CIO Crafts Council. Introduced by Mayor O’Neill. SECOND READING AND PUBLIC HEARING.
- b) Ordinance No. 6330 – An Ordinance Amending the Collective Bargaining Agreement Between the City of Fairbanks and the Fairbanks Firefighters Union (FFU) IAFF Local 1324. Introduced by Mayor O’Neill. SECOND READING AND PUBLIC HEARING.

12. NEW BUSINESS

- *a) Resolution No. 5193 – A Resolution Authorizing the City of Fairbanks Fire Department (FFD) to Participate in the U.S. Department of Justice Bureau of Alcohol, Tobacco, Firearms (ATF), and Explosives National Canine Division’s (NCD) Canine Program Application. Introduced by Mayor O’Neill.

13. WRITTEN COMMUNICATIONS TO THE CITY COUNCIL

- *a) Discretionary Fund Committee Meeting Minutes of January 8, 2025

- *b) Fairbanks Diversity Council Meeting Minutes of October 14, 2025
- *c) Fairbanks Diversity Council Resolution No. 2025-01 Recommending the Reading of a Land Acknowledgement at City Council Meetings.
- *d) Reappointment to the Council Finance Committee

14. COMMITTEE REPORTS AND COUNCILMEMBERS' COMMENTS

15. CITY CLERK'S REPORT

16. CITY ATTORNEY'S REPORT

17. EXECUTIVE SESSION

- a) *Chapman v. City of Fairbanks* [permissible under State law, including the provision at AS 44.62.310(c)(3)]

18. ADJOURNMENT



FAIRBANKS CITY COUNCIL
REGULAR MEETING MINUTES, NOVEMBER 10, 2025
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA

The City Council convened at 6:30 p.m. on the above date, following a 5:15 p.m. Work Session for the Explore Fairbanks Annual Report and Presentation and a 5:50 p.m. Work Session for the Fairbanks Economic Development Corporation (FEDC) Annual Report and Presentation, 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'Neill 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

Absent: None

Also Present: D. Danyielle Snider, City Clerk
 Thomas Chard, City Attorney
 Michael Sanders, Chief of Staff
 Jake Merritt, Human Resources Director
 Ron Dupee, Police Chief
 Richard Sweet, Deputy Police Chief
 Andrew Coccaro, Fire Chief
 Jeremiah Cotter, Public Works Director
 Robert Pristash, City Engineer
 Kristi Merideth, FECC Manager (remotely)
 Lauryn Schloemer, Executive Assistant

INVOCATION

The invocation was given by City Clerk Danyielle Snider.

FLAG SALUTATION

At the request of Mayor O'Neill, City Attorney Thomas Chard led the flag salutation.

CEREMONIAL MATTERS (Proclamations, Introductions, Recognitions, Awards)

Public Works Director Jeremiah Cotter discussed a recent "Name the Equipment" contest, where individuals were invited to submit fun name ideas for three snowplows and a dump truck. He shared the winning names and the individuals who had submitted them.

Mayor O’Neill recognized Executive Assistant Lauryn Schloemer, who would soon be leaving her position. She spoke highly of her performance, noting the significant help she had provided during her first seven days as mayor. Chief of Staff Michael Sanders spoke of L. Schloemer’s fantastic initial interview and her taking on several projects over the last couple of years. He stated that she had been an amazing employee and would be missed. L. Schloemer shared that as native-born Australian, she was nervous to come to the United States for the first time but was moved by how warmly she had been welcomed.

CITIZENS’ COMMENTS

[Clerk Note: Names of citizens who provide comments may not be spelled correctly if their name was illegible on the physical sign-up sheet.]

Jeff Jacobson – J. Jacobson shared details about the “Light the World – Giving Machine” program which raised \$24MM worldwide from its inception in 2017 through 2023. He explained that it was started as a way to make helping those in need as easy as buying a snack from a vending machine. He reported that the campaign expanded in 2024, raising \$16MM in a single year, which included \$80,000 via the first ever machine placed in the local area. He noted that Fairbanks was recognized as one of the most giving communities per capita in the world in terms of the program. J. Jacobson listed the local charities who benefited from the Giving Machine in 2024 as well as those selected for 2025. He shared that 100% of proceeds go to the chosen organizations and invited all to visit the machine at the Santa Claus House from November 19 to December 10.

Nicole Hansen – N. Hansen stated that she was also involved with the Light the World Giving Machine program and that in her 25 years of living in Fairbanks, she had always found it to be a very giving community. She shared that she had been working with the selected local charities and was excited and hopeful to see people come out again to support the organizations.

David Hayden – D. Hayden discussed the property at 129 3rd Avenue, which he has lived next to for over 20 years. He reported that the property had not really changed at all in that time and that there are several problems he had complained about over the past year and a half. He asserted that it meets the definition of a blighted property, citing examples for his claim, and asked why the City had not designated it as such. He stated that he is building a duplex on the lot next to the property and suggested the City proceed with fines and other action to resolve the issues.

Mr. Cleworth asked D. Hayden if he knew whether the water had been disconnected on the property. D. Hayden shared that when he called the water company to inquire, he was told that they had no record of water service at the address.

Mr. Ringstad asked D. Hayden if there was a house on the property. D. Hayden stated there was only a shed.

Mr. Marney asked if the City had any record of the property owner. **Mayor O’Neill** noted that the owner’s name would be available through the Borough’s property database. D. Hayden stated the owner had allowed a homeless individual to live in the shed in exchange for cleaning things up but that after speaking with the individual, it was clear they did not have the faculty to perform such work.

Nick Clark, Battalion Chief at Fairbanks Fire Department (FFD) – N. Clark spoke on the Letter of Agreement (LOA) attached to Ordinance No. 6330 and the effort to resolve some long-term concerns with what the City can do with paramedic program students from the local technical college. He acknowledged the pros and cons on both sides of the issue and shared that the Fairbanks Firefighters Union's (FFU) voting period on the matter would close the following night. He stated that he would notify the City administration of the outcome of the membership's vote. N. Clark reported on an upcoming event involving blood testing to screen for cancers. He noted that it was a new benefit from the recently adopted labor contract and that the testing had the potential to catch medical concerns earlier than normal. He explained that the test potentially improves options and cost for treatment and expressed appreciation for the new benefit.

Ms. Sprinkle asked N. Clark if the ride-along program within the LOA was something they had done in the past. N. Clark explained that they had done it before but that there was new leadership at the technical college, as well as many new members at FFD, and that the program had been dropped over the last few years as workloads increased. **Ms. Sprinkle** asked if relationships developed through the program often lead to more students staying in the area. N. Clark confirmed that past experiences with the program indicated success in regard to local hiring.

Ms. Therrien asked how many students are in the program. N. Clark stated that class sizes vary, that he believes the current group includes eight students, and that attrition occurs through the school year. **Ms. Therrien** asked for more information on the logistics of the ride-along program. N. Clark explained the various types of students who participate in the program and where they come from. He noted that each student is required to get 240 hours, which can be overwhelming.

Ms. Tidwell asked for clarification on the fiscal note of the ordinance, given that it was a program they been involved with in the past. N. Clark explained that the fiscal note included preceptor pay to compensate for the extra work being put on those teaching and interacting with the students. He acknowledged that this was not part of the program in the past but rather something they had been hoping to see included for a long time.

Mr. Ringstad spoke from personal experience and urged them to push for participation in the cancer screening event. N. Clark concurred with the importance of preventive care and screening.

Mr. Marney recognized the value of the partnership outlined in Ordinance No. 6330 but asked if N. Clark or the FFU membership would be upset if the program was discontinued. N. Clark stated that he believed it was a good program but after several weeks of discussion, it seemed that opinions were split among FFU members. He suggested that if it was to be voted down, further discussion would be warranted. **Mr. Marney** asked if it would be beneficial to postpone the ordinance to allow more time to iron out remaining concerns. N. Clark shared that a primary concern was that the City would not get enough out of the agreement, despite being vital to the program's success, providing significant work to help students meet their minimum number of hours. He noted that they used to get a couple free spots with the program but that the suggestion for such an arrangement to return had been shot down by the college. He suggested that FFD's call volume makes the department the best partner option for the college to help students meet their requirements. He reiterated that both entities want a good partnership and that the City Council would have the result of the membership's vote before the second reading of Ordinance No. 6330.

Ms. Sprinkle pointed out that it seems to be a very tight window. N. Clark clarified that regardless of the vote's outcome, there would be continued conversations to improve the partnership.

Mr. Cleworth asked N. Clark if this was a one-and-done kind of deal or if there would be ongoing costs. N. Clark pointed out that the LOA included a sunset date and that the proposal was a one-time agreement which the City and union would need to review for renewal. **Mr. Cleworth** asked how many people would be included under the current fiscal note. N. Clark stated he was unsure.

Randy Griffin – R. Griffin spoke on Resolution No. 5192, specifically referencing the legislative priority regarding a natural gas line spur to serve the Fairbanks area. He asserted that a gas line for Fairbanks would be a great benefit to the community, even if it was 35 miles out of town, and he added that it was something many had hoped and dreamed for over the last 50 years. R. Griffin expressed concern over a recently heard sentiment where some have suggested that if Fairbanks cannot secure its own spur for the gas line, then the entire project should be held up. He pointed out that environmental groups often already find ways to hold up projects and that legislatures should not get too vicious with their demands as they pursue the gas line.

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

APPROVAL OF AGENDA AND CONSENT AGENDA

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

Mr. Cleworth pulled items 12(a), Resolution No. 5192, and 12(c), Ordinance No. 6330, from the consent agenda.

Ms. Therrien pulled item 13(a), 2026 City Council Meeting Schedule, from the consent agenda.

Mr. Ringstad pulled item 13(b), Councilmember Appointments to City and Community Boards and Commissions, from the consent agenda.

Mayor O'Neill called for objection to the APPROVAL of the agenda and the consent agenda, as amended, and, hearing none, so ORDERED.

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

APPROVAL OF MINUTES OF PREVIOUS MEETINGS

- a) Regular Meeting Minutes of October 27, 2025

APPROVED on the CONSENT AGENDA

SPECIAL ORDERS

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

Lic.	DBA	License Type	Licensee	Address
12325	GOOD Cannabis	Retail Marijuana Store	Good, LLC	356 Old Steese Highway
14467	Tanana Herb Company, LLC	Standard Marijuana Cultivation Facility	Tanana Herb Company, LLC	1200 Well Street
15800	Baked Alaska, LLC	Marijuana Product Manufacturing Facility	Baked Alaska, LLC	2745 Hanson Road, Unit B
15814	Tanana Herb Company, LLC	Retail Marijuana Store	Tanana Herb Company, LLC	1200 Well Street
16091	Tanana Herb Company, LLC	Marijuana Concentrate Manufacturing Facility	Tanana Herb Company, LLC	1200 Well Street

Ms. Therrien, seconded by **Ms. Sprinkle**, moved to WAIVE PROTEST on the marijuana license applications for renewal.

Mayor Pruhs called for testimony and hearing none, declared Public Testimony closed.

Mayor O'Neill called for objection to the motion to WAIVE PROTEST on the marijuana license applications for renewal and, hearing none, declared the MOTION CARRIED.

MAYOR'S COMMENTS AND REPORT

Mayor O'Neill discussed the several budget-focused work sessions held over the past week as the Council heard from each department. She noted that it was a new process to her and that there would be more discussion in the near future as they prepare a final draft budget for review.

COUNCILMEMBERS' COMMENTS

Ms. Sprinkle expressed appreciation for the Public Works equipment naming contest and stated she hopes they can do something similar next time a new large piece of equipment is purchased.

Ms. Therrien asserted that the two presentations in the earlier Special Work Sessions felt very rushed and that she would like to see them split in the future, doing just one a night or start earlier.

Mr. Cleworth referenced the report about a blighted property from D. Hayden during Citizens' Comments. He discussed the process the City would follow if the property did, in fact, meet the definition of being blighted and the remedies available when an owner is unresponsive. Chief of Staff Sanders reported that the property did have someone previously living in the shed but that it was now secured. **Mayor O'Neill** asked if the City had begun the timeline to follow protocols for designating the property as blighted. M. Sanders shared that the owner had been working with the City, albeit slowly, and had requested an extension for completion of remedies. He acknowledged that the matter was not a high priority. **Ms. Therrien** asked if the property had been registered as vacant by the owner and if any associated fines been paid. M. Sanders clarified that staff had only recently sent out the first round of letters regarding vacant properties.

NEW BUSINESS

- a) Resolution No. 5192 – A Resolution Stating the City of Fairbanks Legislative and Capital Priorities for 2026. Introduced by Mayor O’Neill.

Ms. Sprinkle, seconded by **Ms. Therrien**, moved to APPROVE Resolution No. 5192.

Mr. Ringstad reported on how the existing list of priorities had come about. He shared that the Council would meet with members of the Interior Delegation on November 24, so it is necessary for the Council to approve a list of priorities to be discussed at the meeting. He acknowledged that the City would be lucky to see any items come to fruition, so it would be wise to opt for a brief, focused list. He explained that the items were sorted into categories and went through each of the legislative priorities, pointing out that some had carried over from the past year, some were applicable to essentially every municipality in Alaska, and some were broader issues that extended beyond the state. **Mr. Ringstad** stated that he was unsure of what exactly was being requested in item 7, which addressed “the development and expansion of a crisis behavioral health system in the State of Alaska.” He reviewed the list of capital priorities, acknowledging that money may or may not be available but that requests should be on the record in the event that funds are available. He suggested that the Council discuss whether to narrow the list to just their highest priorities.

Ms. Therrien reported that the initial list had 12 legislative items and six capital items, which has already been narrowed down. She provided further clarification from the City’s Crisis Now Coordinator regarding item 7 and advocated for keeping it on the list. **Ms. Sprinkle** suggested that it would be better if item 7 spoke to the need for Fairbanks specifically rather than statewide. **Ms. Therrien** indicated that they could amend it as such if the Council desired. **Mr. Ringstad** clarified that there was a statewide fund for the crisis behavioral health system from which the City could apply for grants. **Ms. Therrien** gave additional comments on the reason why the presented items had been included on the list of priorities.

Ms. Therrien, seconded by **Ms. Sprinkle**, moved to AMEND Resolution No. 5192 by adding “and our representatives in Congress (House and Senate)” at the end of the first “BE IT FURTHER RESOLVED” statement.

Mayor O’Neill called for objection to the motion to AMEND Resolution No. 5192 by adding “and our representatives in Congress (House and Senate)” at the end of the first “BE IT FURTHER RESOLVED” statement and, hearing none, declared the MOTION CARRIED.

Mr. Marney asked for clarification on item 2 under the 2026 Operational Priorities section, lobbying for maintaining a \$90MM balance in the Community Assistance fund. **Ms. Therrien** provided additional details.

Ms. Sprinkle asked if there had been any progress on the idea of adding watermarks to FPD video footage provided through public records requests. City Attorney Thomas Chard stated that he did not have an update on the matter.

Mr. Cleworth explained that he pulled the resolution from the Consent Agenda because he noticed that there was no backup documentation included like there had been in prior years. He concurred that the list was good but perhaps too long. He advocated for a shorter list but acknowledged that each item had merit.

Mr. Cleworth, seconded by **Mr. Ringstad**, moved to AMEND Resolution No. 5192, as Amended, by revising item 1 under 2026 Operational Priorities to read, “Reduce the municipalities PERS rate of 22%.”

Mr. Cleworth explained that the City had paid over \$132MM towards the PERS liability from 2008 to 2023, as a direct result of mismanagement of the fund by the State. He asserted that the City had not caused the problem and that it, like other municipalities across Alaska, need to advocate for a change, especially given that the debt was not decreasing each year, as it should be. He reiterated that municipalities should not continue to be responsible for legacy debt.

Mayor O’Neill called for objection to the motion to AMEND Resolution No. 5192, as Amended, by revising item 1 under 2026 Operational Priorities to read, “Reduce the municipalities PERS rate of 22%” and, hearing none, declared the MOTION CARRIED.

Ms. Sprinkle shared that she had heard that the company building the gas line was seeking a route that would avoid going through the Fairbanks North Star Borough, in an effort to avoid paying property tax, which would increase the total distance needed for any spur to serve Fairbanks.

Ms. Therrien, seconded by **Ms. Sprinkle**, moved to AMEND Resolution No. 5192, as Amended, by replacing “State of Alaska” with “Fairbanks community” in item 7 under 2026 Operational Priorities.

Mayor O’Neill called for objection to the motion to AMEND Resolution No. 5192, as Amended, by replacing “State of Alaska” with “Fairbanks community” in item 7 under 2026 Operational Priorities and, hearing none, declared the MOTION CARRIED.

Ms. Therrien addressed Mr. Ringstad’s comments about shortening the list of capital priorities and noted that, initially, there was six items. She advocated for keeping all four on the list.

Mr. Ringstad reiterated that the City is unlikely to get even one thing on the list, which supports the idea of narrowing it down to a single request. He suggested keeping the first priority, as it was similar to the issue with the PERS rate where the State made a change to radio systems which resulted in a significant expense for the City to upgrade its equipment.

Mr. Ringstad, seconded by **Ms. Sprinkle**, moved to AMEND Resolution No. 5192, as Amended, by eliminating items 2, 3 and 4 under 2026 Capital Priorities.

Ms. Sprinkle indicated that she supports the idea of a more focused request.

Ms. Therrien, seconded by **Ms. Sprinkle**, moved to AMEND the motion to amend Resolution No. 5192, as Amended, by keeping item 4 and only eliminating items 2 and 3.

Ms. Therrien explained that the Council had only recently learned about the event and emergency response barricade needs referenced in item 4 and that there had not been a chance to speak with congressional representatives about that need.

Ms. Tidwell stated that she opposed the amendment to the amendment, noting that the equipment referenced in item 1 was something the City must pay for, whereas the barricades were a want. She pointed out that in the event the City gets only one item from the list of priorities, she would like to ensure it was a need rather than a want.

Mr. Cleworth expressed concurrence with the focused approach. He agreed that the barricades are too new of an idea and that there are not enough details to warrant the request.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO AMEND THE MOTION TO AMEND RESOLUTION NO. 5192, AS AMENDED, BY KEEPING ITEM 4 AND ONLY ELIMINATING ITEMS 2, AND 3 UNDER 2026 CAPITAL PRIORITIES AS FOLLOWS:

YEAS: Therrien

NAYS: Sprinkle, Ringstad, Cleworth, Tidwell, Marney

Mayor O'Neill declared the MOTION FAILED.

Mayor O'Neill called for objection to the motion to AMEND Resolution No. 5192, as Amended, by eliminating items 2, 3 and 4 under 2026 Capital Priorities and, hearing none, declared the MOTION CARRIED.

Mr. Ringstad stated that the numbered lists may unintentionally imply a ranking of priorities and that unless the Council wanted to prioritize the lists, he would like to see bullet points instead. **Mayor O'Neill** indicated that would be a clerical change made without a motion.

Mr. Marney spoke of the “baby boxes” initiative referenced in item 2 under 2026 Priority Legislation. He shared that he has been passionate about the issue and that, to his understanding, the legislation is already a done deal. He stated that he would be okay with the item being removed in the interest of shortening the list. **Mr. Ringstad** suggested that the item remain on the list.

Mr. Cleworth asked if there would be backup material attached to the resolution for each item. **Ms. Therrien** confirmed the committee had received information for each submitted item. **Mr. Ringstad** stated that all materials could be shared with the Council. **Mayor O'Neill** asked if Mr. Cleworth was requesting to see all items that individual departments had submitted for consideration or just the backup materials for the priorities being approved in the resolution. **Mr. Cleworth** clarified that he would like to see the details for the finalized list. He noted that backup material for most of the items already exists from the previous year’s similar resolution.

Mayor O'Neill called for objection to the motion to APPROVE Resolution No. 5192, as Amended, and, hearing none, declared the MOTION CARRIED and Resolution No. 5192, as Amended, APPROVED.

Ms. Sprinkle asked if the complete version of the document, with the backup materials, could be provided at the next work session, prior to the meeting with the Interior Delegation. **Mayor O'Neill** confirmed that such could be arranged.

- b) Ordinance No. 6329 – An Ordinance Ratifying a Collective Bargaining Agreement Between the City of Fairbanks and the AFL-CIO Crafts Council. Introduced by Mayor O'Neill.

ADVANCED on the CONSENT AGENDA

- c) Ordinance No. 6330 – An Ordinance Amending the Collective Bargaining Agreement Between the City of Fairbanks and the Fairbanks Firefighters Union (FFU) IAFF Local 1324. Introduced by Mayor O'Neill.

Ms. Therrien seconded by **Ms. Sprinkle**, moved to ADVANCE Ordinance No. 6330.

Mayor O'Neill invited Fire Chief Andrew Cocco to speak on the ordinance. Chief Cocco thanked all who had been involved with the discussions, which he believes had been open and honest from all sides. He reported that there had been several iterations of the LOA and that they had worked to find a good balance to meet the needs of the current school year and get students back on their paramedic track, with the intent to renegotiate for future years. He acknowledged that it would be good for the City to get more in return for what was being provided and that they want to support the program. He noted that if the FFU membership did not vote in favor of the agreement, there would not be any reason for the Council to consider it further.

Ms. Sprinkle asked if the students could get the required hours from other fire departments within the Borough. Chief Cocco explained that it is difficult for them to go through other departments as those entities do not require paramedics to be on duty on a regular basis, whereas the City does. He added that the City is the only place the school can send students where there will be consistent paramedic supervision provided.

Mr. Cleworth asked to confirm that the cost would be a one-time expenditure. Chief Cocco confirmed that it would just be for the current school year, with City staff working again with the college to discuss whether a long-term agreement could be reached. He described the possible ways the university could provide something of value to the City in return for the arrangement.

Mr. Ringstad expressed concern about the timing and duration of the request in relation to the school year, with the budget for the current and upcoming year, and that the FFU membership still had not voted on the LOA. Chief Cocco pointed out that the ordinance was only before the Council as a first reading and that there would be more opportunities to discuss it in an upcoming work session and the next Council meeting. **Mr. Ringstad** asked if anything the Council did at the moment would make a difference. Chief of Staff Sanders explained that if the ordinance was delayed, the current students would essentially have no way to complete the required 240 hours of externship before the end of the school year.

Mr. Marney asked if it was known whether any of the students would stay in Fairbanks. Chief Cocco stated that it was hard to know where they may go.

Ms. Tidwell recounted that N. Clark had earlier shared that there was only about a 50% chance the FFU membership would approve the LOA. She recommended the Council advance the ordinance and, if needed, discuss it further at the next work session.

Ms. Sprinkle asked if the funds would come from the 2025 or 2026 budget. M. Sanders explained that some would come from the current year while the rest would be part of the 2026 budget.

Mayor O’Neill called for objection to the motion to ADVANCE Ordinance No. 6330 and, hearing none, declared the MOTION CARRIED.

WRITTEN COMMUNICATIONS TO THE CITY COUNCIL

a) 2026 City Council Meeting Schedule

Ms. Therrien, seconded by **Ms. Sprinkle**, moved to APPROVE the 2026 City Council Meeting Schedule.

Ms. Therrien discussed the dates for Council meetings in December, noting the obligation to adopt a budget for 2027 no later than December 15, 2026. She acknowledged that the second week of December is typically when the Alaska Municipal League (AML) holds its annual conference but suggested the Council prioritize the budget process timeline over any potential conflicts.

Ms. Therrien, seconded by **Mr. Cleworth**, moved to AMEND the 2026 City Council Meeting Schedule by changing the December meeting dates from the 14th and 21st to the 7th and 14th.

Mr. Cleworth asked if the dates of the 2026 AML conference could be confirmed. Clerk Snider stated that she would find out and report back to the Council. She pointed out that the Council could amend its meeting schedule at any time during the coming year.

Mayor O’Neill called for objection to the motion to AMEND the 2026 City Council Meeting Schedule by changing the December meeting dates from the 14th and 21st to the 7th and 14th and, hearing none, declared the MOTION CARRIED.

Mayor O’Neill called for objection to the motion to APPROVE the 2026 City Council Meeting Schedule, as Amended, and, hearing none, declared the MOTION CARRIED.

b) Councilmember Appointments to City and Community Boards and Commissions

Ms. Sprinkle, seconded by **Ms. Therrien**, moved to APPROVE Councilmember Appointments to City and Community Boards and Commissions.

Mr. Ringstad expressed concern with the removal of Mr. Cleworth from the Fairbanks Area Surface Transportation (FAST) Planning Policy Board, given Mr. Cleworth’s institutional knowledge and current role as the board chair. He stated that it is advantageous for the City to have Mr. Cleworth’s experience in that position.

Mr. Cleworth discussed the history of the formerly named Fairbanks Metropolitan Area Transportation System (FMATS) and how they eventually formed the FAST Planning entity as the Metropolitan Planning Organization (MPO) for the urban areas of the Borough and cities of Fairbanks and North Pole. He described how the organization had been formed, with a deliberately crafted board, committee, and staff structure, which allowed the City of Fairbanks to have a significant voice at the table, as well as having to create all governing documents, personnel codes, and more from scratch. **Mr. Cleworth** stated that it had been the most complicated process he had ever been involved with, particularly due to the extensive 15-page list of acronyms used for various entities and programs as well as meeting agenda packets that are regularly over 100 pages long. He reported that with his current position, it was the first time the City of Fairbanks had ever had a representative serve as the chair, noting that the role is typically held by someone from the Borough or State. He indicated that he would like to continue to serve on the board but would accept the will of the Council either way. **Mr. Cleworth** shared that the length of service is fairly short for the majority of current Policy Board members and that they rely heavily on the knowledge of staff and the Technical Committee, which included individuals such as City Engineer Bob Pristash. He reported that he had seen many people come and go and that there is often a sense of being overwhelmed by members due to the complexity of FAST Planning issues.

Mr. Ringstad asked how the City is represented on the Policy Board. **Mr. Cleworth** explained that the City's two seats include the Mayor and one appointed Councilmember.

Ms. Tidwell stated that when she was elected in 2022, she had really wanted to represent the City on FAST Planning and that her predecessor on the City Council had been the appointed individual. She reported that she had asked the former mayor to be appointed but was turned down. **Ms. Tidwell** shared that when Mayor O'Neill had indicated that some committee assignments would be shuffled, she asked to be considered for the FAST Planning Policy Board. She pointed out that her background is in construction, that it is an area she is passionate about, and that she would like the opportunity to serve the City well as Mr. Cleworth had for many years.

Mr. Marney asked how many years Mr. Cleworth had been involved with FAST Planning. **Mr. Cleworth** stated that it was between 9 and 12 years, off and on. **Mr. Marney** pointed out Mr. Cleworth's significant amount of experience. He acknowledged that Ms. Tidwell would be very capable but that Mr. Cleworth's role as chair was very valuable. **Mr. Cleworth** clarified that the chair serves for one year and that whether he is reappointed or not, the chair selection process would occur in December. He noted that the Borough Mayor is the current vice chair.

Mr. Ringstad moved to AMEND the Councilmember Appointments to City and Community Boards and Commissions by having Mr. Cleworth remain on the FAST Planning Policy Board.

Clerk Snider explained that the rule for appointment to this particular board was that the Mayor has the authority to appoint any Councilmember they choose but that such appointment requires confirmation by the Council. She clarified that the Council had the discretion to confirm or not confirm the appointee but could not make a specific selection for an alternate appointee. She indicated that, in this sense, Mr. Ringstad's motion would be out of order.

Mr. Cleworth acknowledged that the only two appointments in the list that the Council had discretion over were those to the Permanent Fund Review Board and FAST Planning Policy Board. He expressed concern with there not having been consensus among the Councilmembers prior to

assignments being made as had been done in the past. He noted that a year ago, Ms. Sprinkle had voiced a desire to be on the Finance Committee but none of the existing appointees wanted to be replaced, so they amended the Fairbanks General Code to allow for an additional Councilmember seat to accommodate the request. He stated that he wished the process had been more collaborative and added that when he met with the Mayor, there had been no discussion about committees.

Ms. Therrien asked to confirm that the only option was to concur or not concur with the entire list of appointments. **Mr. Ringstad** pointed out that the Council does not have authority over the anything other than the two specified appointments but that the question could be split. **Mayor O'Neall** confirmed that the Council could split the question.

Ms. Therrien, seconded by **Mr. Ringstad**, moved to DIVIDE THE QUESTION by considering the appointments for the Permanent Fund Review Board and FAST Planning Policy Board separately.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO SPLIT THE QUESTION BY CONSIDERING THE APPOINTMENTS FOR THE PERMANENT FUND REVIEW BOARD AND FAST PLANNING POLICY BOARD SEPARATELY AS FOLLOWS:

YEAS: Marney, Ringstad, Cleworth, Therrien

NAYS: Sprinkle, Tidwell

Mayor O'Neall declared the MOTION CARRIED.

Mr. Ringstad, seconded by **Ms. Therrien**, moved to APPROVE the appointment of Ms. Therrien to the Permanent Fund Review Board.

Mayor O'Neall called for objection to the motion to APPROVE the appointment of Ms. Therrien to the Permanent Fund Review Board and, hearing none, declared the MOTION CARRIED.

Ms. Therrien, seconded by **Ms. Tidwell**, moved to APPROVE the appointment of Ms. Tidwell to the FAST Planning Policy Board.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO APPROVE THE APPOINTMENT OF MS. TIDWELL TO THE FAST PLANNING POLICY BOARD AS FOLLOWS:

YEAS: Therrien, Sprinkle, Tidwell, O'Neall

NAYS: Ringstad, Marney, Cleworth

Mayor O'Neall declared the MOTION CARRIED.

c) Permanent Fund Review Board Meeting Minutes of July 30, 2025

ACCEPTED on the CONSENT AGENDA

d) Chena Riverfront Commission Special Meeting Minutes of June 10, 2025

ACCEPTED on the CONSENT AGENDA

- e) Chena Riverfront Commission Meeting Minutes of July 23, 2025

ACCEPTED on the CONSENT AGENDA

- f) Clay Street Cemetery Commission Meeting Minutes of October 1, 2025

ACCEPTED on the CONSENT AGENDA

COMMITTEE REPORTS AND COUNCILMEMBERS' COMMENTS

Ms. Therrien provided a report on the Permanent Fund Review Board, noting that as of October 28, 2025, the account balance was \$171,946,153. She discussed the returns on the various classes of investments and other details about the processes in place for management and review of the Fund. She shared that the board had evaluated the benefits and concerns with a potential investment in private equity and that they would have further discussion on the topic at the next board meeting.

Mr. Cleworth discussed the stipulations in place with the investment classes of the Permanent Fund and concerns about how those are adhered to. **Mayor O'Neill** ruled Mr. Cleworth's comments out of order, citing the concern of getting into detailed discussions on the topic of the Permanent Fund without having provided notice to the public. **Mr. Cleworth** stated that he disagreed with the ruling as the topic had already been introduced by Ms. Therrien and he was providing Councilmember Comments. **Mayor O'Neill** reiterated that her ruling was based on the matter not being noticed on the agenda. **Mr. Cleworth** asked how Councilmembers could provide any comments during their comments if what members say was not publicly noticed. **Mayor O'Neill** explained that the difference was that he was attempting to engage in a detailed discussion about the topic, noting that it would not be inappropriate if he had a specific question for Ms. Therrien regarding her report.

Ms. Therrien expressed appreciation for the productive discussion on Resolution No. 5192. She apologized that background information had not been included in the packet.

Mr. Cleworth stated that he believes it would be beneficial to ask the Permanent Fund Review Board, through Ms. Therrien, to consider amending the Fairbanks General Code on the City's investment policy to allow for more liberal strategies. He provided historical information about the range of returns for the Fund over the years and gave justification for his suggestion. **Ms. Therrien** stated that she could bring the idea to the board.

Ms. Sprinkle addressed the issue of problematic properties and the meetings with department heads to discuss the status of each property. She expressed frustration that properties often tend to fall off the radar, only to come back into the spotlight through citizen input such as D. Hayden's comments earlier in the meeting. She stated that she does not understand why the City allows clear violations to continue as long as they do and that she would like to see things improve.

Mr. Ringstad discussed the different approach to permanent funds from the time they are created to later when they can afford higher risk investments. He pointed out that the growth in the City's Permanent Fund is providing the City with nearly 15% of its annual budget and that he agrees that a periodic review of the investment policy would be prudent.

Mr. Marney stated that he had no report or comments.

Ms. Tidwell asked if youth sports teams that had been previously used the gym in the former Boys & Girls Club space would be able to enter into an LOA to continue to use the space. Chief of Staff Sanders reported that the Interior Youth Basketball group has an agreement with the Club and can continue to use the gym until the lease ends on November 30. He shared that at that time the City would resume control of the area. He explained that the City will not be able to publish a request for proposal for any future tenants until the space is cleaned up and repairs are done. He stated that things are not being turned over to the City in good condition and that while he has one company interested in touring the space, the process will take some time. **Mr. Cleworth** suggested that there are many local organizations that would be interested in utilizing indoor space like the gym.

CITY CLERK'S REPORT

Clerk Snider reported that City Hall would be closed the following day, Tuesday, November 11, in recognition of Veterans Day, and that the Discretionary Fund Committee would hold its preliminary meeting on Wednesday.

CITY ATTORNEY'S REPORT

Attorney Chard shared that he would be out of town for the remainder of the week but would be accessible by phone if anyone needed to reach him.

ADJOURNMENT

Mayor O'Neill declared the meeting adjourned at 8:41 p.m.

MINDY O'NEALL, MAYOR

ATTEST:

D. DANYIELLE SNIDER, MMC, CITY CLERK

Transcribed by: CC



800 Cushman Street
Fairbanks, AK 99701

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

MEMORANDUM

TO: Mayor O'Neill and City Council Members

FROM: D. Danyielle Snider, City Clerk



SUBJECT: Alcohol License Renewal Application

DATE: November 19, 2025

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

Lic. #	DBA	Type	Licensee	Address
4465	Roundup Steak House	Beverage Dispensary	Com1, LLC	2701 S. Cushman Street

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 December 2, 2025. The City's 60-day response deadline to AMCO is December 19, 2025.

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

ORDINANCE NO. 6329

**AN ORDINANCE RATIFYING A COLLECTIVE BARGAINING
AGREEMENT BETWEEN THE CITY OF FAIRBANKS AND THE
AFL-CIO CRAFTS COUNCIL**

WHEREAS, the City of Fairbanks and the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) have been operating under the terms of the 2023-2025 Collective Bargaining Agreement, which will expire on December 31, 2025; and

WHEREAS, the City Administration and the AFL-CIO have reached a tentative agreement on terms of a replacement contract; and

WHEREAS, the City of Fairbanks 2026 operating budget will include the increased expenditures reflected in the attached fiscal note.

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

Section 1. The attached Collective Bargaining Agreement between the City of Fairbanks and the AFL-CIO, effective January 1, 2026, through June 30, 2028, is hereby ratified by the City Council.

Section 2. The City's 2026 operating budget will include the increased expenditures reflected in the attached fiscal note.

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

Mindy O'Neill, City Mayor

AYES:

NAYS:

ABSENT:

ADOPTED:

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, MMC, City Clerk

Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6329

Abbreviated Title: AFLCIO COLLECTIVE BARGAINING AGREEMENT

Department(s): PUBLIC WORKS

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:	2026	2027	2028	TOTAL
WAGES AND BENEFITS - JANUARY TO DECEMBER	\$ 588,890	\$ 588,890	\$ 588,890	\$ 1,766,670
WAGES AND BENEFITS - JANUARY TO DECEMBER		\$ 115,690	\$ 115,690	\$ 231,380
WAGES AND BENEFITS - JANUARY TO DECEMBER			\$ 118,490	\$ 118,490
ANNUAL LEAVE ACCRUAL - PER HOUR	\$ 10,000	\$ 10,300	\$ 10,600	\$ 30,900
CLOTHING, BOOT, & TOOL ALLOWANCES	\$ 11,210	\$ 11,210	\$ 11,210	\$ 33,630
ONE-TIME BONUS	\$ 1,750	\$ -	\$ -	\$ 1,750
TOTAL	\$ 611,850	\$ 726,090	\$ 844,880	\$ 2,182,820

FUNDING SOURCE:	2026	2027	2028	TOTAL
GENERAL FUND [PUBLIC WORKS]	\$ 611,850	\$ 726,090	\$ 844,880	\$ 2,182,820
TOTAL	\$ 611,850	\$ 726,090	\$ 844,880	\$ 2,182,820

This fiscal note provides the cost of the proposed AFLCIO negotiated collective bargaining agreement. The contract provides the following **wage increases**: \$2.00 to \$10.34 (4% to 19%) in Year 1; 2.2% CPI in Year 2; and 2.2% CPI increase in Year 3. The contract adds one new level for 3 Laborers and two new levels for 7 Operators (annual cost \$4,220 for level 1 and \$8,440 for level 2). **Health care** will be paid per hour versus a monthly payment which could cost up to \$50,900 for overtime hours (based on 2024) . AFLCIO members will earn **annual leave hours** per pay period versus annual hours converted per pay period. The **contract increases allowances** by \$100 for clothing, \$200 for boots, and \$50 for tools. The contract provides a **one-time bonus** for the Custodian in the amount of \$1,000 and Trades Specialist Forman in the amount of \$750 to provide a similar increase as other staff for Year 1 of the contract. The City will have additional costs for overtime, liability, and workers' compensation due to wage increases.

Reviewed by Finance Department:

Initial mb

Date 11/3/2025

COLLECTIVE BARGAINING AGREEMENT

Between

THE CITY OF FAIRBANKS

and

FAIRBANKS AFL-CIO CRAFTS COUNCIL

January 1, 2026 - June 30, 2028

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AGREEMENT

This Agreement, made and entered into effective January 1, 2026 between the City of Fairbanks, hereinafter referred to as "the City" or "Employer," and the Plumbers and Pipefitters Local #375, Laborers International Union of North America Local #942, International Union of Operating Engineers Local #302, Painters and Allied Trades Local #1959 Pacific Northwest Regional Council of Carpenters Local #1243, and International Brotherhood of Teamsters Local #959, known together, and hereinafter referred to as the "Fairbanks AFL-CIO Crafts Council" or "the Union(s)." The parties have mutually agreed as follows:

PURPOSE OF AGREEMENT

The purpose of this Agreement is to assure a supply of competent and capable workers, to promote the settlement of labor disagreements by conference, to prevent strikes and lockouts, to avoid interruption or interference with the efficient operation of the City, to promote fair, safe, and healthful working conditions, to assure amicable labor management relations, to encourage the growth and development of City employees, and to record the terms of agreement with respect to rate of pay, hours of work, and other conditions of employment arrived at through the process of collective bargaining.

1. DURATION, MODIFICATIONS AND CHANGES

1.1 Effective Dates

This agreement shall become effective on January 1, 2026 and shall remain in effect until June 30, 2028.

1.2 Modifications

- (a) Either party desiring a change or modification in this Agreement shall notify the other party in writing between 90 days and prior to the anniversary date of this Agreement. Upon receipt of such notice, negotiations shall begin within 15 days. Changes or modifications mutually agreed to may be made at any time during the life of the agreement subject to member ratification and City Council approval.
- (b) In the event that the parties commence negotiations for a new contract or for amendment of the current contract, each craft may have a negotiator present at negotiations. Three represented employees may attend such negotiations on duty, and others are free to attend if off duty on approved leave.

1.3 Renewal

In the event that the termination date of this Agreement shall occur during the course of negotiations for a renewal of the Agreement, the terms and conditions of this Agreement shall be binding upon the parties until the renewal Agreement is negotiated and executed.

2. COVERAGE

The City recognizes the AFL-CIO Crafts Council as the bargaining representative for all classifications listed under Article 23, Schedule A, of this Agreement. All personnel matters for Union members covered by this contract will be controlled and regulated by this Agreement.

3. EMPLOYER-UNION RELATIONS

3.1 City Management

The City has and will retain the sole right to represent and manage the City and to direct the working forces, including, but not limited to, the right to determine the City's mission, policies, and to set forth all standards of service offered to the public; the right to plan, direct, control, and determine the operations and services to be conducted by employees of the City; the right to determine the methods, means, and number of personnel needed to carry out the City's mission; the right to hire, to promote and demote, to discipline, to reclassify and/or discharge any personnel in its employ for good and just reason in the interest of the City, provided it does not conflict with the provisions of this Agreement. Nothing in this Agreement is intended to interfere with the City's right to manage and control the business.

3.2 Union and City Responsibilities

- (a) The Union assumes the responsibility to supply the City with competent qualified workers. The City may reject any employee it finds unsatisfactory for reasonable cause.
- (b) Neither the City, nor the Union shall discriminate against any employee on the basis of race, sex, sexual orientation, age, if the individual is 18 years of age or older, color, religion, disability, genetic information, marital status, sexual orientation, gender identity, or national origin or because of membership in or lawful activity on behalf of the Union. To the extent allowed by law, the City further agrees to give priority of hire and job tenure to residents of the Fairbanks area when such residents possess the requisite skills and abilities and are available. Recognizing the mutual benefits derived from the process of democratic collective bargaining, the City will not discourage new employees from joining the Union.

3.3 Shop Stewards

The City will recognize four Shop Stewards, including one Teamster, one Operator, one Trade Specialist, and one Laborer. Stewards will be selected by the Union and recognized by the City as authorized representatives of the Employees or groups for whom they are selected. In the event that a Steward is selected by the City to be a step-up Foreman or is on absent from work for an extended period of time the Union shall have the right to select an alternate Steward. The Union shall notify the City within 24 hours as to the appointment or official status of any Shop Steward.

3.4 Bulletin Boards

The City shall furnish bulletin boards for the use of the Union.

3.5 Union Access

The authorized Union Business Representatives shall be granted access to the City's premises when any employees represented by this Agreement are on duty but shall not interfere with operations.

3.6 Loyal and Efficient Service

The Union agrees that its members, who are employees of the City, shall individually and collectively perform loyal and efficient service and that they shall use their influence and best efforts to protect the property and interests of the City and to cooperate with the City to this end at all times.

3.7 Craft Jurisdiction

It is agreed that work shall be assigned in accordance with craft jurisdiction. Any jurisdictional disputes between labor organizations affiliated with the AFL-CIO Crafts Council shall be settled in accordance with the rules and procedures established by the Council. However, it is recognized by the parties that conditions of public employment do not always permit work to be performed on the basis of strict craft lines.

- (a) Employees may be required to work out of classification for a period of up to, but not exceeding, three workdays in any one calendar month per classification (Trade Specialist, Operator, Teamster, and Laborer). If it is deemed that the project/work will take longer than three days, the City must contact the affected labor organization and mutually agree on an extension or request a member from the Union Hall with adequate job skills. Nothing in this subsection authorizes work to be performed in an unsafe manner in violation of Section 17.
- (b) It is also understood that to promote maximum efficiency on certain operations/projects, the composite crew concept may be employed by the City where it does not conflict with Section 3.7(a) above.
- (c) Periodic review of such work assignments shall be made for purposes of adjusting such assignments, as appropriate, to take care of changing needs.

3.8 State and Federal Law

Any provision of the Agreement or subsequent amendments thereto, found to be in violation of any applicable State or Federal law shall be null and void, but all other provisions of the Agreement shall remain in full force and effect. In the event any provision of this Agreement is declared unlawful, in a manner described above, the parties agree to meet within 15 days and for a reasonable period thereafter until final

negotiations or appropriate substitute clauses have been ratified by the parties.

3.9 Work Stoppage

The Union agrees that it will not engage in any work stoppage because of any jurisdictional dispute with any labor organization.

3.10 Work Study Program

The parties agree to adopt, via Letter of Agreement, a work study program for the Public Works Department similar to the programs adopted by other City Departments.

4. GRIEVANCE PROCEDURES

4.1 Intent

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 of the work schedules. Every reasonable effort shall be made by both the City and the Union to resolve grievances at the earliest step possible. In the furtherance of this objective, the City and the Union have adopted the following procedures.

4.2 Definition

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 contract shall not be considered a grievance, and shall not be submitted to the grievance-arbitration procedure set forth herein, but any such questions concerning commencement or termination of this Agreement shall be specifically reserved for judicial review. A grievance may be initiated by the Union or the City as hereafter specified.

4.3 First Step

When an employee has a grievance, the employee (accompanied by the steward, if the employee so chooses) shall verbally discuss the matter with the immediate supervisor and attempt to resolve the problem. The grievance must be brought to the attention of the immediate supervisor within 30 calendar days after its occurrence or within 30 calendar days of the employee having, through the exercise of reasonable diligence, gained knowledge or should have gained knowledge, that a grievance exists. If the grievance cannot be resolved through verbal discussion, the grievance shall be reduced to writing, signed by the employee, and presented to their immediate supervisor. The immediate supervisor shall investigate the grievance and shall indicate thereon, in writing, their response to the grievance within three working days following the day on which the written grievance was presented. The written grievance containing the response of the immediate supervisor shall be delivered to the Union, with a copy to the aggrieved employee(s), for further handling at the next step of this procedure.

4.4 Second Step

If the grievance is not settled to the satisfaction of all concerned parties in the first step, the written grievance and response thereto, along with a written statement as to why the response to Step One was not acceptable, shall, within five working days, be delivered to the department head, who shall attempt to settle the grievance. If the grievance is not settled, the department head shall deliver their written response, with the original grievance and all previous responses attached, to the appropriate Union, to the President of the Fairbanks AFL-CIO Crafts Council and to the aggrieved employee(s) within five working days after the submission of the grievance. If the written answer of the department head is not satisfactory, then the employee shall have five working days to decide if they wish to appeal the grievance to the third step of this procedure.

4.5 Third Step

- (a) If the dispute is not settled to the satisfaction of all concerned parties, then the written grievance with responses thereto shall be submitted by the Union's business agent to the Mayor's Office who shall investigate and report findings and recommendations to the Mayor within five working days after the matter has been submitted to the Director. The Mayor shall attempt to settle the grievance, but if not successful, the Mayor shall have seven working days after the grievance has been submitted to the Mayor's Office to answer. If the answer of the Mayor is not satisfactory, and before going to arbitration as provided in 4.6 below, those matters which are unresolved shall be discussed at a meeting between the parties (the employee involved, the Union's business agent, the Mayor, the Human Resources Director, the department head, and such other persons as may be mutually agreeable to the parties) during which time all pertinent facts and information will be reviewed in an effort to resolve the matter through conciliation.
- (b) An employer grievance will be filed with the Union's business agent at the Third Step. A grievance may be filed by the Union at the Third Step. A grievance initiated by the Union or the City shall be in writing and shall state the section number of this Agreement alleged to have been violated and the manner it has been violated.

4.6 Arbitration

The moving party shall make demand in writing upon the other party for binding arbitration within 14 calendar days from the date of delivery of the final response of the Mayor or of the Union, as the case may be. Such notice shall include the nature of the matter to be arbitrated and the contract provisions(s) allegedly violated.

- (a) ARBITRATOR SELECTION. When a grievance is submitted to binding arbitration, the Union and the City shall meet at a mutually agreeable date and time, within 14 calendar days, to select an arbitrator.
 - (1) Upon the failure of the parties to agree upon an arbitrator, both parties

agree to request the Federal Mediation and Conciliation Service or the American Arbitration Association to submit a list of seven names of persons who are available for service as arbitrators.

- (2) Within five working days of receipt of the list, the City and the Union representatives shall alternately strike one name from the list until one name remains. The side to strike the first name shall be chosen by lot. The person whose name has been chosen shall become the Arbitrator.
- (b) TIME LIMITS OF ARBITRATION. Arbitration shall commence as soon as possible at a date and time acceptable to the parties and the arbitrator. The arbitrator shall make a written report of their findings to the Union and the City within 30 working days after the hearing is concluded, unless mutually agreed otherwise.
- (c) RULES GOVERNING THE ARBITRATION. Said arbitrator will be governed by the Voluntary Labor Arbitration Rules of the American Arbitration Association as amended. The decision of the arbitrator shall be final and binding on both parties to the dispute.
- (d) IMPLEMENTATION OF DECISION. The final decision of the arbitrator shall be implemented as soon as possible, but no later than 30 days after the final decision is rendered.
- (e) AUTHORITY OF ARBITRATOR. The authority of the arbitrator shall be limited to the application and interpretation of this Agreement. They shall have no authority to amend, alter, modify, or otherwise change the terms or scope of this Agreement. However, by mutual agreement of the City and the Union, the grievance procedure set forth above may be used in other matters.

4.7 Separate Arbitrators

Each grievance or dispute will be submitted to a separately convened arbitration proceeding, except where the City and the Union mutually agree to have more than one grievance or dispute submitted to the same arbitrator. Multiple grievances filed over the same issue will be combined.

4.8 Arbitration Expense

The City and the Union shall equally share the expense of the arbitrator and shall share equally the other expenses involved in such arbitration proceedings, including stenographic expenses, except each party shall bear the expense of their respective non-employee witnesses.

4.9 Witness Expense

Any City employee called as a witness by either side will continue to receive their regular rate of pay while attending such hearings, not to exceed regular working hours. Should such meetings be scheduled outside of regular working hours, or

extended beyond such regular working hours, no compensation shall be paid by the City for the time outside such hours.

4.10 Working Conditions/Award Limits

When any matter in dispute has been referred to the Grievance Procedure set forth above, the conditions and provisions prevailing prior to the time the dispute arose shall, insofar as it is possible and consistent with normal operations, not be changed until the decision is rendered. When the subject matter warrants, the decision shall be made retroactive to the time the dispute began. In cases where it is determined an employee has been discharged unjustly and without cause, the Arbitrator shall order the City to return the employee to their position without loss of seniority or pay.

4.11 Default

In the event that the City fails to answer a grievance within the time required at any step of the Grievance Procedure, or the Union fails to appeal the answer given to the next step of the Grievance Procedure within the time allowed, then the grievance will be considered settled against the side which has defaulted. However, any of the time limits to the grievance or arbitration procedures may be extended by mutual agreement. Grievances resolved by default cannot be the basis of establishing precedent for the settlement of any other grievances. No default may be declared unless the defaulting party has been given notice by the other party and a chance to correct the default.

4.12 Origination Above First Step

Any grievance that originates from a level above the first step of the Grievance Procedure shall be submitted directly to the step or level from which it originates.

5. EMPLOYEE BENEFITS

5.1 Retirement

Employees covered under this Agreement shall participate in their respective unions' retirement trust funds. The City agrees to contribute to the applicable trust funds the amount set forth in Schedule A for each compensable hour credited to employees for the purpose of retirement benefits as specified in said trust agreements. Contributions shall be submitted by the City on or before the 15th day of the month following the month in which the contributions were earned. It is understood and agreed that the contributions are to be computed solely on the total number of compensable hours, including personal leave and paid holidays, and are not to be included in wages or the computations of overtime. Except for the making of hourly contributions under this agreement, the City has no responsibility or liability for the administration or operation of the trust funds, eligibility for employees to receive pension benefits, or future payment of pension benefits to retirees. The Union parties' further agree that the trustees named in each Unions' trust and their successors in trust are and shall be the parties' representatives and consent to be bound by the actions and determinations of the trustees.

The City agrees to allow employees to participate in the City's deferred compensation plan. Employees will designate the amount to be deducted from- their paycheck. Deductions will be deposited in the employee's deferred compensation account at least monthly.

5.2 Individual Records

The City agrees to make available to the employee and also, with the employee's permission, to the Union Business Manager or the Manager's appointed representative, the employee's individual records, upon reasonable notification.

5.3 Health and Security

The City agrees to make hourly contribution, as set forth in Schedule A, to the respective Union Health and Welfare Trusts. Except for the making of hourly contributions under this agreement, the City has no responsibility or liability for the administration or operation of the Health & Welfare Heath Trusts, eligibility for employees to receive plan benefits, or the level or terms of future plan benefits. The AFL- CIO Crafts Council and each member Union further agrees that the employer trustees named in the trusts and those successors in trust are and shall be the City's representatives and consent to be bound by the actions and determinations of the trustees. The City's contribution to each Union's respective Health and Welfare Trust will be as specified on Schedule A of this agreement and shall be submitted by the City on or before the 15th day of the month following the month in which the contributions were earned. It is understood and agreed that the contributions are to be computed solely on the total number of compensable hours, including personal leave and paid holidays, and are not to be included in wages or the computations of overtime.

5.4 Prepaid Legal

The City agrees to participate in the various Union- Employer prepaid legal trust plans and to be bound by the Trust Agreements creating and controlling such plans, as may be amended from time to time. Contributions, in an amount designated by the participating crafts involved, shall be submitted by the City on or before the 15th day of the month following the month in which the contributions were earned. The contribution reduces the rate of that particular craft. Said contribution, and any subsequent increases in contributions, shall be deducted from the employee's negotiated wage.

5.5 Physical Examinations

A yearly physical examination is offered to employees of the City for Interstate Commerce Commission (ICC) physicals. Physicals other than Commercial Driver's License (CDL) physicals are subject to the approval of specific application for such physical examination by the Mayor.

The Unions agree that the City may adopt a pre-employment "Fit for Duty" program.

When in the opinion of the City there arises specific questions as to the physical or mental ability of an employee to perform their normal work assignment, an appropriate examination may be ordered by the City. If such examination demonstrates, in the opinion of the examining medical professional, that the employee is physically or mentally incapable of performing their normal work assignment, the employee shall be allowed to seek a second opinion from a local licensed medical professional of their choice. If the results of these two examinations are not in agreement, then a third opinion shall be solicited from a medical professional mutually agreeable to the City and the employee. The results of this third examination shall be final and shall be binding on both parties. The employer shall pay for first and third physical examinations and connected expenses involved with this section.

5.6 Physical Condition

If an employee is prevented from performing their normal work assignment due to a physical condition, the City agrees to make an effort to place the employee in a classification the employee can perform within their craft under this agreement.

5.7 Clothing and Tool Reimbursement

The City will compensate eligible permanent employees (employees working more than 1,000 hours per year) with a \$500 clothing allowance. Employees engaged in road oiling, sewer work, garbage collection, vehicle repair, and maintenance operations will also receive a \$500 boot allowance. Permanent mechanics will also receive a \$400 tool allowance. The allowances will be paid in a single lump sum with a separate check in July, without the need for employees to provide receipts.

- (a) Gloves and coveralls will be provided for employees engaged in road oiling, sewer work, garbage collection, vehicle repair, and maintenance operations, or other similar types of work.
- (b) A washer/dryer and detergent will be furnished by the employer for those employees wishing to launder the above-listed items of clothing during their off-duty hours or the employer may, at its option, provide cleaning for gloves and coveralls.

5.8 Lockers

The City shall furnish lockers for clothes and equipment and space reserved for drying personal effects and other equipment for public works employees.

6. WORKING RULES

6.1 Work Week

- (a) The work week for Specialized Trades shall consist of five consecutive 8-hour days, Monday-Friday, excluding a lunch break, with a regular start time of 8

am. The start time, work week, and workday may be modified by mutual agreement between Specialized Trades personnel and the Public Works Director.

- (b) The work week for Office staff may vary between five consecutive 8- hour days, Monday-Friday, excluding a lunch break, with a regular start time of 8 am; or four consecutive 10-hour days, Monday-Thursday, exclusive of a lunch break, with regular start time of 7 am. The start time, work week, and workday may be modified by mutual agreement of the Office staff and the Public Works Director.
- (c) The work week for Laborers shall consist of four consecutive 10-hour days, Monday-Thursday, excluding a lunch break, with regular start time of 7 am.
- (d) The work week for Operators and Mechanics shall consist of four consecutive 10-hour days, Monday-Thursday, excluding a lunch break, with a regular start time of 7 am. During winter snow removal and spring breakup, the work week may be days or nights and shall consist of four consecutive 10-hour days, Monday-Thursday, Sunday- Wednesday, or Tuesday-Friday, with a regular start time of 7 am for days and 9:00 pm for nights.
- (e) By mutual agreement, between the Union and the City, variations of the work week may be established (i.e. flex schedule, split shift, etc.).

6.2 Shifts

- (a) The day shift is any shift with starting times between the hours of 6:00 a.m. and 11:59 a.m.
- (b) The swing shift is any shift with starting times between the hours of 12:00 noon and 6:59 p.m.
- (c) The graveyard shift is any shift with starting times between the hours of 7:00 p.m. and 5:59 a.m.
- (d) With prior mutual agreement between the Union and the City, other shifts may be worked and/or scheduled.

Prior to establishing a swing, graveyard, or other shift, volunteers in the needed classifications will be sought. If there are not enough volunteers to cover the City's operational needs, then a rotational schedule will be established in which all permanent employees will be scheduled. Employees are allowed to have volunteers cover their assigned rotation.

6.3 Overtime

Overtime shall be paid for all work performed outside the regularly scheduled workweek, in quarter hour increments; however, overtime shall not be pyramided. For example, if overtime performance is less than 1/4 hour, the time shall be

considered at 1/4 hour and paid accordingly. If overtime performance is more than 1/4 hour, but less than 1/2 hour, the extent of time shall be considered as 1/2 hour and paid accordingly.

- (a) For those employees working five 8-hour days "5-8's" schedule as outlined in 6.1(a), overtime will be paid at the time and one-half rate for hours worked in excess of eight hours per day or 40 hours per week. After 40 hours of work during a week, overtime will be paid at 1.5 times the employee's pay.
- (b) For those employees working four 10-hour days "4-10's" schedule as outlined in 6.1(b), overtime will be paid at the time and one-half rate for hours worked in excess of 10 hours per day or 40 hours per week. After 40 hours of work during a week, overtime will be paid at 1.5 times the employees pay rate.
- (c) Regardless of hours worked during a week, all work performed on Saturday and Sunday shall be paid at the 1.5 rate, unless that employee is assigned to a night shift where the workweek begins Sunday night.
- (d) Employees who work overtime may elect, in lieu of being paid overtime, to accrue compensatory time at the rate of 1.5 hours for every hour of overtime. Compensatory time may be taken and used in the same manner and terms as personal leave (when mutually agreeable by the employee and Department Director). Employees may carry 80 hours of comp time into the next calendar year. 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 the employee by January 31.
- (e) It is recognized that due to the nature of municipal operations, employees may be required from time to time to work overtime to accomplish pressing public needs, such as snow removal, pumping during spring thaw, removal of construction hazards, and other public needs as may be determined by the City. The City agrees to give reasonable notice to employees that overtime is necessary to accomplish pressing public needs and further agrees that when such emergency situations are corrected, overtime shall not be mandatory. The City agrees to give recognition to situations which may arise from time to time which may prohibit an employee from working overtime.
- (f) The City agrees to fairly distribute overtime to its employees within each seniority group and agrees that permanent employees shall have first refusal of overtime. If the safety and welfare of employee or public are in question (examples; prescribed medication or 14 hours of continuous operation), the Foreman must assess the situation and assign the overtime in a fair and equitable manner. However, it is understood that when employees have been assigned to tasks during the course of the day and overtime is required to complete those tasks, employees assigned to those tasks shall have the right to work the overtime necessary to complete the assigned task.

6.4 Reporting Time

Employees required to report to work and not put to work shall receive two hours pay at their regular straight time rate, unless notified not to report at the end of their previous shift or two hours prior to the start of the shift.

6.5 Lunch Break

Lunch periods will be at least 30 minutes in duration and will be scheduled at the midpoint of the shift. If the work requires the lunch period to start at a time before or after 30 minutes of the midpoint of the shift, then the employee shall be paid for such period at the applicable overtime rate. Poor weather lunch periods shall be taken in a warm, dry place, normally at the nearest employer facility or in heated enclosed vehicles, at the discretion of the craft Foreman. Except, because of special conditions which exist that are not compatible with the above clause concerning lunch periods, by mutual agreement between the Employer and the Union, those particular lunch periods may be altered to fit a specific purpose.

6.6 Relief Period / Shift Clean up

- (a) RELIEF PERIOD. All employees shall be allowed one relief 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. The Union and the Employer shall mutually agree on reasonable rules governing the taking of such relief periods as provided herein. When employees are working over their regular scheduled shift (either 8 or 10 hours), an additional relief break shall be taken every two hours, from the end of their last scheduled relief period.
- (b) SHIFT CLEANUP. All employees shall be afforded up to 15 minutes prior to lunch and the end of each shift to ensure the cleanliness of themselves, their work area and/or vehicle, and their work garments for the next workday. This time shall be used by employees for cleanup, and to ensure they are prepared and ready for the start of the subsequent shift and shall not be considered an additional break.

6.7 Foreman / Lead

In Public Works, when three or more union personnel work on one job location without a foreman (excepting maintenance workers and packer crews), one of the employees will be designated as a working lead worker, and it will be their responsibility to direct the work force. The City may at its option, designate a working lead worker for a lesser number of employees. There shall be permanent craft foremen for each of the following classifications: laborers, operators, mechanics, and all Trade Specialists (collectively only when the City employs more than four permanent trade Specialists). Under the following occasional workload demands foremen may work in the craft as long as no other dispatch craft employees are displaced: (1) Training; (2) Emergencies, including heavy snow fall, earthquake, flood, wild land fire, and other events as determined by Department Head and Union (SOP procedure will be to first consult the Foreman); (3) Regularly scheduled crews do not show up; (4) Scheduled

crews are present but a task comes up that needs immediate attention. If fewer than five permanent Trade Specialists are employed, one shall be selected and paid as a lead worker who will take direction as designated by the City. Each craft supervisor foreperson shall have a permanent lead worker who will replace the foreman when on personal sick leave and cover the shift when double shifting. A minimum of one lead worker will be appointed in the absence of the permanent lead worker for the following classifications: laborers, operators, mechanics, and trade specialists. A foreman with vehicular access to several crews will be considered to have direct supervision over those crews. Employees shall take instructions from whichever supervisor, foreman or lead worker, is designated by management. See Schedule A for pay of foreman and lead workers.

6.8 Working at Higher/Lower Classification

The employer agrees to use employees within their respective classifications. Should it become necessary to work an employee in a higher rated classification; said employee will be paid at the higher rate of pay for working in said classification. An employee will be paid one-half shift at the higher rate of pay for any period of work not exceeding one-half shift duration and will be paid the whole shift at the higher rate of pay for work in excess of one-half shift duration. Should it become necessary to work an employee in a lower rated classification, said employee will continue to be paid at their regular rate of pay.

6.9 Inclement Weather

No permanent employees covered by this Agreement shall, as a result of inclement weather, be caused to lose any pay, provided they report to work in the regular manner contained herein. If, due to inclement weather, employees are unable to perform their regular work, they shall, at the option of the City, perform other miscellaneous work as directed.

6.10 Call Back

A minimum of two hours at the applicable overtime rate shall be paid when employees are called back to work after the regular shift.

6.11 Call Out

If an employee is called by a Public Works supervisor to report to work on a scheduled day off, the employee will be paid a minimum of two hours at the applicable overtime rate. All work over two hours will be paid in 1/4-hour increments. *De minimis* time (such as answering a phone call) will be paid in 1/4- hour increments.

6.12 On Call

An employee on call (standby) will be paid two hours at the applicable overtime rate for covering the phone or radio, with the further understanding that this time will be in addition to call out time.

6.13 Shift Change

- (a) An employee changing shifts, when the employer requests it with less than 48 hours prior notification, shall receive 1.5 times the employee's regular rate of pay for all hours worked on the first shift. The premium pay does not apply when changing back to the employee's normal shift from short term changes. For the purpose of this provision, an employee's shift is changed when their scheduled days of work are changed, or starting time is moved to one of the other defined shifts.
- (b) Unless mutually agreed otherwise by the City and the employee(s), starting times for employees shall not be changed without 48 hours prior notification. Should an employee's regular starting time be changed without 48 hours' notice to the employee, all hours worked on the employee's first new workday shall be paid at one and one-half times the employee's regular rate of pay. This premium pay does not apply when changing back to the employee's normal starting time from short term changes. For the purpose of this provision, an employee's starting time is changed if their starting time is moved to a time different from their regular starting time, within the hours of any given shift listed in 6.2.

6.14 Shift Premiums

For classification under this contract will be five percent of swing shift, and ten percent for graveyard shift.

7 HOLIDAYS

7.1 Holidays

The following days shall be considered holidays: New Year's Day, Dr. Martin Luther King, Jr. Day, President's Day, Memorial Day, Fourth of July (Independence Day), Labor Day, Alaska Day, Veteran's Day, Thanksgiving Day, Christmas Day, and such other days as the City Council may fix for all City employees. Dr. Martin Luther King, Jr. Day and Alaska Day will be observed as floating holidays in the same manner as a personal day and not on the day of the actual state holiday. Floating holidays must be used in the year accrued or otherwise are lost without cash value.

7.2 When Holiday Falls

When a holiday falls on an employee's first scheduled day off, or second day for employees working a four day a week schedule, the preceding non- premium workday shall be considered to be the employee's holiday and paid as such. When a holiday falls on an employee's last scheduled day off, the following non-premium workday shall be considered the employee's holiday and paid as such.

7.3 Holiday Pay

Holiday pay, in the amount of eight hours for each holiday, shall be paid to permanent

employees working a 5-8's schedule at the employee's regular rate of pay. Holiday pay, in the amount of ten hours for each holiday, shall be paid to permanent employees working a 4-10's schedule at the employee's regular rate of pay. Temporary employees will be paid in accordance with Section 22.1.

7.4 Working on Holiday

All employees who work on any of the above-named holidays shall be paid at the rate of 1.5 times their regular rate of pay. In addition, permanent employees shall receive holiday pay as set forth above.

7.5 Holiday on Leave

Employees on leave with pay shall receive pay for a recognized holiday occurring during such leave with pay at their regular rate.

7.6 Eligibility for Holiday Pay

In order to receive pay for an observed holiday an employee must not be on LWOP or have been absent without authorized leave on the workday before or after the holiday. Employees that call in sick but provide a doctor's note shall be considered on authorized leave

8 PERSONAL LEAVE

8.1 Entitled to Personal Leave

All employees covered by this Agreement shall be entitled to personal leave in accordance with the following.

8.2 Leave Pay

Personal leave will be paid for at the employee's contract regular rate for their regular classification.

8.3 Leave Accrual

(a) Employees shall accrue leave according to the following schedule:

- One – Two Years: 7 hours per pay period
- Three-Five Years: 9 hours per pay period
- Over Five Years: 10 hours per pay period

Employment for less than a full pay period shall be pro-rated for the purpose of computing personal leave.

(b) The maximum leave bank accumulation for an employee is 600 hours. At the end of a calendar year any employee that has over 600 hours, who doesn't

have their excess leave scheduled to be used by the end of February will have their unscheduled leave in excess of 600 hours cashed out on their final paycheck of the calendar year.

8.4 Leave Requests

Personal leave shall be taken at any time mutually agreeable to the department head and the employee and shall not be unreasonably withheld by the Employer. Requests for leave exceeding 160 continuous hours will not be granted unless approved by the Mayor or designee. An employee shall notify their department head at least one day in advance when not more than two days leave are desired, except in the case of any emergency. When longer periods of leave are desired, at least one-week advance notice shall be given but may be denied if the absence of the employee hinders operations or causes overtime. Requests for personal leave more than 80 hours or more shall be made at least 30 days in advance, except for unforeseen circumstances. Upon notification of scheduled personal leave to the City by the employee, the City agrees to approve or disapprove the employee's scheduled personal leave in writing within 10 working days of submittal. If the City fails to reply to a leave request within 10 days, such leave request will be considered approved. Scheduled personal leave may also 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 shall notify the department head as soon as possible, but in no case later than the start of the employee's scheduled shift. Leaving a message on the assigned voice mail number satisfies this notice requirement. Leave for a partial day will be deducted in quarter hour increments. If the City believes an employee is abusing the use of sick leave, the Union agrees to meet with the City and the employee to discuss leave usage with the goal of correcting any perceived abuse. If an employee calls in sick without enough leave to cover their absence the employee will be considered absent without leave (AWOL).

8.5 Unexcused Absences

No employee shall be absent from the job without providing good and sufficient reasons, unless they have complied with the provisions of Section 8.4. Nothing in this section shall preclude the employer from exercising reasonable restraints and disciplinary actions for excessive absences and lateness from work. Employees arriving late for work as scheduled, without complying with Section 8.4 will be considered AWOL, employees that have earned personal leave will have leave deducted in quarter hour increments until their arrival, provided that an absence over a quarter hour shall be assessed to the next full quarter hour.

8.6 Termination Cash Out

Upon termination of any employee covered by this agreement, accrued leave shall be paid at the employee's current rate of pay with the applicable hourly fringe benefits (pension, H&W, and Legal contributions). In the case of separation with advanced notification, the use of leave more than 160 hours will not be granted.

8.7 Drawdown of Personal Leave

Subject to the "cash-out value 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 Department Head. The cashed-out hours will be paid on a separate check within 15 days. In addition, the City will contribute pension payments to the appropriate trust at the rate in effect on the date of approval for all hours cashed out.

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:

O - 200 hours	Cannot cash out below 200 hours without Mayor's approval (except in case of emergency hardship, or at termination 100%).
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200+	100% cash out value.
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8.8 Personal Leave Donations

The parties recognize that it is desirable from time to time to have a means for employees to assist other employees in time of need. Employees may donate leave in accordance with the City's Leave Donation Policy (COF No.30.01 effective 5/1/2021 and revised 12/20/2023).

8.9 Leave Value Conversion

A laid off or reclassified employee who has bumped or moved into a lower paying job classification shall be credited with personal leave at the value it accrued prior to reclassification. The dollars will be converted to leave at the lower hourly rate of the reclassified employee and the appropriate hours of leave will be added to the employee's personal leave account.

8.10 Probation

Employees serving a probationary period on an original appointment shall accrue personal leave in accordance with the provisions of this section. Such employees shall not be granted paid personal leave in excess of two days unless they have given 30 days' notice of their leave request. Any leave used during an employee's probationary period will added to the employees' probationary period as defined in Section 13.7.

8.11 Adequate Leave

When scheduling annual leave only earned personal leave may be taken by an employee. If an employee does not have enough leave to cover leave requests, then leave requests will be denied. Per Section 9.5 LWOP may be approved in cases with extenuating circumstances.

8.12 Leave Without Pay

At the expiration of all personal leave in cases of sickness or disability, an additional period of LWOP, as required may be granted at the request of the employee, and such leave privilege may be subject to verification by a doctor's certificate.

8.13 Seniority

Seniority rights accrued by an employee up to the date of commencement of a sickness or disability which requires absence from work shall not accrue during any period of LWOP attributable to a non-work-related sickness or disability, except as provided for under the family leave provisions of this agreement.

8.14 Workers' Compensation

In the event of a job-incurred injury or serious illness to a permanent employee, within the coverage of the Alaska Workers' Compensation Act in effect at the time of injury, the employee's position shall be held for the employee until it has been established that they will be unable to return to work or for one year, whichever is sooner, and their seniority shall be in full force during the period. An award to the employee of Workers' Compensation Permanent Disability shall be deemed to establish that the employee will be unable to return to work, unless the employee, by actually 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 compensate permanent employees that portion of the difference between Workers' Compensation, as required by State Statute, and eighty percent (80%) of the employee's regular rate of pay until the employee is able to return to duty or is medically retired; provided, however, that such time does not exceed nine months. The employee shall be required to communicate weekly with their foreman regarding their return-to-work status for staff scheduling purposes. Additionally, the employee must submit a weekly copy of the most recent report from the attending physician directly to Human Resources.

9. OTHER APPROVED ABSENCES

All employees covered by this Agreement shall be entitled to paid personal leave in conformity with the following:

9.1 Maternity/Paternity/Family Leave

Employees may take paid family leave in accordance with Fairbanks General Code Sec. 50-288.

9.2 Elections

Any employee shall be given the necessary time off, without loss of pay, for the purpose of voting, when polls are not open at least two hours before or after the employee's scheduled hours of work.

9.3 Bereavement Leave

Employees may take paid bereavement leave in accordance with Fairbanks General Code Sec. 50-289.

9.4 Military Reserve Training or Emergency National Guard Service

All employees covered under this Agreement shall be entitled to administrative LWOP for any active duty in any Armed Forces component including units of the National Guard or Reserve. Provided that, in accordance with applicable State and Federal laws and regardless of any language or provision of this Agreement to the contrary, there shall be no adjustment of any affected employee's anniversary date for any active duty period up to the Federal statutory limit so as to cause loss of seniority or longevity, or to deny the accrual of sick or annual leave as provided by law. Employees are to present a copy of official orders for active duty as soon as possible to the City to comply with the law and to allow the City to reschedule the workforce.

9.5 Leave Without Pay (LWOP)

The City Mayor, or designee, may grant employees LWOP for extenuating circumstances not to exceed 90 calendar days when it is in the best interest of the City to do so, and if the employee can be spared from their job for the time requested. During the employee's approved leave of absence their position may be filled by temporary promotion, or temporary reassignment of any employee. At the expiration of the LWOP, the employee has the right to, and shall be reinstated to, the position they vacated, if the position still exists or, if not, to any other vacant position in the same class. Approved LWOP shall not constitute a break in service.

10. PAYDAYS

10.1 Pay Dates

Paydays shall be established covering payroll periods from the first to the 15th day of the month inclusive (for which the payday is by month end) and from the 16th day of the month to the last day of the month (for which the payday is the 15th of the following month, except when payday falls on a Saturday or a holiday. When the payday falls on a Saturday, Sunday, or City Holiday, the payday will be Friday.

10.2 Pay Stub

Each paycheck shall have a stub or duplicate itemizing all legal and authorized deductions, hours worked, and rate of pay for straight time and overtime hours worked.

10.3 Hardship Exception for Temporary Employees

Temporary Employees are eligible for the "Hardship Exception" one time per calendar year. The Public Works director or the Chief of Staff may authorize an early paycheck for a temporary employee, similar to the final paycheck issued to

employees upon termination, in cases of undue hardship, or unforeseen circumstances. A temporary employee requesting the exception must request it directly from the Director or the Chief of Staff and must have worked at least 40 hours before they are eligible. The early paycheck may not exceed time worked, less payroll deductions, and will not be unreasonably denied.

11. UNION MEMBERSHIP AND DUES

11.1 Obligations and Responsibilities

The Union shall assume all obligations and responsibilities for the collection of any Union dues, fees, or assessments, except as agreed to by the City and set forth herein.

The City will deduct membership working dues from the employees' pay checks for each compensable hour in an amount so designated by the particular Unions involved, with proper authorization submitted to the City by the employees so affected.

All moneys collected for working dues by the City shall be paid to the appropriate Unions. The working dues which are deducted shall be paid monthly by the 15th of the month following the month in which they were deducted.

11.2 Upholding Union Principles

No employee shall be discriminated against for the upholding of Union principles, and any employee who heeds the instructions of the Union, or who serves on a committee, shall not lose their position or be discriminated against for this reason. The Union shall not discourage any employee from carrying out their work assignment for the City.

11.3 City Noninterference

The City agrees that it will not in any manner, directly or indirectly, attempt to interfere between any of the employees covered under the terms of this Agreement and the Union, and that it will not in any manner, restrain or attempt to restrain any employee from belonging to the Union or from taking an active part in Union affairs, and that it will not discriminate against any employee because of the employee's Union membership or lawful Union activity.

12. HIRING HALL

12.1 Responsibilities

The Union agrees to maintain a hiring hall and to solicit qualified workers, both Union and non-Union, in order to fill necessary requisitions for workers. The City agrees to use the services of such hiring hall and will call upon the Union to furnish all the qualified workers it may require in the classifications herein mentioned, subject to the following terms and conditions.

12.2 Applicant Selection

Selection of applicants for referral to jobs shall be on a non-discriminatory basis and shall not be based on, or in any way affected by, Union membership, by-laws, rules, regulations, constitutional provisions, or any other aspect or obligation of Union membership, policies or requirements.

12.3 Right to Reject

The City retains the right to reject any job applicant referred by the Union. If requested by the Union, the City shall give a written reason for the rejection of any applicant. The City will apply the terms of its current nepotism policy, as provided in the Fairbanks General Code.

12.4 Commercial Driver's License

All employees covered by this Agreement that operate heavy equipment and packers shall be required, as a condition of employment, to possess and maintain a Commercial Driver's License as required by law. The City will annually reimburse permanent employees for the cost of renewal of any licenses or training required by law or required by the City to perform their duties while in City employment, with the exception of personal drivers' licenses.

12.5 Discrimination

The Union agrees that it will not discriminate against non-Union workers in referring workers to the City, and the City agrees that it will not discriminate against Union workers in selecting job applicants referred to it by the Union.

12.6 Job Postings

The Union agrees to post, in places where notices to employees and applicants for employment are customarily posted, all provisions relating to the functioning of these hiring arrangements.

12.7 Other Sources

In the event the Union is unable to supply the City with qualified workers when called upon by the City within 48 hours, exclusive of Saturdays, Sundays, and holidays, the City may procure workers from other sources; provided, however, that in such instances the City shall furnish the Union with the names of workers, their classifications, and date of hiring. If at any time the City has rejected workers sent by the Union, then the Union shall have an additional 24 hours to refer additional applicants.

13. SENIORITY

13.1 Crafts

Seniority shall be established by craft for the following seniority groups:

- (a) laborer
- (b) operator
- (c) mechanic
- (d) electrician
- (e) carpenter
- (f) plumber
- (g) dispatcher
- (h) engineering tech or party chief
- (I) supply specialist/expediter
- G) warehouse/records coordinator
- (k) custodian
- (l) inventory specialist/material handler
- (m) or other seniority groups mutually agreed to by the City and the Craft Council.

The employee having the longest term of service with the City shall be number one on the seniority list, subject to the provisions of Section 13.7, and all other employees, likewise, shall be listed according to length of service with the City; such lists shall be posted. Date of hire as a permanent employee will be the criterion used to establish the length of service for new employees.

13.2 Lay-offs

Lay-offs due to reduction in force shall be made in reverse order of seniority, subject to Section 13.1. In rehiring, seniority shall apply. When calling back laid-off employees, the City will recall, through the Union, the employees in the proper order of seniority recall rights.

13.3 Promotions

Promotions, including promotions to newly created jobs and reclassification to positions of different responsibilities, shall be in order of seniority, provided the employee is qualified and competent to perform the work in the proposed classification. This provision shall not apply to the selection of General Foreman and Office Manager (if these two positions used), or Craft Foreman. Lead workers and Craft Foreman shall be selected by the City from among the permanent employees. The City shall be the judge of the employee's qualifications and competency.

13.4 Transfer

Employees under this Agreement shall be allowed to transfer into another bargaining unit with the City, provided they are qualified to perform the work and the position vacancy has been first offered to existing employees in that bargaining unit and no employees are interested or qualified. It is understood that such transferring shall be within the appropriate unions and all parties in the bargaining unit(s) concur. Employees transferred will lose division or unit seniority.

13.5 Seniority Termination

City seniority shall be terminated, and the employer-employee relationship shall be severed by the following conditions:

- (a) Discharge for cause
- (b) Lay-off of eighteen (18) months duration
- (c) Resignation or retirement

13.6 Compensation

In the event an employee is not worked in their rightful position of seniority pursuant to Section 13.1, 13.2, or 13.3, they shall be compensated in the amount that was earned by the employee who has worked in their stead, unless otherwise mutually agreed upon by the Union and the City.

13.7 Probation

Each new permanent employee shall be hired as a probationary employee and shall not have seniority until the end of a probationary period of 120 days (excluding leave). Upon completion of such period, employees shall have seniority from date of hire with full accrual and use of personal leave. When a temporary employee is initially hired and has worked less than 30 days their separation due to job performance shall not be subject the grievance procedure.

14. LAY-OFF AND DISCHARGE

14.1 Separation Pay

When an employee is terminated, or effects a separation, they shall be paid all accrued earnings in accordance with State law or within 72 hours, whichever is earlier, excluding Saturdays, Sundays, and holidays.

14.2 Notification

Written notice of lay-off will be given to the affected employees by the City. Permanent employees having less than 90 days continuous service shall receive two days' notice prior to termination. Permanent employees having 90 days continuous service, but less than 12 months continuous service shall receive six working days' notice prior to termination. Permanent employees having 12 months or more continuous service shall receive 12 working days' notice. In instances where notice is not given by the City prior to termination, the employee shall receive in lieu thereof, pay at the basic rate for the time established herein. Employees effecting a separation without prior notice to the City shall forfeit severance pay.

15. SHOP STEWARD

15.1 Appointment/Termination

A Shop Steward shall be appointed from among the employees of the City at any

given point by the Union at the Union's discretion and shall be the last employee terminated unless such employee is discharged for cause.

15.2 Work Hours

The Shop Steward shall be allowed to handle requests, complaints, and grievances arising under this Agreement during the Shop Steward's working hours, without loss of compensation for time spent in the pursuit of Shop Steward's duties. There may be occasions when the workload will prevent the granting of such times until a later time. In the absence of compelling circumstances to the contrary, the employee will be made available. The Steward will be the last employee terminated in the respective craft as long as there is work available which such employee is capable of performing.

15.3 Grievances

Shop Stewards and aggrieved employees shall, upon notification to their foreman or immediate supervisor, be given time during working hours and without loss of pay to handle grievances. It is further agreed that Shop Stewards shall be given time during working hours and without loss of pay to attend Union negotiations and other authorized joint employer-Union conferences.

16. JURY DUTY

Employees required to serve on jury duty will suffer no loss in regular earnings but shall be compensated during their service at the rate of 40 hours per week. Fees paid the employee while serving such jury duty will be returned to the City by the employee. An employee, other than a permanent day shift employee, shall be considered to be a permanent day shift employee while serving on jury duty. Such an employee who was required to serve on jury duty on their previously scheduled day off shall not be required to work on the following Saturday or Sunday. It is agreed that an employee reporting for jury duty who is then released for the day shall return to work for the rest of the work shift.

A certificate of attendance shall be obtained by the employee from the jury clerk and made available to the department head upon request.

Temporary employees will only be paid for jury duty if they are not granted a deferral to a later date.

17. SAFETY

17.1 Alaska State General Safety Code

All work should be executed in a safe and proper manner. The "Alaska State General Safety Code" will serve as minimum standards.

17.2 Safety Equipment

The City shall furnish such safety equipment as is necessary for the safety of the

employees. Safety devices and first-aid equipment as needed for safety and proper emergency medical treatment, shall be provided and be available for employees working under adverse conditions.

17.3 Safety and First-Aid Program

A Safety and First-Aid Program, as required by the State Safety Code, shall be instituted and regular safety meetings for each department shall be held once each month during working hours, without loss of pay to the employee.

17.4 Refuse Unsafe Conditions

It shall not be considered a violation of this Agreement where employees refuse to work with or ride in unsafe equipment or where safeguards are not provided, or when the facilities are not being maintained in a reasonable sanitary condition.

17.5 Working Alone

It is agreed that when one employee is on shift alone the employee's supervisor will call to check on the employee should the employee fail to report every two hours. It will be the employee's responsibility to notify public works dispatch that they are working alone that shift. Nothing in this subsection applies to work in a confined space or other hazardous conditions.

18. TRAINING - EMPLOYEE UPGRADING

The parties agree that it is in their mutual interest and in the interest of the industry that employees be trained in the fields of work and equipment covered by this Agreement.

The City may use training courses, technical publications, specifications, and training schools of equipment manufacturers and vendors, as the City deems necessary, to develop and upgrade their employees to the state-of-the-art skills regarding - the latest products, equipment, systems, and their operation, maintenance, and repair. When specialized training is provided by the City, seniority will be considered when offering such training to employees. When training for a specialized skill is provided by the City to a junior employee, senior employees will not be laid off because they lack such specialized skill. When an employee is sent for special training or to work outside the Fairbanks North Star Borough, the City will pay all authorized expenses as provided in the Travel Policy effective 9/3/2013. Upon prior written approval, the costs for any training beneficial to job requirements, and after satisfactory completion, will be reimbursed to the employee. Employees that need to maintain a specialized license for their employment at the City, i.e. CDL, and/or a certificate of fitness, will be afforded the necessary time on the clock to obtain or renew the license, and will be reimbursed any licensing fee.

19. MAINTENANCE OF PRIVILEGE AND REMUNERATION

It is understood and agreed by and between the City and the Union that, except as

provided by this agreement, no employee covered by this Agreement will suffer a loss in privileges or rights which they now enjoy due to signing of this Agreement. Any future changes in working conditions that will affect the employees covered under the terms of the Agreement will be mutually agreed to between the City and the Union prior to implementation. This clause does not preclude the parties from negotiating changes to the Agreement.

20. MISCELLANEOUS

20.1 Tools

Mechanics, carpenters, and electricians shall furnish their own tools and provide a complete inventory but shall not be required to furnish special tools as follows: Air or electric wrenches, gear and bearing pullers, electric drills, reamers, taps dies, oxyacetylene hoses, gauges, torches and tips, thirty-six inch pipe wrenches, socket wrench drives over 3/4", wrenches over 2", coffin hoists, hydraulic jacks, etc. The City agrees to reimburse employees for tools lost provided that such loss was not intentional or due to recklessness. Such reimbursement shall be for the full amount of the prior agreed inventory of such tools lost and will be based upon the current price for tools of the same brand. Such tools will be replaced with tools of the same brand. Tools broken in the course of employment shall be replaced with tools of the same brand at no cost to the employee, provided the broken tool is turned in to the City and further provided that such damage was not intentional or due to recklessness. Due to the fact Mechanic must provide their own tools, they are permitted to work on personal vehicles in the mechanic shop after hours and on weekends with prior approval and coordination with the Mechanic Foreman or Director to ensure safety and security protocols are followed.

20.2 Parking

The City will make every effort to provide adequate parking facilities and electrical connections for head-bolt heaters at existing installations. Such facilities shall be provided at any newly constructed installation.

20.3 Payroll Deductions

Upon the proper written authorization by an employee, the City agrees to deduct the amount so designated from the employee's wages and submit the amount so indicated to the appropriate unions political, educational, or charitable committee. Forms shall be supplied by the employee's union. Such amount shall be submitted to the union on the 15th day of the month following the month in which the deductions were made.

20.4 Work Transfer

- (a) Except in the case of an emergency, the City agrees to refrain from transferring work normally being performed by employees in job classifications falling within the scope of this agreement to any supervisor or unrepresented position, unless mutually agreed upon between the City and the Union. The

foregoing shall not operate to prohibit the employees of a manufacturer or supplier from warranty work, troubleshooting, or working on equipment or apparatus supplied or leased to the City. No regular employee shall be laid off, terminated, or discharged by the City as a result of the City sub-contracting any work currently performed by the bargaining unit.

- (b) Efforts by community groups, such as Festival Fairbanks or the Downtown Association, to improve the community are encouraged and supported by both the City and the Union. Such efforts will not result in the layoff of any craft employees.
- (c) The City and Union agree that homeless encampment and problem property abatements will be performed by external organizations when possible as to not distract from primary services. Such efforts will not result in the layoff of any craft employees.

20.5 Permanent Plumber Certificate of Fitness

Both parties agree that Permanent Plumbers required to maintain a State of Alaska Certificate of Fitness will receive an additional \$1250.00 annually.

21. PERSONNEL RECORDS

21.1 Contents

An employee's personnel record shall include, but shall not be limited to, the employee's application, reports of results of employment investigations, reports of work performance, progress and disciplinary actions, personnel actions, and survivor benefit forms. The employee's personnel file shall be maintained by the Mayor or designee.

21.2 Access

Employees shall be given access to their personnel file upon reasonable request. Copies of additions or other date changes to their individual personnel files shall be provided to the employee upon request and upon reasonable time notifications.

21.3 Usage

Personnel records will not be used as a private dossier on employees nor shall they contain any materials which an employee has not seen.

21.4 Reprimand

Recognizing the City's need to discipline and the employee's desire for fair and equal discipline the City agrees to remove letters of reprimand, not related to public safety, from an employee's personnel file 24 months after being placed in such file.

22. TEMPORARY EMPLOYEES

22.1 Definition

A temporary employee is one who is called for occasional work or for a limited period not to exceed six consecutive months in any twelve-month period. Six consecutive months shall be calculated on the actual day the employment began, e.g., for an employee starting on 1/18/24, the six consecutive months runs through 6/17/24. The City agrees it will not attempt to bypass this section by using layoffs/rehires to circumvent the intent of the six-month maximum. If a temporary employee is retained after six consecutive months, then that employee will be eligible to accrue personal leave and be paid holiday pay for any subsequently occurring holidays.

22.2 Compensation

- (a) Temporary employees shall be paid in accord with Schedule "A" for their classification, plus per hour pension contributions and Health & Welfare (H&W) contributions.
- (b) Whenever temporary employees are needed under this provision, the City shall first attempt to contact and hire their trained and experienced temporary workers before hiring workers new to the City system. Should such workers not be available for employment, the City shall contact the appropriate hiring hall for referrals. The City may name request any employee that has previously worked at Public Works, as long as the request does not conflict with the Union's hiring hall rules.

22.3 Seniority/Holiday Pay/Personal Leave

Unless the last sentence of Section 22.1 applies, temporary employees shall not accrue seniority, be paid holiday pay, or receive paid personal leave, but shall be eligible for LWOP upon mutual agreement.

22.4 Recall Rights

Temporary employees shall not be hired if there is a permanent employee of the appropriate craft on lay-off who has seniority recall rights and is available.

22.5 Permanent Positions

Temporary employees shall be considered for permanent positions which are created or become vacant after the position has been closed to all permanent employees and before the City places a call to the Union.

23. SCHEDULE "A" WAGES

23.1 Scale

Upon January 1, 2026, employees shall be compensated as provided in the attached Schedule. For the second and third year of this collective bargaining agreement, package rate increases will be based on a three-year average of CPI up to 4% as measured by the Anchorage CPI-U. If the three-year average is above 4% Anchorage CPI, then the City will pay a 4% package rate Increase. If the 3-year Anchorage CPI-U is below 4% then the City will pay the actual 3-year CPI average. The Anchorage CPI-U is typically released in late January. The pay increases will be retroactively applied to January 1 of each year.

Example 1. 3-year Anchorage CPI average = 4.4%, city pays 4%

Example 2. 3-year Anchorage CPI average = 2.1%, city pays 2.1%

The pay increases for the Custodian and Trade-Spec Foreman are slightly less than other employees in 2026, because they are already higher on the scale. To ensure they receive comparable compensation they will receive a one-time in January 2026 for the following amounts:

- Custodian = \$1,000
- Trade-Spec Foreman = \$750

23.2 Application of the Package Rate Concept

The parties recognize that computing a full package rate, in which actual wages, health care, and pension costs are computed on the basis of annual compensable hours, is a more accurate method of reflecting the actual cost to the City. The parties agree that future percentage increases will be applied to the package rate. Except as provided in this section or in addenda specifically addressing allocation, each Local may allocate the package rate to wages, pension, and health and welfare as it sees fit.

- (a) 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 23.2 will need to be limited to insure compliance with the requirements of the PPA and any improvement/rehabilitation plan.
- (b) Upon notification of a finding of underfunding, the parties agree to promptly meet and confer regarding the underfunded plan. 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.

- (c) 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. 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.
- (d) 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.

23.3 Dispatcher Rates

The IUOE Dispatcher shall be paid at 95 percent of scale. The Assistant Dispatcher will be paid at 75 percent of scale.

Agreement ratified by Union membership on **November **, 2025** and approved by the City Council by approval of Ordinance **No. **** on November **, 2025.**

**Signed for the Fairbanks
AFL-CIO Crafts Council:**

**Signed for the City of
Fairbanks:**

Lake Williams
District 7 Representative, IUOE 302

Mindy O'Neall
Mayor, City of Fairbanks

Jacob Howdeshell
Business Manager, Laborers 942

Mike Sanders
Chief of Staff, City of Fairbanks

Chris Dimond
Business Manager, Carpenters 1243

Travis Colledge
Business Representative Pipefitters 375

Eileen Whitmer
President, Teamster 959

Appendix A: Schedule A

CITY OF FAIRBANKS			EFFECTIVE JANUARY 1, 2026			
SCHEDULE A			BENEFITS			
CLASSIFICATION	CURRENT PACKAGE RATE	NEW PACKAGE RATE	LESS HEALTH	LESS PENSION	LESS PAC/CAF	BASE WAGE
942 [P300]						
Foreman	60.47	63.20	6.60	15.00	0.15	41.45
Lead	56.74	61.20	6.60	15.00	0.15	39.45
Packer Drivers	54.14	59.20	6.60	15.00	0.15	37.45
Laborer 1	50.20	56.60	6.60	15.00	0.15	34.85
Laborer	50.20	54.60	6.60	15.00	0.15	32.85
Facilities Laborer	55.61	58.30	6.60	15.00	0.15	36.55
302 [P400]						
Foreman	60.47	68.40	11.22	9.00	-	48.18
Lead	56.74	66.40	11.22	9.00	-	46.18
Operator 2	54.14	64.40	11.22	9.00	-	44.18
Operator 1	54.14	62.40	11.22	9.00	-	42.18
Operator	54.14	60.40	11.22	9.00	-	40.18
Mechanic 2	56.19	64.40	11.22	9.00	-	44.18
Mechanic 1	55.68	62.40	11.22	9.00	-	42.18
Mechanic	54.14	60.40	11.22	9.00	-	40.18
Dispatcher	52.44	58.39	11.22	9.00	-	38.17
Assistant Dispatcher	45.66	48.85	11.22	9.00	-	28.63
959 [P700]						
Custodian	47.61	49.61	6.46	10.53	-	32.62
Inventory Specialist	52.48	57.00	6.46	10.53	-	40.01
Parts Person/Expeditor	53.77	58.10	6.46	10.53	-	41.11
Warehouse Coordinator	55.40	59.20	6.46	10.53	-	42.21
1243 [P500]						
Trade Spec-Foreman	61.01	63.40	8.75	10.75	-	43.90
Trade Spec-Lead	58.22	61.40	8.75	10.75	-	41.90
Trade Spec-Carpenter	54.58	59.40	8.75	10.75	-	39.90
375 [P600]						
Trade Spec-Plumber	56.66	67.00	10.85	10.25	-	45.90

ORDINANCE NO. 6330

AN ORDINANCE AMENDING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FAIRBANKS AND THE FAIRBANKS FIRE FIGHTERS UNION (FFU) IAFF LOCAL 1324

WHEREAS, Ordinance No. 6322 ratified a Collective Bargaining Agreement (CBA) between the City of Fairbanks and the Fairbanks Fire Fighters Union (FFU) IAFF Local 1324, effective December 1, 2024 through November 30, 2027; and

WHEREAS, arbitrated language prevents the local paramedic school from having students gain required hours of ambulance experience through the Fairbanks Fire Department (FFD); and

WHEREAS, if the students cannot ride along on FFD ambulance calls, the program would not be able to continue in Fairbanks; and

WHEREAS, neither the City nor FFU wish for the local paramedic program to close; and

WHEREAS, the City of Fairbanks and the Fairbanks Fire Fighters Union (FFU) IAFF Local 1324, agree to amend the Collective Bargaining Agreement to allow for paramedic students to ride along on FFD ambulance calls.

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

SECTION 1. The Letter of Agreement amending the current CBA between the City of Fairbanks and the Fairbanks Fire Fighters Union (FFU) IAFF Local 1324, attached as Exhibit A, is approved.

SECTION 2. The effective date of this Ordinance is six days after adoption.

Mindy O'Neill, Mayor

AYES:
NAYS:
ABSENT:
ADOPTED:

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, MMC, City Clerk

Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6330

Abbreviated Title: FAIRBANKS FIREFIGHTERS UNION LETTER OF AGREEMENT CTC PROGRAM

Department(s): FIRE

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 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:	2025	2026	2027	TOTAL
WAGES AND BENEFITS - UNTIL JULY 2026	\$ -	\$ 30,800	\$ -	\$ 30,800
TOTAL	\$ -	\$ 30,800	\$ -	\$ 30,800

FUNDING SOURCE:	2025	2026	2027	TOTAL
GENERAL FUND [FIRE]	\$ -	\$ 30,800	\$ -	\$ 30,800
TOTAL	\$ -	\$ 30,800	\$ -	\$ 30,800

This fiscal note includes preceptor pay for a Firefighter to provide ride-along training for paramedic students. The training includes 240 hours per student for two semesters.

Prepared by Finance Department:

Initial mb

Date 11/5/2025

LETTER OF AGREEMENT
City of Fairbanks and IAFF, Local 1324

The City and Union agree to modify the current 2025-2027 collective bargaining agreement to allow CTC Paramedic students to be precepted by Members covered by this CBA. Article 6, Section 6.12.A will be modified as follows: This agreement will expire July 1st, 2026 if it's not renewed by both parties.

6.12 Ride-Alongs

- A.** Ride-alongs include, but are not limited to, non-fire department city staff, officials, ~~paramedic students~~, non-intern fire science students, and members of other fire departments.
- B.** Ride-alongs are permitted on every staffed apparatus.
- C.** A maximum of one ride-along or intern is allowed per apparatus.
- D.** Fire department members will not be expected to train ride-alongs.
- E.** Each ride-along is only permitted one 24-hour shift every month.

6.13 Paramedic and AEMT Students

- A.** **UAF-CTC Paramedic and AEMT students may be precepted by Members of Local 1324. The Fairbanks Fire Department must have a signed contract governing the preceptorship in effect with UAF-CTC. That contract is authorized by, and subject to, this Collective Bargaining Agreement.**
- B.** **A Lead Paramedic precepting a preceptee will receive the precepting Special Duty Pay while precepting.**
- C.** **FFD Paramedics will not be required to have a preceptee if they are on mandatory overtime or have been assigned to the ambulance for more than 48 hours.**
- D.** **A maximum of one student or intern is allowed per apparatus per day (24-hour period). This also includes Ride-Alongs in 6.12. Only one Ride-Along, or student is allowed at any given time.**
- E.** **Only two students or interns are allowed per day (24-hour period).**

Furthermore, the Chief will publish an operating memorandum or SOP describing the following:

1. FFD Paramedics will prioritize precepting FFD employees.
2. The Battalion Chief will work to reasonably accommodate preceptors and students when necessary.
3. Preceptors will report any issues to the Battalion Chief who will forward up the chain of command when necessary. This will include issues relating to:

- a. Safety
 - b. Poor performance
 - c. Inappropriate actions
 - d. Any ongoing issues deemed necessary for further follow up with CTC Paramedic Leadership.
5. The Battalion Chief can send a student away and document the reason via platinum planner.
4. All FFD Paramedics will be required to attend an orientation provided by CTC. CTC students will be required to attend an orientation by FFD.
5. FFD will make available guidelines and expectations to follow while precepting UAF-CTC students. FFD paramedics will still follow department SOP, standing orders, and any other applicable city or department policy while on duty, but will proctor and fill out student-related paperwork per CTC's requirements.
6. Any requirements for a preceptorship will be mutually agreed upon by FFD and UAF-CTC.

Mayor, Mindy O'Neall

Date: _____

FFU President, Nick Clark

Date: _____

RESOLUTION NO. 5193

A RESOLUTION AUTHORIZING THE CITY OF FAIRBANKS FIRE DEPARTMENT (FFD) TO PARTICIPATE IN THE U.S. DEPARTMENT OF JUSTICE BUREAU OF ALCOHOL, TOBACCO, FIREARMS (ATF), AND EXPLOSIVES NATIONAL CANINE DIVISION'S (NCD) CANINE PROGRAM APPLICATION

WHEREAS, the ATF Canine Program will purchase and train a canine for the use of the Fairbanks Fire Department in explosive and accelerant detection as well as train an FFD designated handler; and

WHEREAS, during the initial training and certification, the ATF will provide lodging for the canine and handler; and

WHEREAS, the ATF will provide ongoing technical oversight during the 5-year program commitment period that requires annual recertification of the canine; and

WHEREAS, the FFD will provide all food for the canine during its working life, cover all veterinary and emergency care expenses during the canine's working life, purchase training equipment for the canine, provide a climate-controlled vehicle for the canine and handler, and provide travel accommodation for initial and annual recertification training; and

WHEREAS, the FFD will be required to make the handler and canine available for ATF investigations and other callouts and work at least 50 fire scenes each year.

NOW, THEREFORE, BE IT RESOLVED by the City Council that the Mayor or their designee is authorized to execute any and all documents required for participating in the the U.S. Department of Justice Bureau of Alcohol, Tobacco, Firearms (ATF), and Explosives National Canine Division's (NCD) Canine grant application program.

PASSED and APPROVED this 24th Day of November 2025.

Mindy O'Neill, City Mayor

AYES:

NAYS:

ABSENT:

APPROVED:

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, MMC, City Clerk

Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 5193

Abbreviated Title: ATF Canine Program

Department(s): Fire

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:	Travel	Personnel	Other Costs	Total
Training (Initial Only)	\$5,000			\$5,000
TOTAL	\$5,000			\$5,000

FUNDING SOURCE:	Travel	Personnel	Other Costs	Total
General Fund (Fire)	\$5,000			\$5,000
TOTAL	\$5,000			\$5,000

The initial costs include travel for the handler to get to the designated canine training center in Virginia. After the ATF's purchase of the canine and provided training, FFD estimates its yearly cost for the canine to be approximately \$10,000-\$15,000 to be incorporated into the annual budget. This amount will include food, vet care, and travel costs for certification and any required travel for ATF investigations or call outs. FFD estimates \$30,000-\$40,000 in costs to retrofit the vehicle for the canine and handler.

Reviewed by Finance Department:

Initial sf

Date 11/18/2025



DISCRETIONARY FUND COMMITTEE
MEETING MINUTES, JANUARY 8, 2025, 10:00 A.M.
HELD VIA [TELECONFERENCE](#) AND AT
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA



The Discretionary Fund Committee convened at 9:59 a.m. on the above date to conduct a Wrap-up Meeting at the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska, and via Zoom with Council Member **Lonny Marney (Seat F)** presiding and with the following members in attendance:

Members Present: Karen Blackburn, Seat A
Thomas Alexander, Seat B
Samantha Kirstein, Seat C
Traci Gatewood, Seat D
Victoria Dowling, Seat E

Also Present: Diana Hebel, Licensing Clerk / Cashier
Dani Snider, City Clerk
Sarah Fuerst, Grants Administrator

APPROVAL OF MEETING MINUTES

a) Approval of Meeting Minutes – December 6, 2024

Ms. Kirstein, seconded by **Ms. Blackburn**, moved to APPROVE the meeting minutes.

There being no objection, the minutes were APPROVED.

NEW BUSINESS

a) Review of Discretionary Fund Grant Application and Committee Process

1. Application Letter for 2025

Chair Marney stated that this will be his last year as Committee chair. He proposed that the application letter remain the same this year, and whoever succeeds him as chair can change it if they wish.

2. Setting a Request Limit

Chair Marney asked Ms. Kirstein to do her presentation.

Ms. Kirstein explained that in her experience with grant-writing, most grants set a limit on how much can be requested, and some grants disqualify applicants who request more than the limit. She expressed concern that some new applicants have indicated higher amounts than usual on their

applications, which may encourage some of the other applicants to ask for higher amounts in the future. She suggested that the Committee ask applicants to be reasonable with their requests.

Mr. Alexander agreed with the idea of setting a limit but was unsure what the limit should be.

Ms. Gatewood agreed with Ms. Kirstein and said that in state and federal grants, it clearly states that if you ask for more than the limit, it triggers an automatic disqualification. She stated that she assumes people know there are limited discretionary funds and suggested making that clearer on the application rather than enforcing an exact dollar amount limit.

Ms. Blackburn agreed with stressing that there are limited funds and indicated that it would be hard to set a dollar limit because applicants' needs vary. She noted, however, that the committee had not given anyone over \$40,000, so a limit of \$45,000 could be considered.

Ms. Dowling expressed her opinion that applicants are reasonable and only a few are asking for more because it does not hurt to do so.

Ms. Kirstein shared some concerns about an organization that shares their grant funding with up to 14 organizations, and questioned whether or not they should be eligible for the Discretionary Fund Grant. She expressed concern regarding another organization that wished to withhold information when asked from what source they receive other funding. She pointed out that another applicant sought funds for a restoration project but should have been more specific in their request.

Ms. Blackburn agreed with Ms. Kirstein's reasoning but asked what process would be followed for applicants that need to modify their plans or budget.

Chair Marney asked for the opinion of Ms. Fuerst. Ms. Fuerst explained that if the Finance Department needed to make a change to the budget for a grant-funded City project, they would have to apply to the grantor for a formal amendment.

Clerk Snider shared that such a process has never been considered and that if the Committee wished to go in that direction, the authority for approval of such amendments would need to be established.

Chair Marney commented that the letter could be changed to indicate that funds are limited and that applications should be specific in regard to the intended use of the funds.

Mr. Alexander recommended that returning applicants should ask for the same amount that they received the prior year, or for no more than 5 or 10 percent over what they received the prior year.

Ms. Kirstein indicated that that makes sense to her and reiterated that she would like to see more detail from applicants about what the funds would be used for.

Chair Marney asked if the budget narrative section of the application asks for that detail. Ms. Fuerst explained that the responses must be detailed enough so that their reports and back-up expenditures match up with what they included in their application.

There was discussion on whether asking for more detail was worth discussing, what kinds of detail the Committee should be asking for, and whether or not certain things, such as salaries, were okay to ask for in a grant. Ms. Fuerst clarified that organizations do a good job of explaining the duties and necessity of salaried positions when indicating that grant funding would be used for salaries.

Ms. Kirstein and **Ms. Blackburn** expressed that they would both like to see more transparency in the use of funds because it helps the Committee determine if granting the funds makes projects successful.

Chair Marney indicated that he would meet with Ms. Fuerst, Ms. Bell, and Clerk Snider and figure out what should be tuned up on the application and the letter.

Ms. Gatewood indicated that the Committee decided that when there was a deficiency in an application, it would adhere to the set policies and procedures. She suggested that the Committee agree to continue to adhere to the policies and procedures previously set unless there are changes.

Some discussion was had on how many people complained about last year's process versus how many complained about the process in the most recent cycle. **Chair Marney** reminded the Committee that there is a Q&A session offered for applicants and that the Finance Department has doors and phone lines open for any questions leading up to the due date for applications, so there should be no excuse for application errors.

In regard to Fairbanks Arts Association's unique application on behalf of multiple organizations, **Chair Marney** expressed his wish to remove that entity from the Discretionary Fund grant process and instead, set them up for a set amount of funding each year, as is done with the Fairbanks Economic Development Corporation (FEDC) and Explore Fairbanks. **Chair Marney** said he would like to partner with others, such as Explore Fairbanks and maybe the Borough.

Ms. Gatewood asked for clarification if the intent is to separate the Fairbanks Arts Association from the grant process, so they would not be a part of the \$400,000 Discretionary Fund grant. **Chair Marney** stated that he would not touch the \$400,000 thousand. He explained how the changes to the room rental tax disbursement was changed and to how the Discretionary Fund was increased. He stated that he envisions the set funding for the Fairbanks Arts Association to come from the leftover funds split between the City and Explore Fairbanks.

Clerk Snider voiced concern as to what would happen if there was not enough revenue to have leftover funds. **Chair Marney** noted that could be a concern, but tourism forecasts are still high.

Ms. Gatewood expressed concern about using funds that are not be guaranteed and stated that the City would need provisions to cover if leftover funds are not available. She expressed curiosity as to how the entity would qualify for the grant if the excess funds became the source. Ms. Fuerst said that CFO Bell would know more about it but clarified that it would not be done by a typical grant application; rather, it would be something that gets audited each year.

There was some discussion on where the money should come from and whether or not to ask the Borough to participate. **Chair Marney** indicated that there is not anything that could be done in 2025 but that the idea could be explored in the future.

Chair Marney expressed concern that the Discretionary Fund Committee is the only City committee in which there is a term limit: two three-year terms. He continued by saying that he has never had anyone ask for favors or gratuities or any of the like. He then asked Committee members if any would be adverse to continuing on after their term is complete. He clarified that he would like the terms to remain at three years but would like to eliminate the term limits.

Ms. Kirstein expressed that when she began, there was a group of people who were on and off the Committee for many years, which led to a culture of not wanting to make the grant process too difficult so that all-volunteer organizations would still qualify. She proposed that the process be made a little more stringent because it produces better applications, making it easier for the Committee to review and understand. She continued that when she first started, it seemed to be a different environment, and since tightening up the process, it has not had a negative effect on the application process. She indicated that making changes and bringing new ideas is a positive thing.

Ms. Dowling asked about turnover on the Committee. **Chair Marney** clarified that a Committee member may resign at any point.

Ms. Kirstein asked Clerk Snider why the Committee is the only one with term limits. Clerk Snider responded that that she does not know except that, even though it is a couple of decades old, it is one of the newer City committees. She stated one could speculate that it is because the Committee deals with money, and they saw a need to keep things fair and fresh when it was created. She stated that the terms of some committees have been increased to five years without term limits.

Chair Marney shared that he does not look forward to no longer serving as the Chair. He asked for another round of comments to finish the discussion.

Ms. Furst asked if it would be helpful to include in the application an outline of what is expected on a balance sheet: assets, liabilities, and equity. She offered to present an example of a proper balance sheet during the Q&A session and stated that there are online sources to help people see what a balance sheet should look like. She stated that while she is not seeking perfection, those items should be included in the balance sheet.

Chair Marney asked for closing comments.

Members spoke about how much they enjoy serving on the Committee and expressed appreciation for working with the group.

NEXT MEETING – NOVEMBER 2025

Chair Marney asked if a date should be chosen or if a Doodle Poll at a later time would suffice.

Clerk Snider asked if the Committee should meet before the regular November meeting. She also asked for clarification on what the Committee decided on for a limit and how to proceed with changes to the application before the 2025-2026 season. She clarified that these decisions, including any changes to the application, cannot be decided over email.

Ms. Kirstein asked that a vote be taken right away regarding setting a limit.

Chair Marney says the only problem he has with setting a limit is taking into account the “big hitters” such as ICE Alaska and the Yukon Quest. He questioned how to arrive at a dollar amount.

Ms. Kirstein suggested using categories.

Mr. Alexander stated that organizations should show some restraint in the amount they apply for. He stated that it seems reasonable for an organization to apply for a small percentage more than their prior year’s request.

Ms. Dowling spoke in support of Mr. Alexander’s idea. She stated that the Committee could allow a 5% increase in the request amount, and if an applicant wanted to ask for more, they would need to provide an explanation for the increased request.

Ms. Gatewood expressed concern with using a percentage because it could cause applicants to feel locked into doing the same thing from year to year. She stated that if they have an innovative idea or the environment changes, applicants should have some flexibility.

Mr. Alexander reminded the group that there is a broad range of amounts requested each year. He stated that using a number instead of a percentage will either restrict the applicants with larger requests or cause smaller organizations to seek larger amounts.

Clerk Snider indicated that if the Committee decided to set a limit by percentage, they would also need to consider whether to set a limit for new applicants.

Ms. Kirstein stated that anyone should be allowed to request an amount between \$1 and \$10,000, and if they sought more, they would need to put more work into their request. **Ms. Dowling** expressed concern that doing so may cause applicants to not request more, even if they need it.

Chair Marney asked for input from Ms. Fuerst since a change would affect her department. Ms. Fuerst stated that it is important to make application requirements clear if the Committee decides to use categories.

Ms. Kirstein commented that the \$1 – \$10,000 category would have a simplified application, and those asking for more would have to include more paperwork, including a list of the board of directors and a straightforward, detailed description of the project.

Mr. Alexander pointed out that in the most recent process only 10 applicants applied for less than \$10,000.

Ms. Gatewood questioned what the request limit should be for the small category. She asked what the cap should be for applicants seeking a larger amount. **Ms. Dowling** suggested setting a limit of \$50,000 for the larger category. **Mr. Alexander** shared that the highest request was for \$41,000.

Ms. Kirstein said that the interesting thing is that some organizations – even some of the larger ones – do not keep records until they find they need them. She stated that simplifying the process for those requesting smaller amounts would help assure they are successful.

Chair Marney stated that the Committee has not arrived at a decision regarding limits. He asked members to give it more thought, and the group could revisit the issue at a future meeting.

ADJOURNMENT

Mr. Alexander, seconded by **Ms. Kirstein**, moved to ADJOURN the meeting.

Chair Marney declared the meeting ADJOURNED at 10:27 a.m.



Lonny Marney, Chair



Diana Hebel, Licensing Clerk / Cashier

Transcribed by: DH



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES
OCTOBER 14, 2025, 5:30 – 7:00 P.M.
HELD VIA [ZOOM WEBINAR](#) AND AT
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA



The **Fairbanks Diversity Council** (FDC) met on the above date to conduct a Regular Meeting via Zoom Webinar and at the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska. **Chair Karen Blackburn** (Seat I) was physically present, and the following members were in attendance:

Members Present (In Person):

Erica Dillard, Seat A
Jake Merritt, HR Director
Lonny Marney, City Council Member

Members Present (Zoom):

June Rogers, Seat C
Juanita Webb, Seat D
Dorothy Shockley, Seat F

Members Absent:

Vacant, Seat B
Terry Norman, Seat E
Vacant, Seat G
Vacant, Seat H
Herb Butler, Seat J (excused)
Deirdre Hamilton, Seat K (excused)
David Pruhs, Mayor

Also Present:

D. Danyielle Snider, City Clerk

CALL TO ORDER (Reading of Mission Statement and Land Acknowledgement)

Chair Blackburn called the meeting to order at 5:30 p.m. **E. Dillard** read the mission statement, and **J. Rogers** read the land acknowledgement.

APPROVAL OF AGENDA

J. Rogers, seconded by **E. Dillard**, moved to approve the agenda. There being no objection, the agenda was approved.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of September 9, 2025

J. Rogers, seconded by **J. Webb**, moved to approve the meeting minutes. There being no objection, the meeting minutes were approved.

PLEDGE OF ALLEGIANCE

Chair Blackburn led the group in the Pledge of Allegiance.

CITIZENS' COMMENTS – None

REPORT FROM THE CHAIR

Chair Blackburn shared that she does not want the FDC to meet just for the sake of holding a meeting; rather, she would like the FDC to be a positive voice in the community. She stated that the FDC needs to communicate with the new Mayor to see what her vision is. She added that the group needs to be out in the community making positive steps toward a goal.

J. Webb agreed with Chair Blackburn's comments.

D. Shockley shared that she spoke with Mayor-elect O'Neill who indicated that she would like to immediately start meeting with diverse local organizations such as Fairbanks Native Association (FNA) and Tanana Chiefs Conference (TCC). **D. Shockley** expressed excitement about that.

Chair Blackburn committed to sharing more information with the FDC when she has it.

UNFINISHED BUSINESS

- a) Human Library Update – Event Coordinators: Marney, Webb
Noel Wien Library, New Date??

J. Webb shared that the space was unavailable for the date the FDC had agreed upon, and there were not enough volunteers anyway. She reported that the library has agreed to sponsor the event, help with advertising, and allow use of the three rooms at no cost. She asked for guidance from the group on how to move forward.

L. Marney stated that unless there is full participation from FDC members and unless there are enough "books" for the event, he does not see the Human Library happening.

J. Webb questioned whether the FDC should invite other organizations to help and collaborate on the event. **Chair Blackburn** commented that she likes the idea of involving other organizations. **J. Webb** asked whether she has permission to proceed with planning.

J. Rogers asked what date sounds reasonable. **J. Webb** explained that she is going to be out of town for two weeks in November and suggested holding the event in January instead. No members objected to moving the date of the Human Library event to sometime in January. **Chair Blackburn** stated that J. Webb may proceed with planning for a January event.

- b) Calendar of Events (informational only)

Chair Blackburn referenced the FDC calendar. **J. Webb** asked whether the FDC planned to participate in the local International Friendship Day (IFD) event, as it has done in other years. **Chair Blackburn** volunteered to reach out to event coordinator Rosalind Kan the next morning to find out more.

J. Rogers emphasized the importance of staffing the FDC table and added that not doing so sends a poor message. She discussed the history of FDC's participation in the event. **J. Webb** and **Chair Blackburn** volunteered to help at the event.

c) Discussion on Land Acknowledgement Recommendation

D. Shockley indicated that she would like to see the FDC send a land acknowledgement recommendation to the City Council for consideration. She suggested doing so after the new Mayor is sworn into office. There was no objection from members to sending a land acknowledgement recommendation to the City Council after the new Mayor takes office.

NEW BUSINESS – None

FDC MEMBERS' COMMENTS

J. Rogers stated she had no comments.

D. Shockley expressed excitement for the City's new direction with a new Mayor.

J. Webb suggested that the FDC regularly report to the City Council once things are back up and running. **Chair Blackburn** agreed to do that. **J. Rogers** commented that when the FDC reported regularly to the City Council, there was a lot more exposure for the group.

Dillard stated that she would be available until 3 p.m. and after 6 p.m. to help at the IFD event.

Marney complimented **Chair Blackburn** on her work as FDC Chair.

Merritt stated he had no comments.

Blackburn stated she had no comments.

MEETING DATES

a) Next Regular Meeting Date, November 18, 2025 (rescheduled from November 11)

ADJOURNMENT

Chair Blackburn declared the meeting adjourned at 5:58 p.m.



Karen Blackburn, Chair



D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS



Fairbanks Diversity Council

800 Cushman Street, Fairbanks, Alaska 99701

RESOLUTION NO. 2025-01

**A RESOLUTION RECOMMENDING THE READING OF A LAND ACKNOWLEDGEMENT
AT THE BEGINNING OF FAIRBANKS CITY COUNCIL MEETINGS**

WHEREAS, the esteemed Denakkanaaga Elders have crafted and approved of the Land Acknowledgement set out below to be used in various publications, on appropriate signage, prior to meetings and conferences, as well as other suitable uses; and

WHEREAS, a Land Acknowledgement can function as a living celebration of Indigenous communities; and

WHEREAS, a Land Acknowledgement, by itself, is a small gesture, but it becomes meaningful when coupled with authentic relationships and informed action; and

WHEREAS, the Fairbanks Diversity Council voted to implement the reading of a Land Acknowledgement at each of its meetings on November 8, 2022.

NOW, THEREFORE, BE IT RESOLVED that the Fairbanks Diversity Council recommends to the City Council that the following Land Acknowledgement be read at the beginning of Fairbanks City Council meetings:

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.

PASSED and APPROVED this 18th day of November 2025 by the Fairbanks Diversity Council.

Signed:


Karen Blackburn, Fairbanks Diversity Council Chair

Attest:


D. Danyelle Snider, MMC, City Clerk



Mindy O'Neill, Mayor

DATE: November 19, 2025

TO: City Council Members

FROM: Mayor Mindy O'Neill

SUBJECT: Reappointment to the Council Finance Committee

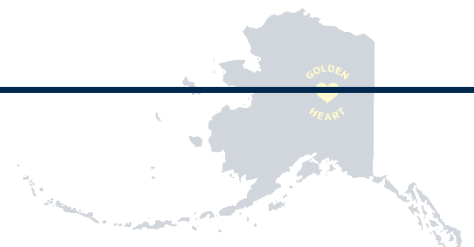
The term of one of the public seats on the Council Finance Committee, currently filled by Mr. Joshua Church, will expire on December 31, 2025. Mr. Church has applied to continue his service on the Committee.

I hereby request your concurrence to the following reappointment to the Council Finance Committee:

Joshua Church

Term to Expire: December 31, 2028

Mr. Church's application is attached.





Board Details

The Finance Committee shall consider all matters relating to the fiscal operation of the City and shall make recommendations regarding fiscal matters to the full City Council on matters such as ordinances amending the budget estimate, applications for new grants, special projects, and the annual audit.

Overview

 **Size** 7 Seats

 **Term Length** 3 Years

 **Term Limit** N/A

Additional

Board/Commission Characteristics

The Finance Committee shall consist of seven members: three members of the City Council, the Chief of Staff, the Chief Financial Officer (CFO), and two public members appointed by the Mayor and confirmed by the City Council. Each public member must possess a background in finance, accounting, or management and shall serve a three-year term. The CFO serves as Chair of the Finance Committee.

Meetings

The Finance Committee meets the Thursday following the first regular Monday Council meeting each month at 7 a.m. in the Felix Pedro Conference Room at City Hall.

Enacting Legislation

FGC 2-118.1

Enacting Legislation Website

<https://bit.ly/3o7An0p>

Joint Commission Details

N/A

Email the Commission Members

financecommittee@fairbanks.gov



CITY OF FAIRBANKS
Office of the City Clerk
800 Cushman Street
Fairbanks, Alaska 99701
Ph 907-459-6774 | Fax 907-459-6710
cityclerk@fairbanks.us

Please complete this form and submit it to the City Clerk's Office.

CITY BOARD AND COMMISSION APPLICATION FORM

Please note that profile information may be available to the public.

First Name Joshua Last Name Church Date 11/17/2025

Email Address [REDACTED]

Board/Committee Finance Committee

Phone Number [REDACTED] Alternate Number

Residence Address [REDACTED]

City Fairbanks State AK Zip Code [REDACTED]

Mailing Address [REDACTED]

City Fairbanks State AK Zip Code [REDACTED]

Employer (if applicable) Arbor Capital Management INC Job Title Adviser

Interests & Experiences - Please tell us about yourself and why you want to serve. Why are you interested in serving on a board or commission? What life experience can you contribute to the benefit of the board or commission?

Investment Management and real estate development.

Brief Personal Biography (or attach resume)

Married, 3 kids.

Professional Licenses/Training

WMCP & Series 65