

Sponsored by: Councilmember Ringstad\*  
Councilmember Marney\*  
Councilmember Tidwell  
\*indicates original sponsor  
Introduced: January 12, 2026

**RESOLUTION NO. 5197, AS AMENDED**

**A RESOLUTION STATING THE PREFERENCE OF THE COUNCIL  
AGAINST REMOTE WORK AND TELECOMMUTING**

**WHEREAS**, the City of Fairbanks currently has approximately 200 employees, each earning a competitive wage with good benefits; and

**WHEREAS**, it is in the best interest of the City to encourage those employees to live in Fairbanks, to experience first-hand what community members experience, and to spend their earnings here at home; and

**WHEREAS**, the City should have policies that encourage opportunities for employment and promotion for local residents; and

**WHEREAS**, health and safety, wage and hour, tax, and other state and local laws and regulations governing employees depend on where the employee is working, not where the employer is located; and

**WHEREAS**, managing all the compliance issues becomes even more burdensome when multiple employees are working remotely in different jurisdictions.

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

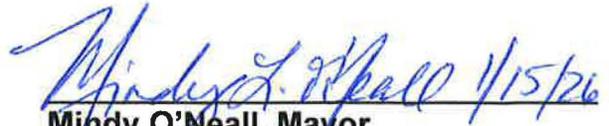
**SECTION 1.** It is the general policy preference of the City ~~Council~~ of Fairbanks to discourage out-of-state, long-term, remote work of its full-time, permanent employees.

**SECTION 2.** To the extent possible, the administration is encouraged to incorporate this policy preference into practice.

**SECTION 3. The mayor shall provide an annual report to the City Council summarizing remote work arrangements City-wide, including:**

- 1. The number of employees approved for remote work;**
- 2. General duration categories of those arrangements; and**
- 3. The operational rationale for approving extended remote work.**

**SECTION 43.** The effective date of this resolution is six days after adoption.

  
Mindy O'Neall, Mayor

AYES: Therrien, Tidwell, Ringstad, Marney, Sprinkle, Cleworth  
NAYS: None  
ABSENT: None  
ADOPTED: January 12, 2026

ATTEST:

  
D. Danyielle Snider, MMC, City Clerk

APPROVED AS TO FORM:

  
Thomas A. Chard II, City Attorney