ASSEMBLY HUMAN RESOURCES COMMITTEE MINUTES

January 30, 2023 at 6:00 PM

Assembly Chambers/Zoom Webinar

https://juneau.zoom.us/j/95241164899 or 1-253-215-8782 Webinar ID: 952 4116 4899

A. CALL TO ORDER

HRC Chair Smith called the Assembly Human Resources Committee meeting to order at 6:04 p.m.

B. LAND ACKNOWLEDGEMENT

We would like to acknowledge that the City and Borough of Juneau is on Tlingit land, and wish to honor the indigenous people of this land. For more than ten thousand years, Alaska Native people have been and continue to be integral to the well-being of our community. We are grateful to be in this place, a part of this community, and to honor the culture, traditions, and resilience of the Tlingit people. Gunalchéesh!

C. ROLL CALL

Members Present: Chair Greg Smith, Maria Gladziszewski and Alicia Hughes-Skandijs
Members Absent: Christine Woll
Others Present: Deputy Clerk Di Cathcart, Deputy City Manager Robert Barr, HRRM Director Dallas Hargrave, Assistant City Attorney Sherri Layne, JHRC Chair Haifa Foroughi and JHRC Member Emily Mesch

D. APPROVAL OF AGENDA

Agenda approved as presented.

E. AGENDA TOPICS

1. Juneau Human Rights Commission on the Human Rights Campaign's Municipal Equality Index

CBJ Press Release on Perfect Score on LGBTQ+ Equality

HRC Municipal Equality Index Current & Past Reports

Juneau's HRC Score Breakdown

Ms. Foroughi and Ms. Mesch spoke to the notice received from the Human Rights Campaign of Juneau receiving a perfect score on the Municipal Equality Index. Ms. Mesch did highlight some areas of improvement that CBJ and the Assembly could work towards. CBJ has a policy related to inclusivity for employees but does not have a policy in place for contractors or consultants so CBJ lost points on inclusivity; lost points for not having anything specific for older LGBTQ+ and lastly, since we don't know what legislation the state may change we need to be proactive at the city level.

Juneau Human Rights Commission (JHRC) Appointment

Per Resolution 2738, the Juneau Human Rights Commission is a seven member commission appointed by the Assembly for staggered three-year terms. ***There are currently two vacant seats on the commission with terms beginning immediately and ending May 31, 2025.***

MOTION: by Ms. Gladziszewski to forward to the full Assembly for approval, the recommendation to appoint Camille Mauch to the Juneau Human Rights Commission for a term beginning immediately and ending May 31, 2025. ***Hearing no objection, motion passed.***

2. Building Code Advisory Committee (BCAC) Appointment

Per Resolutions 1116 and 1130; the Building Code Advisory Committee (BCAC) is a five member committee with staggered 3-year terms. Committee members, to the extent possible, shall represent the following fields: Architects, Electrical Engineers, Civil Engineers, Mechanical Engineers and Contractors. ***There is currently one seat up for renewal with terms beginning immediately and ending November 30, 2025.*** The incumbent has applied for reappointment as well as one other member of the public.

MOTION: by Ms. Hughes-Skandijs to forward to the full Assembly for approval, the recommendation to reappoint Patrick Gorman to the Building Code Advisory Committee for a term beginning immediately and ending November 30, 2025. ***Hearing no objections, motion passed.***

3. Juneau Commission on Sustainability (JCOS) Appointment

Per Resolution 2755, the Commission shall be comprised of nine members appointed by the Assembly. There is currently one vacant seat on JCOS for a term beginning immediately and ending June 30, 2023. ***Since the term ends within 6 months, the committee can choose to appoint the interested applicant to finish out the 6-month term as well as appoint to a full-term running July 1, 2023 and ending June 30, 2026***.

MOTION: by Ms. Gladziszewski to forward to the full Assembly for approval, the recommendation to appoint Laura Achee to the Juneau Commission on Sustainability to finish out an unexpired 6-month term then for a full-term beginning July 1, 2023 and ending June 30, 2026. ***Hearing no objection, motion passed.***

4. Local Emergency Planning Committee Appointments

The LEPC serves as a community coalition advising staff on emergency management issues, reviews the emergency response plan for CBJ and functions, when necessary, as the Local Emergency Planning Committee under SARA Title III. The Assembly nominates applicants and final appointments are done by the State Emergency Response Commission. A ***memo from Deputy Clerk Cathcart in the HRC packet outlines which LEPC seat is requiring action as well as a recommended motion.***

MOTION: by Ms. Hughes-Skandijs to forward to the full Assembly for approval, the recommendation to forward to the State of Alaska Emergency Response Commission reappointments and appointments to the Local Emergency Planning Committee as outlined in Deputy Clerk Cathcart memo dated January 27, 2023. ***Hearing no objections, motion passed***.

Clerk Note: *appointments/reappointments have been added to the minutes for the permanent record.*

Seat 3 – Firefighter/EMS Seat [Primary Member] Ed Quinto. Term: 1/1/2023-12/31/2025.
Seat 5 – BRH Hospital [Primary Member] Evan Price {replacing Daniel Wiersma}. Term: Immediately-12/31/2023
Seat 7 – American Red Cross Seat [Primary Member] Britta Tonnessen. Term: 1/1/2023-12/31/2025
Seat 7a – American Red Cross Seat [Alternate Member] Loren Jones. Term: 1/1/2023-12/31/2025.
Seat 10 – Haz/Mat Transporter Seat [Primary Member] Jeffrey Garmon {replacing Jonathan Suk}. Term: Immediately-12/31/2023
Seat 11 – Vulnerable Population Representative Seat [Primary Member] Eileen Hosey {replacing Zachariah Fisher}. Term: 1/1/2023-12/31/2025
Seat 11a – Vulnerable Population Representative Seat [Alternate Member] Erin Walker-Tolles. Term: 1/1/2023-12/31/2025

5. Resolution 3020 A Resolution Amending the City and Borough of Juneau Personnel Rules Related to a Sign-on Bonus Policy

HRRM Director Dallas Hargrave gave a review of his memo included in the packet and asked for any questions from committee members. Ms. Hughes-Skandijs stated the memo and resolution look good and hopefully there are some standards in place to keep people from quitting only to apply again in hopes of receiving a bonus. Mr. Hargrave noted that staff included a timeframe so employees don't "boomerang". Chair Smith asked if there were various options in place around bonuses or relocation. Mr. Hargrave said flexibility in spreading out a bonus or relocation was incorporated into the resolution; this would allow CBJ and the prospective employee to find what works best for both CBJ and the potential employee.

MOTION: by Ms. Gladziszewski to forward Resolution 3020 to the full Assembly for action. ***Hearing no objection, motion passed.***

F. STANDING COMMITTEE TOPICS

2022 Assembly Goal 4: Community, Wellness and Public Safety - Juneau is safe and welcoming for all citizens

A. Acknowledge and honor Juneau's indigenous culture, place names, naming policy and recognize Elizabeth Peratrovich Day.

No discussion was had on standing topic items for this meeting.

G. STAFF REPORTS

None

H. COMMITTEE MEMBER COMMENTS AND QUESTIONS

Ms. Gladziszewski posed the question, for discussion at a future HRC, if the committee wishes to stay with a 6 p.m. start time prior to the Regular Assembly meetings; it makes for a long night.

I. NEXT MEETING DATE

Full Assembly as HRC for Empowered Board Interviews - Tuesday, January 31, 2023 @ 5:30pm via Zoom

Regular HRC Meeting - February 27, 2023 @ 6:00pm Assembly Chambers/Zoom

J. ADJOURNMENT

There being no further business to come before the committee, meeting adjourned at 6:36 p.m.