



FAIRBANKS CITY COUNCIL
AGENDA NO. 2015-10
REGULAR MEETING MAY 18, 2015
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA

REGULAR MEETING

7:00 P.M.

1. ROLL CALL
2. INVOCATION
3. FLAG SALUTATION
4. CITIZENS COMMENTS, oral communications to Council on any item not up for Public Hearing. Testimony is limited to five minutes. Any person wishing to speak needs to complete the register located in the hallway. Normal 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 Council Member or member of the staff. In consideration of others, kindly silence all cell phones and electronic devices.
5. APPROVAL OF AGENDA AND CONSENT AGENDA

Approval of Consent Agenda passes all routine items indicated by an asterisk (*). Consent Agenda items are not considered separately unless a Council Member so requests. In the event of such a request, the item is returned to the General Agenda.
6. APPROVAL OF PREVIOUS MINUTES
7. SPECIAL ORDERS
 - a) The Fairbanks City Council, Sitting as a Committee of the Whole, will hear interested citizens concerned with the following Liquor License Application for Renewal. Public Testimony will be taken and limited to five minutes.

Lic #	Establishment Name	License Type	Premise Location	Owner Name
5051	Asiana Restaurant	Restaurant/Eating Place	2001 Airport Way	Young Mi Jin

8. MAYOR'S COMMENTS AND REPORT

- a) Employee Quarterly Awards Presentation

9. UNFINISHED BUSINESS

- a) Ordinance No. 5978 – An Ordinance Amending the 2015 Operating and Capital Budgets for the Third Time. Introduced by Council Member Cleworth. SECOND READING AND PUBLIC HEARING.
- b) Ordinance No. 5979 – An Ordinance Authorizing Lease of Space in City Hall to the Boys & Girls Club of Alaska, Inc. Introduced by Mayor Eberhart. SECOND READING AND PUBLIC HEARING.

10. NEW BUSINESS

- *a) Resolution No. 4673 – A Resolution Awarding a Contract to [Contractor] for the Cushman Complete Street Project FB-15-07 in the Amount of \$X,XXX,XXX.XX. Introduced by Mayor Eberhart.
- *b) Resolution No. 4674 – A Resolution Supporting the Advancement of the Interior Energy Project. Introduced by Mayor Eberhart.
- *c) Ordinance No. 5980 – An Ordinance Ratifying a Collective Bargaining Agreement Between the City of Fairbanks and the International Brotherhood of Electrical Workers Local 1547. Introduced by Mayor Eberhart.
- *d) Ordinance No. 5981 – An Ordinance Authorizing Lease of Space in City Hall to Jonathan Dunham, d/b/a Noel Boxing & Fitness Gym. Introduced by Mayor Eberhart.

11. DISCUSSION ITEMS (INFORMATION AND REPORT)

- a) Committee Reports

12. COMMUNICATIONS TO COUNCIL

- *a) Appointment to the Fact Finding Commission
- *b) Clay Street Cemetery Commission Meeting Minutes of April 1, 2015

13. COUNCIL MEMBERS' COMMENTS
14. CITY CLERK'S REPORT
15. CITY ATTORNEY'S REPORT
16. EXECUTIVE SESSION – Labor Negotiations: Fairbanks Firefighters Union (FFU)
17. ADJOURNMENT



City of Fairbanks

Office of the City Clerk

800 Cushman Street

Fairbanks, AK 99701

(907)459-6715

Fax (907)459-6710

MEMORANDUM

TO: Mayor John Eberhart and City Council Members

FROM: D. Danyielle Snider, CMC, City Clerk

SUBJECT: Liquor License Renewal

DATE: May 13, 2015

Notice has been received from the State ABC Board for the following liquor license renewal:

Lic. #	Establishment Name	License Type	Premises Location	Licensee
5051	Asiana Restaurant	Restaurant / Eating Place	2001 Airport Way	Young Mi Jin

Pursuant to FGC Sec. 14-178 the Council must determine whether or not to protest liquor license renewals after holding a public hearing.

Please note that there are **no departmental protests**. Please contact me if you need any further information.

Introduced By: Council Member Cleworth
Introduced: May 11, 2015

ORDINANCE NO. 5978

**AN ORDINANCE AMENDING THE 2015 OPERATING AND
CAPITAL BUDGETS FOR THE THIRD TIME**

WHEREAS, this ordinance incorporates the changes outlined on the attached fiscal note to amend the 2015 operating and capital budgets; and

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows [amendments shown in **bold underlined** font; deleted text or amounts in ~~font~~]:

SECTION 1. There is hereby appropriated to the 2015 General Fund and the Capital Fund budgets the following sources of revenue and expenditures in the amounts indicated to the departments named for the purpose of conducting the business of the City of Fairbanks, Alaska, for the fiscal year commencing January 1, 2015 and ending December 31, 2015 (see pages 2 and 3):

GENERAL FUND

REVENUE	Ordinance 5967	INCREASE (DECREASE)	AS AMENDED
Taxes, (all sources)	\$ 20,787,014	\$ -	\$ 20,787,014
Charges for Services	4,740,703	-	4,740,703
Intergovernmental Revenues	3,627,263	-	3,627,263
Licenses & Permits	1,965,194	-	1,965,194
Fines, Forfeitures & Penalties	962,605	-	962,605
Interest & Penalties	130,500	-	130,500
Rental & Lease Income	164,734	-	164,734
Other Revenues	224,500	-	224,500
Other Financing Sources (Uses)	3,764,998	(1,242,316)	2,522,682
<hr/>			
Total revenue appropriation	<u>\$ 36,367,511</u>	<u>\$ (1,242,316)</u>	<u>\$ 35,125,195</u>
EXPENDITURES			
Mayor and Council	\$ 602,561	\$ -	\$ 602,561
Office of the City Attorney	181,316	-	181,316
Office of the City Clerk	349,232	-	349,232
Finance Department	936,547	-	936,547
Information Technology	1,675,150	-	1,675,150
General Account	5,711,961	70,000	5,781,961
Risk Management	1,413,460	-	1,413,460
Police Department	7,323,835	(70,000)	7,253,835
Dispatch Center	2,022,870	-	2,022,870
Fire Department	6,551,262	-	6,551,262
Public Works Department	7,777,320	-	7,777,320
Engineering Department	694,845	-	694,845
Building Department	671,559	-	671,559
<hr/>			
Total expenditure appropriation	<u>\$ 35,911,918</u>	<u>\$ -</u>	<u>\$ 35,911,918</u>
12/31/14 general fund balance	\$ 11,369,516	\$ (9,271)	\$ 11,360,245
Increase (Decrease) to fund balance	664,771	(1,242,316)	(577,545)
Nonspendable	(473,423)	(1)	(473,424)
Committed for snow removal	(250,000)	-	(250,000)
Assigned PY encumbrances	(209,178)	-	(209,178)
Assigned self insurance	(793,207)	-	(793,207)
12/31/15 Unassigned balance	<u>\$ 10,308,479</u>	<u>\$ (1,251,588)</u>	<u>\$ 9,056,891</u>

Minimum unassigned fund balance requirement is 20% of budgeted annual expenditures but not less than \$4,000,000.

\$ 7,182,384

CAPITAL FUND

<u>REVENUE</u>	Ordinance 5967	INCREASE (DECREASE)	AS AMENDED
Transfer from Permanent Fund	\$ 541,254	1,811	\$ 543,065
Transfer from General Fund	490,034	1,134,419	1,624,453
Equip Replacement			
Public Works	250,000	-	250,000
Building	10,000	-	10,000
Police	240,000	-	240,000
Dispatch	140,000	-	140,000
Fire	391,500	-	391,500
IT	100,000	-	100,000
Property Repair & Replacement	145,000	-	145,000
	<u>\$2,307,788</u>	<u>\$ 1,136,230</u>	<u>\$3,444,018</u>
 <u>EXPENDITURES</u>			
IT Department	\$ 204,751	\$ -	\$ 204,751
Police Department	311,385	-	311,385
Fire Department	523,265	-	523,265
Public Works Department	1,033,000	2,657,830	3,690,830
Property Repair & Replacement	916,485	40,000	956,485
Total appropriation	<u>\$2,988,886</u>	<u>2,697,830</u>	<u>5,686,716</u>
12/31/14 capital fund balance	\$6,634,841	\$ -	\$6,634,841
Increase (Decrease)	4,788	(1,561,600)	(1,556,812)
Assigned PY encumbrances	(685,886)	-	(685,886)
12/31/15 Assigned fund balance	<u>\$5,953,743</u>	<u>\$ (1,561,600)</u>	<u>\$4,392,143</u>

SECTION 2. All appropriations made by this ordinance lapse at the end of the fiscal year to the extent they have not been expended or contractually committed to the departments named for the purpose of conducting the business of said departments of the City of Fairbanks, Alaska, for the fiscal year commencing January 1, 2015 and ending December 31, 2015.

SECTION 3. The effective date of this ordinance shall be the ____ day of May 2015.

JOHN EBERHART, MAYOR

AYES:
NAYS:
ABSENT:
ADOPTED:

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, CMC, City Clerk

Paul J. Ewers, City Attorney

FISCAL NOTE

ORDINANCE 5978, AMENDING THE 2015 OPERATING AND CAPITAL BUDGETS FOR THE THIRD TIME

ESTIMATED REVENUES and OTHER FINANCING SOURCES (USES)

(\$1,242,316) Decrease

1. Taxes – No Change
2. Charges for Services – No Change
3. Intergovernmental Revenues – No Change
4. Licenses & Permits – No Change
5. Fines, Forfeitures & Penalties – No Change
6. Interest & Penalties – No Change
7. Rental & Lease Income – No Change
8. Other Revenues – No Change
9. Other Financing Sources & (Uses) – (\$1,242,316) Decrease
 - (\$674,419) Decrease for Transfer to Capital Fund for Rickert Subdivision Project
 - (\$460,000) Decrease for Transfer to Capital Fund for Fuel Storage Tanks replacement and upgrades
 - (\$122,383) Decrease for Transfer to Fairbanks Parking Garage
 - \$ 14,486 Increase for Transfer from Permanent Fund for actual authorization

FISCAL NOTE CONTINUED
ESTIMATED EXPENDITURES

No Change

1. Mayor & Council – No Change
2. City Attorney’s Office – No Change
3. City Clerk’s Office – No Change
4. Finance Department – No Change
5. Information Technology – No Change
6. General Account – \$70,000 Increase
 - \$70,000 Increase to Emergency Service Patrol – PSA funds
7. Risk Management – No Change
8. Police Department – (\$70,000) Decrease
 - (\$70,000) Decrease to outside contracts – PSA funds
9. Dispatch – No Change
10. Fire Department – No Change
11. Public Works – No Change
12. Engineering – No Change
13. Building Department – No Change

FISCAL NOTE CONTINUED

Capital Fund

1. REVENUES

- \$1,811 Increase for transfer from Permanent Fund

2. OTHER FINANCING SOURCES (USES)

- \$1,134,419 Transfer from General Fund

3. EXPENDITURES - \$2,697,830 Increase

- \$2,197,830 Increase for Rickert Subdivision Project
- \$ 460,000 Increase for Fuel Storage Replacement and Upgrades
- 40,000 Increase for Fire Station Painting

4. INTERNAL TRANSFERS

- \$2,657,830 Transfer from General Fund Capital to Public Works
- \$ 40,000 Transfer from Fire Department to Property Repair and Replacement

Project Title: Fuel Storage Tank Replacements and Upgrades

Priority: 1

FY2016 State Funding Request: \$460,000

Brief Description of the Project: The City of Fairbanks requests funds to replace its aging underground fuel storage tanks with a new aboveground fuel storage facility with increased capacity.

Project Type: Remodel, Reconstruction, and Upgrades

Funding Plan:

Total Project Cost	\$460,000
Funding Already Secured	(\$0)
FY2016 State Funding Request	<u>(\$460,000)</u>
Project Deficit:	\$0

Detailed Project Description and Justification

The City of Fairbanks currently dispenses gasoline and diesel fuel from two 10,000-gallon underground storage tanks at its Public Works Facility. The tanks were installed in 1980 and serve a fleet of over 120 vehicles and 150 pieces of equipment used by the Public Works, Fire, and Police Departments. Over time the tanks have corroded and lost their integrity, and based on the results of their last inspection are not expected to be recertified for use in 2015. The tanks are also located in an area at moderate risk to flooding according to FEMA flood maps, and if floodwaters were to submerge this area, the tanks could become displaced (i.e. buoyant), fill with water and contaminate the fuel, and/or release fuel to the environment. The City would therefore like to replace the aging underground tanks with new aboveground tanks placed above the base flood elevation. In addition, the City would like to expand the fuel storage capacity from two to five 10,000-gallon tanks to increase the emergency response operating ability of the Public Works, Fire, and Police Departments. The current amount of fuel storage is only sufficient to operate the fleet for approximately five to six days. If a major disaster were to occur that impeded the resupply of fuel, this could severely limit emergency response capabilities. Increasing the capacity from two to five tanks would not only increase the emergency response operating ability to almost two full weeks, but also offer a resupply point for refueling emergency backup generators and heat sources for all of the City's essential facilities.

The project would involve constructing a concrete slab foundation with a pavilion-style metal roof, purchase of five 10,000-gallon double-walled aboveground storage tanks, relocating the existing fuel dispensers to the slab, installing new fuel supply lines and leak detection system, and removing and disposing of the existing underground storage tanks. The new aboveground fuel storage facility would be placed immediately adjacent to the location of the existing underground storage tanks on the City's 62-acre Public Works property. Below is an estimate of the project costs:

Aboveground fuel storage tanks (\$45k each)	\$225,000
Concrete slab foundation	50,000
Metal Roof	35,000
Fuel supply lines and leak detection system	50,000
Engineering design	35,000
Removal and disposal of existing underground storage tanks	15,000
Contractor bonding and other costs	<u>50,000</u>
TOTAL	\$460,000

Project Timeline: Completion of the project by September 30, 2016.

Project Title: City of Fairbanks Local Road Reconstruction

Priority: 2

FY2016 State Funding Request: \$15,512,826

Brief Description of the Project: The City of Fairbanks requests funds to reconstruct residential streets in six subdivisions where the aging pavement was significantly degraded by the past summer's record rainfall. Reconstruction of these streets would include drainage improvements, re-profiling and re-grading the road sections, and new asphalt concrete pavement and driveway connections. Natural gas lines would be installed by Fairbanks Natural Gas in coordination with the street reconstructions.

Project Type: Reconstruction and Upgrades

Funding Plan:

Total Project Cost	\$15,512,826
Funding Already Secured	(\$0)
FY2016 State Funding Request	<u>(\$15,512,826)</u>
Project Deficit:	\$0

Detailed Project Description and Justification: Summer 2014 was the wettest summer in Fairbanks since 1906, when weather data was first recorded in the Interior. The year's total was amassed from the wettest June on record and second-wettest July ever, followed by the second wettest August ever. These conditions saturated the ground and driving surfaces, resulting in extensive degradation of local roads to the extent that entire sections of roadway have fallen apart and cannot be patched or repaired, but must be entirely reconstructed. For most of these roads there were either no piped storm drain systems or the existing systems were inadequate to handle the sheer volume of rainfall. The areas within the City most significantly impacted included all roads in the Rickert, Gateway, and Bjerremark Subdivisions, and portions of the Fairbanks Townsite, Shannon Park, and Hamilton Acres Subdivisions. Attached is a spreadsheet identifying the streets that have degraded to a condition where complete reconstruction with new drainage is required. Below is a summary of the construction costs by subdivision.

<u>Subdivision</u>	<u>Total Length of Road Reconstruction</u>	<u>Cost*</u>
Rickert – Entire Subdivision	12,010 LF	\$2,197,830
Gateway – Entire Subdivision	7,037 LF	\$1,298,327
Fairbanks Townsite – Select Streets	21,650 LF	\$3,994,425
Shannon Park – Select Streets	6,885 LF	\$1,270,283
Hamilton Acres – Select Streets	9,035 LF	\$1,666,958
Bjerremark – Entire Subdivision	27,561 LF	\$5,085,005
TOTAL	84,178 LF	\$15,512,826

*Cost estimates were derived from actual cost data for local road projects the City completed in 2013 and 2014. The costs for this project were calculated at \$150/LF for road construction, estimated 15% of construction cost for survey and design, and 8% for construction administration. See attached spreadsheet for a breakdown of these costs.

Reconstruction of the roads would consist of a 26 to 30 foot wide paved road section with drainage improvements. No sewer or water upgrades would be made unless Golden Heart Utilities elects to fund and upgrade utility mains within the project footprint. Fairbanks Natural Gas is expected to install natural gas lines in coordination with the reconstruction efforts.

Project Timeline Substantial completion of the projects by September 30, 2016.

City of Fairbanks Local Roads Transportation Improvement Plan (TIP) 2014/2015

Subdivision Name	Street Length	Construction Cost		Survey & Engineering - City Staff	Construction Engineering Inspection	TOTAL COST
	LF	\$/LF	Cost	15% of Construction	8% of Construction	
Rickert - Entire Subdivision						
Laurene St - 14th to 17th	1,760					
Turner St - 14th to 17th	1,720					
Mary Ann St - Turner to 17th	1,420					
Stacia St - 14th to 17th	1,700					
Gillam Way - 17th to 19th	320					
Rickert St - 17th to 19th	450					
15th Ave - Schaible to S. Cushman	1,910					
16th Ave - Gillam to to S. Cushman	1,690					
17th Ave - Cowles to cul-de-sac	610					
18th Ave - Rickert to S. Cushman	430					
Rickert Subtotal	12,010	\$150	\$1,801,500	\$252,210	\$144,120	\$2,197,830
Gateway Sudivision - Entire Subdivision						
15th Ave	770					
16th Ave	788					
Noble St	1,330					
Lacey St	1,382					
Eielson St	1,245					
18th Ave - South of Gateway	634					
Ladd St - South of Gateway	553					
Judd St - South of Gateway	335					
Gateway Subtotal	7,037	\$150	\$1,055,550	\$158,333	\$84,444	\$1,298,327
Fairbanks Townsite - Select Streets						
2nd Ave - Lincoln to Cowles	2,410					
3rd Ave - Lincoln to Cowles	2,170					
4th Ave - Lincoln to Barnette	2,920					
5th Ave - Lincoln to Cowles	1,770					
6th Ave - Lincoln to Cowles	1,490					
7th Ave - Bonnified to Barnette	1,960					
8th Ave - Lincoln to Barnette	2,830					
Lincoln St - 2nd to 3rd	160					
Badger St - 1st to 5th	760					
State St - 1st to 5th	810					
Cleary St - 1st to 5th	750					

Bonnifield St - 1st to 8th	1,410					
Kellum St - 1st to 8th	1,430					
Wickersham St - 4th to 6th	420					
Perry St - 6th to 8th	360					
Fairbanks Townsite Subtotal	21,650	\$150	\$3,247,500	\$487,125	\$259,800	\$3,994,425
Shannon Park - Select Streets						
Cindy Dr - west side only	1,170					
LeAnn Dr	2,400					
Shannon Dr - east, north south legs only	1,325					
Joyce Dr - Cindy to Shannon	850					
D St - south of LeAnn	1,140					
Shannon Park Subtotal	6,885	\$150	\$1,032,750	\$154,913	\$82,620	\$1,270,283
Hamilton Acres - Select Streets						
Iditarod Ave	2,615					
Juneau Ave	1,945					
Ketchikan Ave	950					
Lignite Ave	1,300					
E St - Ketchikan to Lignite	500					
F St - south of Iditarod	1,225					
C St - Juneau to Ketchikan	500					
Hamilton Subtotal	9,035	\$150	\$1,355,250	\$203,288	\$108,420	\$1,666,958
Bjerremark - Entire Subdivision						
24th Ave	3,611					
25th Ave	3,185					
26th Ave	3,250					
27th Ave	4,990					
28th Ave	3,870					
Cowles St	1,740					
Wilson St	1,900					
Turner St	1,040					
Mercier St	1,040					
Rickert St	1,040					
Bjerremark St	1,895					
Bjerremark Subtotal	27,561	\$150	\$4,134,150	\$620,123	\$330,732	\$5,085,005
TOTAL	84,178		\$12,626,700	\$1,875,990	\$1,010,136	\$15,512,826

Introduced By: Council Member Cleworth
Introduced: May 11, 2015

ORDINANCE NO. 5978, AS AMENDED

**AN ORDINANCE AMENDING THE 2015 OPERATING AND
CAPITAL BUDGETS FOR THE THIRD TIME**

WHEREAS, this ordinance incorporates the changes outlined on the attached fiscal note to amend the 2015 operating and capital budgets; and

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows [amendments shown in **bold underlined** font; deleted text or amounts in ~~strikethrough~~ font]:

SECTION 1. There is hereby appropriated to the 2015 General Fund and the Capital Fund budgets the following sources of revenue and expenditures in the amounts indicated to the departments named for the purpose of conducting the business of the City of Fairbanks, Alaska, for the fiscal year commencing January 1, 2015 and ending December 31, 2015 (see pages 2 and 3):

GENERAL FUND

REVENUE	Ordinance 5967	INCREASE (DECREASE)	AS AMENDED
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Total expenditure appropriation	<u>\$ 35,911,918</u>	<u>\$ 4,500</u>	<u>\$ 35,916,418</u>
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Increase (Decrease) to fund balance	664,771	(1,246,816)	(582,045)
Nonspendable	(473,423)	(1)	(473,424)
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12/31/15 Unassigned balance	<u>\$ 10,308,479</u>	<u>\$ (1,256,088)</u>	<u>\$ 9,052,391</u>

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\$ 7,183,284

CAPITAL FUND

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Equip Replacement			
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Building	10,000	-	10,000
Police	240,000	-	240,000
Dispatch	140,000	-	140,000
Fire	391,500	-	391,500
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	<u>\$2,307,788</u>	<u>\$ 1,136,230</u>	<u>\$3,444,018</u>
 <u>EXPENDITURES</u>			
IT Department	\$ 204,751	\$ -	\$ 204,751
Police Department	311,385	-	311,385
Fire Department	523,265	-	523,265
Public Works Department	720,208	-	720,208
PW-Prop. Repair/Replacement	1,229,277	500,000	1,729,277
PW-Road Maintenance	-	2,197,830	2,197,830
Total appropriation	<u>\$2,988,886</u>	<u>2,697,830</u>	<u>5,686,716</u>
12/31/14 capital fund balance	\$6,634,841	\$ -	\$6,634,841
Increase (Decrease)	4,788	(1,561,600)	(1,556,812)
Assigned PY encumbrances	(685,886)	-	(685,886)
12/31/15 Assigned fund balance	<u>\$5,953,743</u>	<u>\$ (1,561,600)</u>	<u>\$4,392,143</u>

SECTION 2. All appropriations made by this ordinance lapse at the end of the fiscal year to the extent they have not been expended or contractually committed to the departments named for the purpose of conducting the business of said departments of the City of Fairbanks, Alaska, for the fiscal year commencing January 1, 2015 and ending December 31, 2015.

SECTION 3. The effective date of this ordinance shall be the ____ day of May 2015.

JOHN EBERHART, MAYOR

AYES:
NAYS:
ABSENT:
ADOPTED:

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, CMC, City Clerk

Paul J. Ewers, City Attorney

FISCAL NOTE

ORDINANCE 5978, AS AMENDED, AMENDING THE 2015 OPERATING AND CAPITAL BUDGETS FOR THE THIRD TIME

ESTIMATED REVENUES and OTHER FINANCING SOURCES (USES)

(\$1,242,316) Decrease

1. Taxes – No Change
2. Charges for Services – No Change
3. Intergovernmental Revenues – No Change
4. Licenses & Permits – No Change
5. Fines, Forfeitures & Penalties – No Change
6. Interest & Penalties – No Change
7. Rental & Lease Income – No Change
8. Other Revenues – No Change
9. Other Financing Sources & (Uses) – (\$1,242,316) Decrease
 - (\$674,419) Decrease for Transfer to Capital Fund for Rickert Subdivision Project
 - (\$460,000) Decrease for Transfer to Capital Fund for Fuel Storage Tanks replacement and upgrades
 - (\$122,383) Decrease for Transfer to Fairbanks Parking Garage
 - \$ 14,486 Increase for Transfer from Permanent Fund for actual authorization

FISCAL NOTE CONTINUED
ESTIMATED EXPENDITURES

\$4,500 Increase

1. Mayor & Council – No Change
2. City Attorney's Office – No Change
3. City Clerk's Office – **\$4,500 Increase**
 - **\$4,500 Increase to Election Expenses**
4. Finance Department – No Change
5. Information Technology – No Change
6. General Account – \$70,000 Increase
 - \$70,000 Increase to Emergency Service Patrol – PSA funds
7. Risk Management – No Change
8. Police Department – (\$70,000) Decrease
 - (\$70,000) Decrease to outside contracts – PSA funds
9. Dispatch – No Change
10. Fire Department – No Change
11. Public Works – No Change
12. Engineering – No Change
13. Building Department – No Change

FISCAL NOTE CONTINUED

Capital Fund

1. REVENUES

- \$1,811 Increase for transfer from Permanent Fund

2. OTHER FINANCING SOURCES (USES)

- \$1,134,419 Transfer from General Fund

3. EXPENDITURES - \$2,697,830 Increase

Public Works

- \$2,197,830 Increase to PW-Road Maintenance for Rickert Subdivision Project
- \$ 460,000 Increase to PW-Property Repair and Replacement for Fuel Storage Replacement and Upgrade
- \$ 40,000 Increase to PW-Property Repair and Replacement for Fire Station Painting

4. INTERNAL TRANSFERS

- \$2,197,830 Transfer from General Fund Capital to Road Maintenance
- 460,000 Transfer from General Fund Capital to PW-Property Repair and Replacement
- \$ 40,000 Transfer from Fire Department to Property Repair and Replacement

NOTE: Beginning Public Works (PW) expenditures reclassified between PW classifications for accounting purposes. No change to the total expenditures.

Project Title: Fuel Storage Tank Replacements and Upgrades

Priority: 1

FY2016 State Funding Request: \$460,000

Brief Description of the Project: The City of Fairbanks requests funds to replace its aging underground fuel storage tanks with a new aboveground fuel storage facility with increased capacity.

Project Type: Remodel, Reconstruction, and Upgrades

Funding Plan:

Total Project Cost	\$460,000
Funding Already Secured	(\$0)
FY2016 State Funding Request	<u>(\$460,000)</u>
Project Deficit:	\$0

Detailed Project Description and Justification

The City of Fairbanks currently dispenses gasoline and diesel fuel from two 10,000-gallon underground storage tanks at its Public Works Facility. The tanks were installed in 1980 and serve a fleet of over 120 vehicles and 150 pieces of equipment used by the Public Works, Fire, and Police Departments. Over time the tanks have corroded and lost their integrity, and based on the results of their last inspection are not expected to be recertified for use in 2015. The tanks are also located in an area at moderate risk to flooding according to FEMA flood maps, and if floodwaters were to submerge this area, the tanks could become displaced (i.e. buoyant), fill with water and contaminate the fuel, and/or release fuel to the environment. The City would therefore like to replace the aging underground tanks with new aboveground tanks placed above the base flood elevation. In addition, the City would like to expand the fuel storage capacity from two to five 10,000-gallon tanks to increase the emergency response operating ability of the Public Works, Fire, and Police Departments. The current amount of fuel storage is only sufficient to operate the fleet for approximately five to six days. If a major disaster were to occur that impeded the resupply of fuel, this could severely limit emergency response capabilities. Increasing the capacity from two to five tanks would not only increase the emergency response operating ability to almost two full weeks, but also offer a resupply point for refueling emergency backup generators and heat sources for all of the City's essential facilities.

The project would involve constructing a concrete slab foundation with a pavilion-style metal roof, purchase of five 10,000-gallon double-walled aboveground storage tanks, relocating the existing fuel dispensers to the slab, installing new fuel supply lines and leak detection system, and removing and disposing of the existing underground storage tanks. The new aboveground fuel storage facility would be placed immediately adjacent to the location of the existing underground storage tanks on the City's 62-acre Public Works property. Below is an estimate of the project costs:

Aboveground fuel storage tanks (\$45k each)	\$225,000
Concrete slab foundation	50,000
Metal Roof	35,000
Fuel supply lines and leak detection system	50,000
Engineering design	35,000
Removal and disposal of existing underground storage tanks	15,000
Contractor bonding and other costs	<u>50,000</u>
TOTAL	\$460,000

Project Timeline: Completion of the project by September 30, 2016.

Project Title: City of Fairbanks Local Road Reconstruction

Priority: 2

FY2016 State Funding Request: \$15,512,826

Brief Description of the Project: The City of Fairbanks requests funds to reconstruct residential streets in six subdivisions where the aging pavement was significantly degraded by the past summer's record rainfall. Reconstruction of these streets would include drainage improvements, re-profiling and re-grading the road sections, and new asphalt concrete pavement and driveway connections. Natural gas lines would be installed by Fairbanks Natural Gas in coordination with the street reconstructions.

Project Type: Reconstruction and Upgrades

Funding Plan:

Total Project Cost	\$15,512,826
Funding Already Secured	(\$0)
FY2016 State Funding Request	<u>(\$15,512,826)</u>
Project Deficit:	\$0

Detailed Project Description and Justification: Summer 2014 was the wettest summer in Fairbanks since 1906, when weather data was first recorded in the Interior. The year's total was amassed from the wettest June on record and second-wettest July ever, followed by the second wettest August ever. These conditions saturated the ground and driving surfaces, resulting in extensive degradation of local roads to the extent that entire sections of roadway have fallen apart and cannot be patched or repaired, but must be entirely reconstructed. For most of these roads there were either no piped storm drain systems or the existing systems were inadequate to handle the sheer volume of rainfall. The areas within the City most significantly impacted included all roads in the Rickert, Gateway, and Bjerremark Subdivisions, and portions of the Fairbanks Townsite, Shannon Park, and Hamilton Acres Subdivisions. Attached is a spreadsheet identifying the streets that have degraded to a condition where complete reconstruction with new drainage is required. Below is a summary of the construction costs by subdivision.

Subdivision	Total Length of Road Reconstruction	Cost*
Rickert – Entire Subdivision	12,010 LF	\$2,197,830
Gateway – Entire Subdivision	7,037 LF	\$1,298,327
Fairbanks Townsite – Select Streets	21,650 LF	\$3,994,425
Shannon Park – Select Streets	6,885 LF	\$1,270,283
Hamilton Acres – Select Streets	9,035 LF	\$1,666,958
Bjerremark – Entire Subdivision	27,561 LF	\$5,085,005
TOTAL	84,178 LF	\$15,512,826

*Cost estimates were derived from actual cost data for local road projects the City completed in 2013 and 2014. The costs for this project were calculated at \$150/LF for road construction, estimated 15% of construction cost for survey and design, and 8% for construction administration. See attached spreadsheet for a breakdown of these costs.

Reconstruction of the roads would consist of a 26 to 30 foot wide paved road section with drainage improvements. No sewer or water upgrades would be made unless Golden Heart Utilities elects to fund and upgrade utility mains within the project footprint. Fairbanks Natural Gas is expected to install natural gas lines in coordination with the reconstruction efforts.

Project Timeline Substantial completion of the projects by September 30, 2016.

City of Fairbanks Local Roads Transportation Improvement Plan (TIP) 2014/2015

Subdivision Name	Street Length	Construction Cost		Survey & Engineering - City Staff	Construction Engineering Inspection	TOTAL COST
	LF	\$/LF	Cost	15% of Construction	8% of Construction	
Rickert - Entire Subdivision						
Laurene St - 14th to 17th	1,760					
Turner St - 14th to 17th	1,720					
Mary Ann St - Turner to 17th	1,420					
Stacia St - 14th to 17th	1,700					
Gillam Way - 17th to 19th	320					
Rickert St - 17th to 19th	450					
15th Ave - Schaible to S. Cushman	1,910					
16th Ave - Gillam to to S. Cushman	1,690					
17th Ave - Cowles to cul-de-sac	610					
18th Ave - Rickert to S. Cushman	430					
Rickert Subtotal	12,010	\$150	\$1,801,500	\$252,210	\$144,120	\$2,197,830
Gateway Suidivision - Entire Subdivision						
15th Ave	770					
16th Ave	788					
Noble St	1,330					
Lacey St	1,382					
Eielson St	1,245					
18th Ave - South of Gateway	634					
Ladd St - South of Gateway	553					
Judd St - South of Gateway	335					
Gateway Subtotal	7,037	\$150	\$1,055,550	\$158,333	\$84,444	\$1,298,327
Fairbanks Townsite - Select Streets						
2nd Ave - Lincoln to Cowles	2,410					
3rd Ave - Lincoln to Cowles	2,170					
4th Ave - Lincoln to Barnette	2,920					
5th Ave - Lincoln to Cowles	1,770					
6th Ave - Lincoln to Cowles	1,490					
7th Ave - Bonnified to Barnette	1,960					
8th Ave - Lincoln to Barnette	2,830					
Lincoln St - 2nd to 3rd	160					
Badger St - 1st to 5th	760					
State St - 1st to 5th	810					
Cleary St - 1st to 5th	750					

Bonnifield St - 1st to 8th	1,410					
Kellum St - 1st to 8th	1,430					
Wickersham St - 4th to 6th	420					
Perry St - 6th to 8th	360					
Fairbanks Townsite Subtotal	21,650	\$150	\$3,247,500	\$487,125	\$259,800	\$3,994,425
Shannon Park - Select Streets						
Cindy Dr - west side only	1,170					
LeAnn Dr	2,400					
Shannon Dr - east, north south legs only	1,325					
Joyce Dr - Cindy to Shannon	850					
D St - south of LeAnn	1,140					
Shannon Park Subtotal	6,885	\$150	\$1,032,750	\$154,913	\$82,620	\$1,270,283
Hamilton Acres - Select Streets						
Iditarod Ave	2,615					
Juneau Ave	1,945					
Ketchikan Ave	950					
Lignite Ave	1,300					
E St - Ketchikan to Lignite	500					
F St - south of Iditarod	1,225					
C St - Juneau to Ketchikan	500					
Hamilton Subtotal	9,035	\$150	\$1,355,250	\$203,288	\$108,420	\$1,666,958
Bjerremark - Entire Subdivision						
24th Ave	3,611					
25th Ave	3,185					
26th Ave	3,250					
27th Ave	4,990					
28th Ave	3,870					
Cowles St	1,740					
Wilson St	1,900					
Turner St	1,040					
Mercier St	1,040					
Rickert St	1,040					
Bjerremark St	1,895					
Bjerremark Subtotal	27,561	\$150	\$4,134,150	\$620,123	\$330,732	\$5,085,005
TOTAL	84,178		\$12,626,700	\$1,875,990	\$1,010,136	\$15,512,826

ORDINANCE NO. 5979

**AN ORDINANCE AUTHORIZING LEASE OF SPACE IN CITY HALL TO
THE BOYS & GIRLS CLUB OF ALASKA, INC.**

WHEREAS, the City owns and maintains City Hall, located at 800 Cushman Street, also known as Block 104A, Fairbanks Townsite; and

WHEREAS, the City Council has provided lease space in City Hall for the Boys & Girls Club since 1995; and

WHEREAS, the Boys & Girls Club lease will expire on May 31, 2015; and

WHEREAS, by letter to the City Mayor (Exhibit A), the Boys & Girls Club has respectfully requested a new lease of the premises (the Boys and Girls Clubs of Southcentral Alaska, Inc. operate 31 clubhouses across Alaska, including the Boys and Girls Club of the Tanana Valley in Fairbanks); and

WHEREAS, the City administration has reviewed the lease area and determined that it is not required for municipal purposes and can be leased to others; and

WHEREAS, Fairbanks General Code Section 70-44 provides that the City may lease to a non-profit organization without public sale and for less than market value whenever in the judgment of the City Council it is advantageous to do so; and

WHEREAS, it is the finding of the City Council that a lease of the building space, described in Exhibit B, to the Boys & Girls Club of Southcentral Alaska, Inc., is in the best interest of the community.

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

SECTION 1. That a lease instrument substantially in the form shown in attached Exhibit B is hereby authorized by Council for the purposes herein stated, providing for a five-year lease term.

SECTION 2. That the Mayor is hereby authorized and directed to execute said lease on behalf of the City, and the City Clerk is authorized to attest and affix the City Seal to said instrument, the execution of which shall take place not less than thirty (30) days after the effective date of this ordinance, as prescribed by City Charter Sec. 8.3 and FGC Sec. 70-56.

SECTION 3. That the effective date of this ordinance shall be the 23rd day of May, 2015.

JOHN EBERHART, Mayor

AYES:
NAYS:
ABSTAIN:
ABSENT:
ADOPTED:

ATTEST:

APPROVED AS TO FORM:

D. DANYIELLE SNIDER, CMC, City Clerk

PAUL EWERS, City Attorney

ORDINANCE No. 5979
EXHIBIT 'A'

April 28, 2015



BOYS & GIRLS CLUBS
ALASKA

Mayor John Eberhart
City of Fairbanks
800 Cushman Street
Fairbanks, AK 99701

Re: Boys & Girls Club – Fairbanks Lease Renewal

Dear Mayor Eberhart:

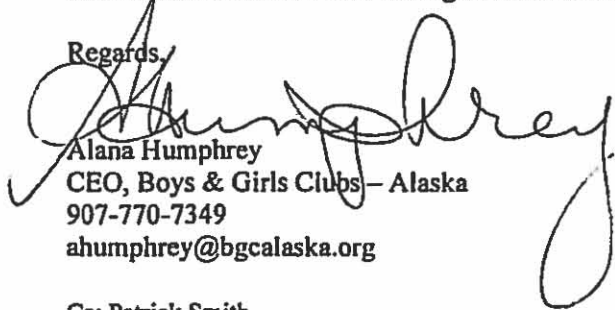
Boys & Girls Clubs of Southcentral Alaska - with 31 Clubhouses across our great state, including the **Boys & Girls Club of the Tanana Valley in Fairbanks** respectfully requests lease renewal for its current location, the rear portion of City Hall. Our current lease expires in May – it's hard to believe that the Boys & Girls Club has been at its current location for more than 15 years! We request consideration of a *five-year lease extension*.

The Boys & Girls Club of the Tanana Valley (Old Main Clubhouse) has been a staple for safe, positive fun for Fairbanks youth! Programs like Project LEARN enable our Club youth to set academic goals for school attendance, school performance, grade improvement, and high school graduation. Professional staff and volunteer mentors assist in motivating youth in attaining those goals and celebrate successes along the way. Our Triple Play program encourages active, healthy lifestyles and prevention programs address avoiding drugs, alcohol and risky behaviors.

Boys & Girls Clubs – Alaska appreciates the City of Fairbank's partnership over the years to provide terrific space for Boys & Girls Club programs. Our goals are always to deepen the impact on the youth we serve, to reach out to more and more youth that will benefit from our mentoring programs, and to be a positive influence on the youth of our communities – and to be a good neighbor.

Please contact me should you have comments, questions, or concerns – or contact our Fairbanks Club managers Sarah Nichols or Sylvia Hutchinson.

Regards,



Alana Humphrey
CEO, Boys & Girls Clubs – Alaska
907-770-7349
ahumphrey@bgcalaska.org

Cc: Patrick Smith
Sarah Nichols
Sylvia Hutchinson
Lisa Mahan

Main Office

2300 W. 36th Avenue
Anchorage, Alaska 99517
Tel: 907-248-5437
Fax: 907-770-7345
www.bgcalaska.org
Facebook: Boys & Girls Clubs - Alaska

Chief Executive Officer

Alana Humphrey
Tel: 907-770-7349
Fax: 907-770-7345
ahumphrey@bgcalaska.org

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Chair
Tery Bailey, CH2MHill

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Michelle Brumfield, ConocoPhillips
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Kira Debus, Baker Hughes
Hollis French, Alaska State Senate
Cheri Gillian, First National Bank Alaska
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Scott Miller, CPA
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Rhonda Scott, Johnson & Johnson
Robert Shake*, Denali Alaskan FCU
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* Past Chairs, Board of Directors

GREAT FUTURES START HERE.

EXHIBIT 'B' TO ORDINANCE NO. 5979
DRAFT REAL ESTATE LEASE

THIS LEASE executed and effective this ____ day of _____ 2015, between THE CITY OF FAIRBANKS, a municipal corporation of the State of Alaska, with address of 800 Cushman Street, Fairbanks, Alaska, 99701, hereinafter called Lessor, and BOYS AND GIRLS CLUB OF SOUTHCENTRAL ALASKA, INC., an Alaska Nonprofit Corporation, with address of 2300 W. 36th Avenue, Anchorage, Alaska 99517, hereinafter called Lessee;

WITNESSETH:

WHEREAS, the City of Fairbanks, by Ordinance No. 5979, authorized execution of this lease of City owned property identified below.

NOW THEREFORE, Lessor, in consideration of the rent hereinafter specified and of the mutual covenants and agreements herein expressed, leases that certain real property, including land and buildings, described as follows:

1. Lease of Premises. The Lessor leases to Lessee, and Lessee leases from Lessor, the real property located at Fairbanks, Alaska, more particularly described as follows:

1.1 Premises. A portion of 800 Cushman Street, Fairbanks, Alaska, located within Block 104, Fairbanks Townsite, known as "City Hall", containing 10,090 square feet, comprised of the following identified building areas:

1.2 Cafeteria. Containing approximately 3,520 square feet; and

1.3 Gymnasium. Containing approximately 3,920 square feet (includes chair storage area; excludes the existing shower facilities); and

1.4 Basement. The south portion of the basement level, City Hall "Northwest Tower", located in the northwest addition to City Hall, containing 2,650 square feet, more or less, hereinafter referred to as "premises", all as indicated in Attachment 1.

2. Parking. The following parking is made part of this Lease:

2.1 Reserved Parking. Lessee shall have exclusive use of 12 designated parking spaces within Block 104, Fairbanks Townsite, as indicated in Attachment 2. Such use shall continue in force at all times during the term of this lease. No vehicles shall be parked in the designated area which impedes traffic flow in the driving lane. No vehicles shall be allowed to stand in the driving lane except for active loading or unloading of passengers or materials.

2.2 Unreserved Parking. Lessee shall have incidental use of available spaces in Block 110, which lies adjacent south of Main School, after normal business hours and at such other times not in conflict with use by Lessor. Other parking on adjacent public streets is available in accordance with regulatory signage and the Fairbanks General Code of Ordinances. No parking shall be permitted on Block 110 during normal business hours.

3. Term. The term of this Lease shall be for five (5) years, commencing on June 23, 2015, and ending at midnight on June 22, 2020.

4. Escape Cancellation. Lessee, upon 90 days advance written notice delivered to the address of Lessor, may cancel and terminate this lease, surrendering the premises in a neat and clean condition.

5. Rent. As compensation for use of the premises during the life of this lease and any extensions thereof, Lessee shall pay monthly its full pro-rata share of the utilities expenses for City Hall, including cost of vehicle headbolts. Lessee's pro-rata share of utilities will be computed as a portion of the total average monthly utility expenses for City Hall, allocated by the percentage of total building area occupied by Lessee. For purposes of this lease, the pro-rated amount is **\$2,152.00** (potentially less, upon review of new LED lighting) per month. Rent is subject to increase or decrease upon annual review of actual utility expenses.

6. Renovation & Hazardous Materials. When abatement of asbestos or other hazardous materials within the lease area becomes necessary during performance of any tenant renovations, the cost of such abatement shall be the responsibility of Lessee. Abatement of asbestos or other hazardous substances which must be performed as part of said renovation or occupancy of the premises shall be conducted in compliance with rules and requirements of the Alaska Department of Labor, Division of Labor Standards, OSHA, and the US Environment Protection Agency. Qualified, certified and competent workers, techniques and notice and reporting requirements shall be used at all times. Abatement of asbestos or other hazardous substances shall be subject to review and approval by the Building Official and City Engineer. Any tenant renovations or modifications of the lease space shall first be submitted to the City for review by the City Engineer and approval by the City Mayor at his discretion.

7. Condition. Lessee has inspected the premises, is familiar with the physical condition, and accepts the premises in its "as-is" condition.

8. Permitted Uses. Lessee shall use the premises for the nonprofit business of youth sports, educational and development activities and necessary administrative office space. Lessee shall provide 48 hour advance written notice of events or activities which include overnight boarding.

8.1 Third Party Use. Lessee agrees to notify Lessor of any agreements made to allow agencies, groups, or organizations to utilize the leased premises. Lessor shall have the right to reject or restrict such agreements.

8.2 Gymnasium Use. Lessor and its approved licensees may use the gymnasium portion of the leased premises without charge for up to 20 hours per week, said use to be scheduled in advance with the Executive Director or designee of the Boys & Girls club. Such use shall not conflict with Lessee prime activity times. Lessor will be responsible for the cost of any maintenance or repair arising from Lessor's use under this section, and the provisions of subsection 12 will not apply for claims arising from Lessor's use or the use by those licensed by Lessor under this section.

9. Prohibited Uses. Lessee shall not use or permit the use of the premises or any part thereof in violation of any applicable law, ordinance, or regulation. Other uses specifically prohibited shall include: athletic activities involving trampoline, marksmanship using metal darts, arrows or other projectiles, boxing or wrestling, except that self-defense courses employing limited or noncontact techniques may be allowed.

10. Access and Security. Access to the lease area for all purposes shall be through the northwest entrance only, as shown on Attachment 1. Lessee shall be responsible for operation

and security of the doors at this location. Emergency exit from the leased space may be through the southwest exit. Entry into or use of City Hall space beyond the leased area is prohibited for any purpose. Lessee shall exercise constant diligence to keep Boys and Girls Club youth members within the lease area, bearing responsibility for same. Boys and Girls Club attendees frequent Veterans Park, located across the street from the Premises. Child pedestrian safety is of the highest concern to the Parties. To the extent possible, and within the context of the Boys and Girls Club "Open Campus Policy", children crossing shall have adult supervision.

11. Payment of Expenses Relating to the Premises.

11.1 Utilities. Lessee shall be responsible for payment of telephone, cable TV, and other privately contracted services as required by the utility provider. Lessee shall also pay a monthly fee to compensate for general utility usage as set forth in Section 5.

11.2 Maintenance. Lessee shall perform all routine interior maintenance associated with the leased premises proper, including but not limited to incidental replacement of light bulbs repair of electrical and mechanical systems within the lease area, and general maintenance, keeping the premises in a clean, safe condition. In the event that Lessor performs maintenance or repair under this section, whether at its election or upon request of Lessee, Lessee shall repay Lessor for the actual costs of materials and labor. Such charges will not include indirect costs of Lessor's employees.

Lessor shall perform maintenance of the building exterior, roof, and walls, including mechanical and electrical systems beyond the lease area, exterior maintenance, and snow removal. Lessor shall also maintain sidewalk and grounds adjoining the leased premises. Lessee shall notify Lessor of hazards or safety concerns in the exterior common areas in a timely manner.

11.3 Janitorial and Garbage Collection. Janitorial and garbage service within the premises, if any, shall be provided by Lessee.

11.4 Taxes. Lessor is a municipality of the State of Alaska and is therefore exempt from property taxes. If taxes are levied against the leased premises by a governmental body so long as Lessor remains the owner of record, any such taxes shall be paid by Lessee. Should taxes be levied against the property at such time as the record owner of the leased fee estate is a taxable entity, such owner shall be responsible for payment of taxes.

12. Exculpation and Indemnity.

12.1 Exculpation of Lessor. Lessor shall not be liable to Lessee for any damage to Lessee or Lessee's property from any cause. Lessee shall bear all risk of loss as to all personal property of the Lessee, stored, or remaining on or near the premises, including without limitation, inventory, equipment, fixtures, and employees' personal effects.

12.2 Indemnity. Lessee shall defend and hold the Lessor harmless from all damages arising out of any damage or injury to any person or property occurring in, about, or on the premises, excluding exterior public areas.

12.3 Public Liability and Damage Insurance. Lessee at its sole cost shall at all times maintain public liability and damage insurance with a single combined liability limit of \$2,000,000

and insuring against all liability of Lessee and its authorized representatives arising out of and in connection with Lessee's use or occupancy of the premises, excluding exterior public areas. All public liability insurance and property damage insurance shall insure performance by Lessee of the indemnity provisions provided herein. Lessor shall be named as an additional insured.

13. Prevention of Waste and Nuisance. Lessee shall not use the premises in any manner that will constitute waste, nuisance, or unreasonable annoyance to Lessor or the owners or occupants of adjacent properties. Violation or breach under this section shall be determined at the sole discretion of the City Mayor.

14. Assignment and Sublease. Lessee shall not assign its rights under this Lease or sublet all or any portion of the premises without the prior written consent of Lessor. Consent shall be at the sole discretion of Lessor.

15. Liens. Lessee shall keep the premises free from any liens, including without limitation those liens arising out of any work performed, materials furnished, or obligations incurred by Lessee.

16. Consultation with Attorney. Lessee acknowledges that it has the right to review this Lease and all other documents relating to the Lease with its own attorney. Each party electing to have this Lease reviewed by an attorney shall bear the costs and expenses so incurred.

17. Destruction. If during the Lease term, the premises are totally or partially destroyed from any cause, rendering the premises totally or partially inaccessible or unusable, Lessee, at its election, may either terminate this Lease or restore the premises. Lessor shall have no duty to repair or restore the premises. If lessee elects to restore the premises, Lessee will have 120 days in which to complete the repairs. If Lessee elects not to repair the premises, this agreement will terminate.

18. Right of Entry. Lessor, its agents and authorized employees, shall have the right to enter the leased premises to examine it and to make repairs as Lessor may deem necessary or desirable during Lessee's business hours. All such entry shall be preceded by 24 hours advance notice to Lessee, except that immediate entry shall be allowed in event of emergency, as determined by the City Engineer.

19. Default. Failure to occupy and operate the premises for 30 consecutive days, or failure to perform any provision of this Lease shall constitute default by Lessee of this Lease. Upon Lessee's default, Lessor shall give Lessee ten days' notice to cure the default. No default notice shall be deemed a forfeiture or a termination of this Lease unless Lessor so elects in the notice.

20. Notice. Any notice, demand, request, consent, approval, or communication that either party desires or is required to give to the other party or any other person shall be in writing and either served personally or sent by prepaid, first class mail, addressed to the other party at the address set forth in the introductory paragraph of this Lease. Either party may change its address by notifying the other party of the change of address.

21. Effect of Prior Agreements. This lease supersedes and replaces the previous lease dated July 1, 2010, between the parties, and any revisions or amendments thereto.

- 22. Attorney's Fees. If Lessor brings or maintains an action for enforcement of any of the covenants, terms or conditions of this Lease, Lessee shall pay all costs incurred by Lessor for such action, including attorney's fees, in the event Lessee is found to be at fault.
- 23. Time of the Essence. Time is of the essence of each provision of this Lease.
- 24. Successors. This Lease shall be binding on and inure to the benefit of the parties and their successors.
- 25. Captions. The captions of this Lease shall have no interpretive effect.
- 26. Singular and Plural. When required by the context of this Lease, the singular shall include the plural.
- 27. Severability. The unenforceability, invalidity, or illegality of any provision shall not render the other provisions unenforceable, invalid, or illegal.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the date first written above.

LESSEE:
Boys and Girls Club of Southcentral Alaska, Inc.

LESSOR:
City of Fairbanks

By:
Title: Executive Director

By: John Eberhart
Title: Mayor

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, CMC
City Clerk

Paul Ewers
City Attorney

(City seal)

ACKNOWLEDGMENT

THIS IS TO CERTIFY that on this _____ day of _____ 2015, the undersigned, a Notary Public for the State of Alaska, duly commissioned and sworn as such, personally appeared JOHN EBERHART, and D. DANYIELLE SNIDER, and that they acknowledged before me that they executed the same for and on behalf of The City of Fairbanks and under the authority of said municipal corporation so granted by the City Council, as their free and voluntary act and deed of said corporation.

IN WITNESS, I have set my hand and affixed my official seal on this _____ day of _____ 2015.

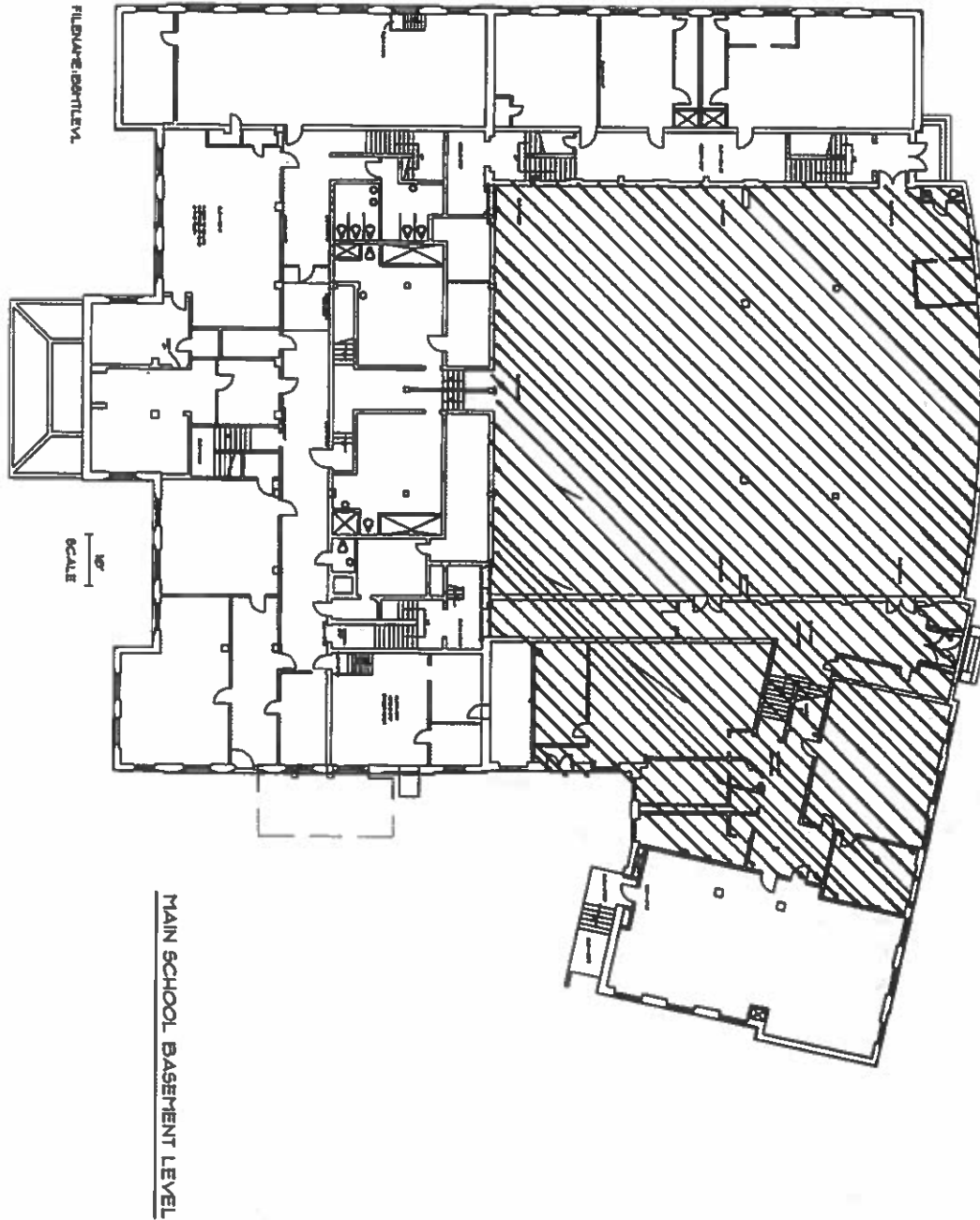
Notary Public
My Commission Expires: _____

ACKNOWLEDGMENT

THIS IS TO CERTIFY that on this _____ day of _____ 2015, the undersigned, a Notary Public for the State of Alaska, duly commissioned and sworn as such, personally appeared _____, of the Boys and Girls Club of Southcentral Alaska, Inc., to me known to be the person described in and who executed the foregoing instrument and acknowledged to me that she/ he signed the same freely and voluntarily for the uses and purposes therein mentioned, having authority to do so.

IN WITNESS, I have set my hand and affixed my official seal on this _____ day of _____ 2015.

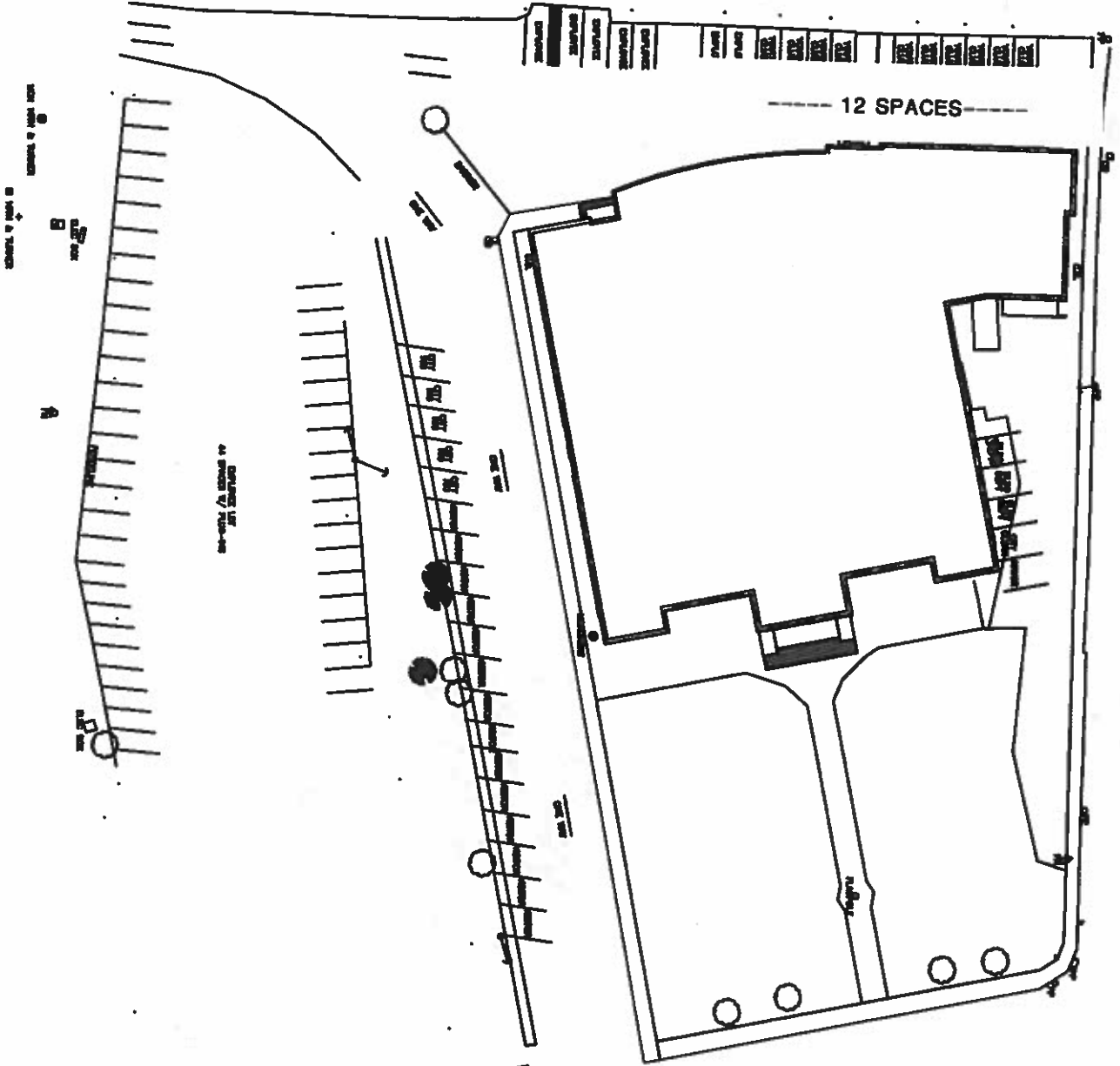
Notary Public
My Commission Expires: _____



**ATTACHMENT 1
TO
BOYS and GIRLS LEASE**

PARKING

12 SPACES



CITY HALL
PARKING PLAN
DATE: 6/23/2010
TIME: 3:56:39 PM

ATTACHMENT 2
TO

BOYS and GIRLS LEASE

RESOLUTION NO. 4673

**A RESOLUTION AWARDING A CONTRACT TO [CONTRACTOR] FOR
THE CUSHMAN COMPLETE STREET PROJECT FB-15-07 IN THE
AMOUNT OF \$X,XXX,XXX.XX**

WHEREAS, in accordance with FGC Chapter 54, Article IV, Competitive Bidding, bids were solicited for the Cushman Complete Street project; and

WHEREAS, the successful responsive bidder for the project is [Contractor] of [Location]; and

WHEREAS, funding for this project is provided to the City of Fairbanks through the State of Alaska Department of Transportation & Public Facilities as directed by FMATS; and

WHEREAS, the City of Fairbanks will maintain the improvements, and there is no City of Fairbanks match requirement for the construction of this project;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Fairbanks,

SECTION 1. That the Bid by [Contractor] in the amount of [Dollars and Cents] (\$X,XXX,XXX.XX) is hereby approved for award.

SECTION 2. That the Mayor is hereby authorized to execute a contract and such other documents in a form approved by the City Attorney as may be necessary to effect award of the contract.

PASSED and APPROVED this 18th Day of May 2015.

John Eberhart, City Mayor

AYES:
NAYS:
ABSENT:
APPROVED:

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, CMC, City Clerk

Paul J. Ewers, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 4673

Abbreviated Title: AWARD CONTRACT FOR CUSHMAN COMPLETE STREET PROJECT

Department(s): ENGINEERING

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:	Equipment	Contracts	Personnel	Total
Cushman Complete Street Project		\$8,735,188		\$8,735,188
				\$0
				\$0
				\$0
				\$0
				\$0
TOTAL	\$0	\$8,735,188	\$0	\$8,735,188

FUNDING SOURCE:	Equipment	Contracts	Personnel	Total
Alaska Department of Transportation & PF		\$8,054,100		\$8,054,100
Local Companies (GHU, FNG, AE)		\$681,088		\$681,088
				\$0
TOTAL	\$0	\$8,735,188	\$0	\$8,735,188

The operations and maintenance costs associated with these improvements will be performed by Public Works and incorporated in the annual general fund budget. The City anticipates decreases in roadway, signal, and storm drain maintenance but anticipates increases in sidewalk maintenance.

Reviewed by Finance Department:

Initial mb

Date 5/13/2015

RESOLUTION NO. 4674

A RESOLUTION SUPPORTING THE ADVANCEMENT OF THE INTERIOR ENERGY PROJECT

WHEREAS, in March 2015, the Fairbanks City Council approved Resolution No. 4661 in March 2015 supporting the Alaska Industrial Development and Export Authority's (AIDEA) purchase of PENTEX and Fairbanks Natural Gas; and

WHEREAS, AIDEA's plans to purchase PENTEX will advance the goals of the Interior Energy Project; and

WHEREAS, the Alaska Industrial Development and Export Authority Act requires review and advice from local governing bodies; and

WHEREAS, AIDEA officials met on May 12, 2015, with local Fairbanks governing officials and the community to explain the benefits of bringing natural gas distribution under public ownership and to solicit public comment.

NOW, THEREFORE, BE IT RESOLVED that the Fairbanks City Council continues to support the Alaska Industrial Development and Export Authority's plan to purchase PENTEX as an initiative that will promote and advance the strategic goals of the Interior Energy Project for the ultimate economic benefit of Fairbanks residents.

PASSED and APPROVED this 18th day of May 2015.

John Eberhart, City Mayor

AYES:
NAYS:
ABSENT:
APPROVED:

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, CMC, City Clerk

Paul J. Ewers, City Attorney

Introduced by: Council Member David Pruhs
Council Member Perry Walley
Date: March 9, 2015

RESOLUTION NO. 4661, AS AMENDED

A RESOLUTION SUPPORTING THE ALASKA INDUSTRIAL DEVELOPMENT AND EXPORT AUTHORITY PURCHASE OF PENTEX AND FAIRBANKS NATURAL GAS

WHEREAS, the Fairbanks North Star Borough, the City of Fairbanks, and the City of North Pole created the Interior Gas Utility to expedite the delivery of natural gas at the lowest possible price to residents of the Fairbanks community; and

WHEREAS, Fairbanks Natural Gas (FNG) received its utility license in 1993 and has only delivered natural gas to 1000 locations in its defined area to date; and

WHEREAS, private enterprises have had decades to invest private capital to bring low-cost energy solutions to the Interior; and

WHEREAS, in 2013, the Governor and Alaska Legislature approved and funded the Alaska Industrial Development and Export Authority (AIDEA) to form the Interior Energy Project (IEP) with initial focus on trucking natural gas to Fairbanks from the North Slope ; and

WHEREAS, in December 2013, the AIDEA board of directors considered natural gas supply options from the North Slope and Cook Inlet and decided that neither option was suitable to meet IEP goals; and

WHEREAS, in 2014, AIDEA began exploring options to build a North Slope liquid natural gas (LNG) processing plant, and ultimately, AIDEA determined the North Slope LNG plant concept was cost prohibitive in December 2014; and

WHEREAS, considering the non-viability of the North Slope LNG plant option, AIDEA shifted focus back on Cook Inlet as an alternative source for Fairbanks' natural gas supply and identified PENTEX FNG as an economically viable option that will meet IEP natural gas project goals; and

WHEREAS, AIDEA's proposed purchase announcement of PENTEX demonstrates meaningful commitment toward resolving Interior Alaska's energy crisis; and

WHEREAS, strong support and commitment by Governor Walker's administration of AIDEA's efforts are greatly appreciated by Interior Alaska residents; and

WHEREAS, AIDEA's letter of intent to purchase PENTEX FNG is non-binding and not valid until the due diligence process has been completed; and

WHEREAS, the pending PENTEX/Hilcorp transaction is part of the due diligence process and subject to regulatory and administrative review; and

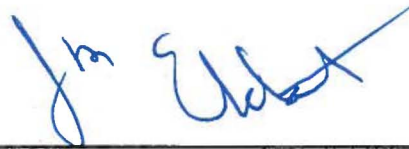
WHEREAS, options to source natural gas for the IEP are not dependent on the outcome of the due diligence process.

NOW, THEREFORE, BE IT RESOLVED by the Fairbanks City Council;

1. That the City of Fairbanks supports and appreciates the Alaska Industrial Development and Export Authority's continued commitment and support for Interior Alaska; and

2. Upon successful completion of the due diligence process, the City of Fairbanks supports the proposed Alaska Industrial and Export Authority's purchase of PENTEX and Fairbanks Natural Gas, as this action will assist in meeting the goals of the Interior Energy Project.

PASSED, APPROVED, and EFFECTIVE this 9th day of March 2015.



John Eberhart, City Mayor

AYES: Gatewood, Walley, Pruhs, Matherly, Cleworth

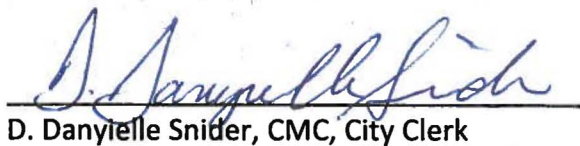
NAYS:

ABSENT: Staley

APPROVED: March 9, 2015

ATTEST:

APPROVED AS TO FORM:



D. Danyielle Snider, CMC, City Clerk

Paul Ewers, City Attorney

ORDINANCE NO. 5980

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

WHEREAS, in May of 2014, the City and the International Brotherhood of Electrical Workers Local 1547 (IBEW) agreed to extend the 2011-2013 Collective Bargaining Agreement (CBA) for an additional year, under the terms of a Letter of Agreement ratified by the Council by Ordinance No. 5947; and

WHEREAS, the negotiating teams for the City and IBEW have reached a tentative agreement for a replacement CBA, which upon ratification will be in effect from January 1, 2015, through May 31, 2017; and

WHEREAS, the IBEW bargaining unit members ratified the replacement CBA on May 8, 2015; and

WHEREAS, the City's 2015 operating budget will be amended to include the increased expenditures as 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. That the attached collective bargaining agreement is hereby ratified and made effective January 1, 2015 through May 31, 2017.

Section 2. That the effective date of this ordinance shall be the 8th day of June, 2015.

John Eberhart, Mayor

AYES:
NAYS:
ABSENT:
ADOPTED:

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, CMC, City Clerk

Paul J. Ewers, City Attorney

Ordinance No. 5980
Page 2

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 5980

Abbreviated Title: Ratifying 2015 IBEW CBA

Department(s): _____

Does the adoption of this ordinance or resolution authorize:

1) additional costs beyond the current adopted buc Yes X No _____

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

If yes, what is the estimate? _____

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

If yes, how many positions?

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

II. FINANCIAL DETAIL:

ESTIMATED EXPENSES:	2015	2016	2017	Total
Wages & benefits 1.5% on the package	\$69,272	\$69,272	\$69,272	\$207,816
OT	398	398	398	\$1,194
Leave	9,787	9,787	9,787	\$29,361
One time \$300 * 45 Employees	13,500	-	-	\$13,500
				-
TOTAL	\$92,957	\$79,457	\$79,457	\$251,871

FUNDING SOURCE:	2015	2016	2017	Total
GENERAL FUND	\$68,418	\$54,918	\$54,918	\$178,254
ENGINEERING GRANT REIMBURSEMENT	\$19,544	\$19,544	\$19,544	\$58,632
FMATS	\$4,995	\$4,995	\$4,995	\$14,985
TOTAL	\$92,957	\$79,457	\$79,457	\$251,871

Reviewed by Finance Department: JNS Date 5/12/2015

WORKING AGREEMENT

BETWEEN

THE CITY OF FAIRBANKS

AND

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 1547**

**SUPERVISORY, ADMINISTRATIVE, PROFESSIONAL AND EXECUTIVE
EMPLOYEES**

January 1, 2015 – May 31, 2017

AGREEMENT

BETWEEN

**THE CITY OF FAIRBANKS
FAIRBANKS, ALASKA
(EMPLOYER OR CITY)**

**LOCAL UNION #1547 OF
THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO (UNION)**

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

ARTICLE 1 POLICY, PURPOSE AND EFFECT OF THIS AGREEMENT

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

The welfare of the City and its employees is dependent largely upon the service the City renders the public. Improvements in this service and economy in operating and maintaining expenses are promoted by willing cooperation between the City and each employee to render honest, efficient and economical service.

The purposes of this Agreement are:

- A. To promote the settlement of labor disagreements by conference, to prevent strikes and lockouts, to prevent avoidable delays and expense, and generally to encourage a spirit of helpful cooperation between the City and its employees to their mutual advantage.
- B. To recognize the legitimate interest of the employees of the City to participate through collective bargaining in the determination of terms and conditions of their employment.
- C. To promote fair, safe and healthful working conditions and to encourage the growth and development of City employees.
- D. To promote individual efficiency, the highest degree of professionalism, management skill, and service in an atmosphere of mutual respect between the City and its employees.
- E. To avoid interruption or interference with the efficient operation of the City.
- F. To provide a basis for the adjustment of matters of mutual interest and

concern by means of amicable discussion.

- G. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. This Agreement may only be amended during its term by the parties' mutual agreement in writing.
- H. The City of Fairbanks Personnel Ordinance is superseded by this Agreement and unless specifically referenced herein has no applicability to any Union member.

ARTICLE 2 RECOGNITION

2.1 - Exclusive Bargaining Agent

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

2.2 - Job Classifications and Descriptions

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

- A. Additional classifications or reclassifications shall be included within the bargaining unit or exempt therefrom on the basis of the Alaska Labor Relations Agency criteria.
- B. The City agrees to submit material changes in job descriptions for review and comment by the Union prior to implementing such changes. New job classifications created or existing job classifications changed during the life of this Agreement shall be submitted to the Union for review and comment prior to implementation.

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

- C. Should unresolvable differences as to inclusion or exclusion of additional classifications or reclassifications to the bargaining unit occur, either party may request that the jurisdiction be determined by the Alaska Labor

Relations Agency, or its successor for resolution.

- D. Any jurisdictional disputes involving another union that may arise as a result of the action of the parties regarding such classifications or reclassifications shall be submitted to the Alaska Labor Relations Agency, or its successor for resolution.

2.3 - Intern Program

The City and IBEW agree to establish and maintain an efficient and effective internship program for students from qualified educational institutions working less than 25 hours per week during the fall and spring semesters. The purpose of the internship program is to develop, train and mentor students interested in engineering, accounting, information technology, or construction management fields covered by the existing collective bargaining agreement. The internship program will not displace qualified workers within departments that use interns.

The City will compensate the interns at a rate mutually agreed to by the parties. The City also agrees to make a contribution per compensable hour worked to the Union's Money Purchase Plan equal to the pension and health care contribution requirements. Other benefits will be prorated based on compensable hours worked. If an intern continues to be employed beyond the originally assigned termination date, the intern will be reclassified as a regular employee, retain the intern classification and wage rate and be subject to the terms of this collective bargaining agreement. Initial placement and reclassification as a regular employee will be subject to appropriation by the City Council.

The City and IBEW reserve the right to terminate this program but will not do so without consultation and mutual agreement between the parties.

2.4 - Work-Study Job Training Program

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

ARTICLE 3 HIRING PREFERENCES

3.1 - Non-Discrimination

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

3.2 - Local Hire Clause

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

3.3 – Nepotism

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

ARTICLE 4 UNION SECURITY

4.1 - Agency Shop

- A. All employees shall, as a condition of continued employment, either become a member of the Union and pay Union dues or pay an agency fee to the Union equal to the amount of Union dues assessed uniformly against all Union members in this bargaining unit. To be eligible for the agency fee provision, an employee shall meet the "religious objection" criteria. Payment of Union dues or agency fee shall commence within 30 days after the date of hire.
- B. Upon the written request by the Union to the City, a unit member employed for more than 30 days who is not complying with the membership or agency shop provisions of the Agreement shall be terminated in accordance with the Union's written instructions. Where such dismissal action is taken by the City in accordance with the Union's written request, the Union will hold the City harmless.
- C. Persons hired in a bargaining unit position shall be informed at the time of the employment offer of the Union membership obligation under this Agreement. The employee shall report to the Union office for membership discussion within 5 working days after reporting to work.
- D. Newly hired bargaining unit members shall be afforded the opportunity to participate in an orientation meeting not to exceed one hour conducted by a

bargaining unit Shop Steward. The meeting may be conducted at the earliest date reasonably accommodated but not later than 2 weeks following the first day of employment. This orientation is intended to familiarize the newly hired member with bargained benefit plans.

4.2 - Exclusive Negotiations with Union

The Employer shall not negotiate with any organization other than the Union and its representatives with reference to the terms and conditions of employment of employees covered by this Agreement, except as otherwise provided in this Agreement.

4.3 - Check Off and Payroll Deductions

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

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

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

4.4 - List of Bargaining Unit Members

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

4.5 - Professional Representation

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

4.6 - Employee Representatives

The Union shall have the right to designate a representative or shop steward, and an alternate. The Union shall notify the City in writing as to the identity of the designated representative prior to their assumption of duties as representative. In addition to their work as an employee, the representative or their alternate shall have the right to receive complaints or grievances and to discuss and assist in the adjustment of the

same with the employee's appropriate supervisor. The representative shall, in addition to their work, be permitted to perform during working hours such normal Union duties as cannot be performed at other times. The City will not discriminate against the representative with regard to the proper performance of their Union duties provided that such duties are conducted in a timely manner. The representative(s) shall notify their appropriate supervisor where they can be reached before the assumption of such Union duties. The Union shall notify the City within 24 hours as to the appointment or official status change of any Union representative. The designated Union official (representative) shall be consulted by the City prior to the representative's termination.

4.7 - Negotiating Team

The Union and City negotiating teams shall consist of no more than 3 persons per side. Employees who are members of, or advisors to a Union negotiating team may attend negotiating sessions held during the employees' duty hours without loss of pay, provided that no more than 2 on-duty employees may attend any session without loss of pay. This section shall not be construed to limit the number of off-duty employees who may attend negotiating sessions, and who make their own arrangements to be away from their duties. This section only limits the obligation of the City to pay on-duty employees for attendance.

ARTICLE 5 MANAGEMENT'S RIGHTS

5.1 – General

The City, under this Agreement, has and will retain the right to represent and manage the City, and direct its working forces, including the right to hire, to promote and demote, to discharge personnel for good and just cause in the interest of the City, provided such actions do not conflict with the provisions of this Agreement. Nothing in this Agreement is intended, nor is it to be construed in any way, as to interfere with the prerogative of the City to manage and control the business of the City.

5.2 – Subcontracting

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

An employee laid off as a result of the City's exercise of its rights under this Section shall have the first right of refusal to their former or any equivalent position, in the event either becomes available within the next 36-month period. Disputes as to the comparability or equivalence of any position shall be resolved in accordance with

expedited arbitration. Notification of vacancy pursuant to this Section shall be to the Union's Fairbanks business office. The employee's time to respond to such notice shall be as set forth in Article 23, Section 2(B).

ARTICLE 6 HOLIDAYS

6.1 – Listing

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

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

Two (2) personal floating holidays and such other days as the City Council may fix as additional holidays for all employees.

6.2 - Observance of Holidays

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

6.3 - Working on Holidays

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

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

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

ARTICLE 7 GRIEVANCE/ARBITRATION PROCEDURE

It is the mutual desire of the City and the Union to provide for the prompt adjustment of

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

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

7.1 - Regular Arbitration

STEP ONE –

When an employee has a grievance, the employee, accompanied by a Union Representative if the employee chooses, shall verbally discuss the matter with the relevant immediate supervisor and attempt to resolve the problem. The grievance must be brought to the attention of the immediate supervisor within 10 working days of the employee having through the exercise of reasonable diligence, 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 within 3 working days to the immediate supervisor by a Union Representative. The grievance shall state the Article and Section number of this Agreement allegedly violated, the manner in which the employee believes that Section has been violated, and the precise remedy sought. The immediate supervisor shall investigate the grievance and shall indicate thereon, in writing, his or her response to the grievance within 5 working days following the day on which the written grievance was presented. The written grievance containing the response of the immediate supervisor shall then be delivered to the Union, with a copy to the aggrieved employee(s), within 5 working days for further handling at the next step of this procedure.

STEP TWO –

- A. If the grievance is not settled, the written grievance and the response thereto of the immediate supervisor shall be submitted to the Mayor or his/her designee, by the Union with a written statement as to why the response at Step One was not acceptable.
- B. A grievance initiated solely by the Union and not on behalf of a particular employee shall begin at this step and shall, within 10 working days of receipt of the response of the immediate supervisor, be submitted to the Mayor or his/her designee in writing. A grievance initiated by the City shall commence at this step and shall be submitted to the Union in writing. The Union shall

have 15 working days to meet with all involved parties in conciliation, investigate and consider the grievance and deliver a written response to the Mayor. If the Union rejects the City's grievance remedy, the reason(s) shall be stated in the response. Grievances initiated by the Union or the City shall state the Article and Section number of this Agreement alleged to have been violated and the manner in which it has been violated. Grievances for which expedited arbitration is sought shall also be initiated at this step.

- C. The Mayor shall have 15 working days to meet with all involved parties in conciliation, investigate and consider the grievance and deliver a written response to the Business Agent. If the Mayor rejects the grievance remedy, the reason(s) shall be stated in the response.
- D. At the parties' meeting all pertinent facts and information will be reviewed in an effort to resolve the matter through conciliation. Where such conciliation efforts are unsuccessful, the grievance may be advanced to arbitration as follows.

7.2 - Expedited Arbitration

Where expedited arbitration is provided for under this Agreement, or mutually desired by the parties, the grievance at issue shall be initiated at Step Two and advanced from there to the selection of an arbitrator under Section 4, Expedited Arbitration/Arbitrator Selection.

7.3 - Regular Arbitration/Arbitrator Selection

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

The parties agree to request the Federal Mediation and Conciliation Service or the American Arbitration Association to submit a list of 7 names of persons who are available for service as labor arbitrators.

- B. Within 5 working days, from the date of receipt of the list, the Employer and the Union Representative shall meet and alternately strike 1 name from the list until 1 name remains. The side to strike the first name shall be chosen by the flip of a coin.
- C. If either party fails, or refuses, to jointly request a list of arbitrators or fails or refuses to choose an arbitrator from such list as provided above, then either party may make a demand or submission to the American Arbitration Association and the neutral arbitrator shall be appointed in accordance with Rule 12 of the American Arbitration Association Arbitration Rules as are in effect at the time of demand.

7.4 - Expedited Arbitration/Arbitrator Selection

- A. The parties may meet and adopt a list of arbitrators suitable to both parties for use as arbitrators and/or mediators pursuant to this Section. The party proposing a name for the list shall submit biographical information or a resume for that person for the other party's consideration. For selected issues the parties recognize that a local arbitrator may have better knowledge of local conditions and problems and there could be cost and time savings by the selection of a local arbitrator. Consequently, the parties shall endeavor to include the names of at least 3 local persons on the list. The arbitrators on the expedited arbitration list shall not be required to be members of the Federal Mediation and Conciliation Service or of the American Arbitration Association.
- B. Where expedited arbitration or mediation is required by this Agreement, or mutually desired by the parties, within 10 working days of receipt of the demand for arbitration or mediation or another mutually agreeable time, the parties shall meet and select a name from the pre-determined list based upon the following factors in order of priority: 1) the arbitrator's early availability; 2) the background and experience of the arbitrator in the issues to be determined; 3) the aggregate of the travel and per diem expense of the arbitrator; and 4) such other factors as are deemed important by the parties at the time of selection. When the parties cannot mutually agree upon a name that is on the list based upon the above criteria, then they shall alternately strike 1 name from the list until 1 name remains. The side to strike the first name shall be chosen by the flip of a coin. In no event shall the arbitration hearing be held more than 60 days after a request for expedited arbitration has been made. However, if none of the arbitrators are available within that time, the mutually agreed to arbitrator with the earliest availability dates shall be selected.

7.5 - Rules Common to Regular and Expedited Arbitration

- A. The Arbitrator shall consider and decide only the specific issue or issues submitted in writing and shall have no authority to decide issues not so submitted. The authority of the Arbitrator shall be limited to the application and interpretation of this Agreement. The Arbitrator shall have no authority to amend, alter, modify or otherwise change the terms or scope of this Agreement. The Arbitrator shall be empowered to conduct a formal hearing governed by the procedural rules of the American Arbitration Association, take evidence, issue subpoenas to compel testimony or the production of physical evidence, and to issue a written opinion and award.
- B. The decision of the Arbitrator shall be final and binding upon the parties to the dispute. The final decision of the Arbitrator shall be implemented as soon as possible, but not later than 30 days after the final decision is rendered.
- C. The City and the Union mutually agree to have more than 1 grievance or

dispute submitted to the same Arbitrator. Each grievance or dispute may by mutual agreement be submitted to separately convened arbitration proceedings.

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

7.6 - Employee Witnesses

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

7.7 - Retroactive Pay

No Arbitrator appointed hereunder shall have any authority whatsoever to award any grievant any retroactive pay for any period of time prior to 15 calendar days of the employee having, through the exercise of reasonable diligence, gained knowledge that a grievance exists in accordance with Article 7, Section 1. To the extent this provision may conflict with applicable State or Federal law regarding employee wage or benefit claims, such applicable law will prevail.

7.8 – Discharge

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

7.9 – Default

Notwithstanding Sections 3 and 4, in the event either party to a grievance fails to properly answer, respond or act within the time specified at any step of the grievance procedure, the grievance shall be deemed settled against the party which failed to timely answer, respond, act, or appeal. Any of the time limits set forth in the grievance procedure may be extended by written agreement. Grievances resolved by default

may not be the basis of establishing precedent on the merits for the resolution of any other grievances.

ARTICLE 8 DISCHARGE AND NOTICE

8.1 - Timely City Notice To Employee

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

8.2 - Timely Employee Notice To City

All permanent employees who have fulfilled probationary requirements shall give the Employer two weeks' notice before leaving their employment unless mutually agreed beforehand between the Employer and the employee. Notation of failure to give proper notice will be placed in the employee's personnel file and may result in the employee being classified as "Ineligible for Rehire."

8.3 - Manner of Delivery of Notices

Notices required or allowed by this Agreement to be given to the Mayor shall be deemed given when actually delivered to the Mayor, or when delivered to the secretary of the person in charge of the office of the Mayor. Notices required or allowed to be given to the Union shall be deemed given when actually delivered to the Union's business agent, or when delivered to the secretary or person in charge of the Union's Fairbanks business office. Notices to an immediate supervisor shall be personally delivered. Notices to an employee shall be personally delivered, or, if an employee is absent from the work place, shall be deemed delivered when placed in the United States mail, postage fully prepaid, certified mail, addressed to the employee at his or her mailing address as shown on the records of the City.

8.4 - Termination For Cause

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

ARTICLE 9 HEALTH AND WELFARE

9.1 - Health and Welfare

- A. The City agrees to pay each month for coverage of employees working under the terms of this Agreement in the Alaska Electrical Health and Welfare Plan.

All new employees shall be covered on the first of the month following the date of employment.

The City's contribution shall be as provided in Schedule "A".

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

9.2 - Retirement/Pension and Social Security

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

The Union may allocate the package rate to wages, pension and health and welfare as it sees fit.

- B. In the event Federal legislation is passed which appears to require public employees participating in a private pension plan to also participate in Social Security, the parties shall meet and by mutual agreement, determine how such legislation shall impact this Agreement.
- C. Employees may voluntarily contribute to the Alaska Electrical Worker's Money Purchase Pension Plan. The Employer agrees to withhold and forward voluntary contributions authorized by the employee.

9.3 - Deferred Compensation

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

9.4 - Physical Examinations

- A. A yearly physical examination at the expense of the Employer is offered to employees at their election beginning during their second year of employment. The results of these tests shall be confidential between the employee and the examining physicians.
- B. The expense of any physical that is required by the City or by law, at a provider of the City's choice, shall be paid by the City. The City will not pay for charges for services that are not reasonable and customary.

9.5 - Fitness to Perform Duties

When in the opinion of the City there arise documented incidents, which raise specific questions as to the physical and/or mental ability of an employee to perform their normal work assignment or fitness for duty, an appropriate examination, including all

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

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

9.6 - Drug Testing

The parties agree to be covered by a random drug test policy in the same manner as Federal CDL holders are subject to, at the expense of the City.

9.7 - Unemployment Compensation

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

9.8 - Section 125 Plan

The City agrees to maintain a Section 125 "Flexible Benefits Plan" as a means for employees to pay insurance premiums on a pre-taxed basis, and for the purpose of setting aside monies to pay uncovered costs of medical insurance and dependent care as allowed under Federal law.

ARTICLE 10 WORKING CONDITIONS

10.1 - Work Week

- A. Members of this bargaining unit are professional, executive and/or administrative employees, and as such are required to work a sufficient number of hours to perform their job duties, some of whom are exempt from receiving overtime.
- B. Flexible work week and work day schedules will be fully considered and used

with the mutual consent of the City and employee, including work beyond 8 hours a day and work on more than 5 days.

- C. Non-exempt employees shall receive overtime for all hours that exceed 8 hours per day or 40 hours per week. Employees working a flex schedule are an exception to this rule, whereby overtime will be paid for hours in excess of the established daily flex schedule or 40 hours per week. No employee will work any overtime or any hours outside the employee's normal schedule without the prior approval of the Department Head.
- D. Employees called back to work by their Department Head after leaving work will be employed for a minimum of 2 hours or credited with a minimum of 2 hours of work towards the 8 hours for that day or 40 hours of work for that week.
- E. Unless mutually agreed otherwise, an employee called into work outside of their regular shift will be allowed to work all hours of the regular shift on the day called in.

10.2 – Job Share

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

- A. Job sharing is defined as two employees qualified for the same classification sharing 1 position. Job share opportunities will be based on a schedule to be approved in advance by the Department Head.
- B. If a job share employee separates or successfully bids into another classification, the remaining employee will have the option of reverting to full-time or requesting that the job share position be bid. If no other job share employee is hired into the position, the employee will be expected to resume full-time work status.
- C. Personal leave accrual will be prorated based on the hours worked.
- D. The employee scheduled on a holiday will observe the holiday. The employee not scheduled will not be compensated for the holiday. Each employee shall be entitled to one personal floating holiday per year.
- E. Alaska Electrical Health and Welfare Plan premium contributions will be paid for the active employee only. The inactive employee will have all benefits suspended during their job share inactive time including the use or drawdown of any accumulated personal leave.
- F. The employee who is not actively working may elect to receive COBRA benefits under the Alaska Electrical Health and Welfare Plan.

10.3 - Pay Periods

Pay days shall be established covering payroll periods from the 1st to the 15th day of the month, paid no later than the end of that month inclusive and from the 16th day of the month to the last day of the month paid no later than the 15th of the following month inclusive, except when pay day falls on Saturday, Sunday or a holiday. If pay day falls on Saturday or Sunday unless preceded by a recognized holiday, pay day shall be on Friday. If pay day falls on a recognized holiday, pay day may be on the day prior to the holiday, if Monday is a recognized holiday, in which event pay day will be on the Friday prior. The City reserves the right to establish a 26 pay period/year pay period. Each check shall have a stub, or duplicate, itemizing all legal and authorized deductions, hours worked, rate of pay for straight time and, if applicable, overtime hours worked. If an employee is not paid on the established pay day, they shall receive 8 hours pay at the straight time rate for each 24 hour period until they receive their paycheck.

10.4 - Revocation of Driver's License

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

10.5 - Work Environment

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

10.6 - Bulletin Boards

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

10.7 – Indemnification

In the event any action or claims are made by a person or entity against any employee, or their estate, for actions done while in the scope of City employment, the claim shall be defended by the City and any liability incurred by the employee or estate as a result shall be paid by the City, provided that, any actions or claims, defense of

liability resulting therefrom shall not be paid by the City if the action or claim(s) are based upon acts or omissions of the employee resulting from recklessness, gross negligence, or intentional misconduct. In the event the City Council may by ordinance enact indemnification provisions that provide added protections to employees, such indemnification provisions shall apply to this bargaining unit.

In the event the City resolves an action or claim involving an employee for purely pragmatic reasons not involving any misbehavior by the employee, the City will issue a letter to the employee stating the reasons for the settlement, with a copy to be placed in the employee's personnel file.

ARTICLE 11 PROBATION

11.1 – Object

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

11.2 – Duration

The probationary period shall be 6 months for all employees covered under this Agreement. A promotion or transfer shall not trigger any additional formal probation; however, for a 90-day period following any transfer or promotion, the employee may elect, without penalty, to return to their former position, even if this requires the layoff of the person holding the position. Likewise, the Employer may elect to return the employee to their former position during the same time period without cause, without penalty to the employee. But for this one exception, a transferred or promoted employee retains all rights and entitlements.

11.3 – Dismissal

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

ARTICLE 12 EMPLOYEE RECORDS

12.1 - Examination of Records

Every employee covered by this Agreement shall have the right to examine all records pertaining to them on reasonable demand, subject to the availability of the Human

Resources Director or other employee(s) authorized to produce such files. In no event shall an employee be caused to wait more than 8 working hours. The Employer shall make available original or copies of the original records for examination by an authorized Union Representative having written authorization of the affected employee(s) upon 24 hours' notice from the Union, weekends excluded. The City, the Union, and the affected employee agree to periodically meet to review documents that relate to "stale" matters when the employee has successfully resolved the problem.

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

12.2 – Work Time Records

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

ARTICLE 13 EQUIPMENT AND CLOTHING

13.1 – Clothing

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

13.2 - Employer Issued

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

13.3 - Personal Property

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

13.4 - Improved Equipment

The City shall make an effort to provide employees with equipment that will allow the employee to work efficiently and improve productivity, i.e., computers, word processors, vehicles, and all other equipment and instruments necessary to perform the work. In the event such necessary equipment is not provided, the employee(s) affected shall not be penalized for any loss of efficiency or productivity that may result.

13.5 - City Property

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

ARTICLE 14 SAFETY

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

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

ARTICLE 15 EDUCATION, TRAINING AND TUITION

15.1 - Employer Provided

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

15.2 - Employee Requested

An employee may wish to obtain education or training in addition to that provided by the Employer under Section 15.1. In order to obtain a tuition refund or reimbursement for any other conference or seminar (tuition), education or training costs and fees, including travel and accommodations, employees must first obtain prior written consent of the Mayor. Where such consent has been provided and upon proof of successful completion of the education or training, the City shall give the employee administrative leave for travel to and from, as well as attendance at, the conference or seminar and shall refund 100% of tuition paid for such education or training. The City

shall also reimburse the employee for any pre-approved reasonable costs, fees or travel expenses paid by the employee in connection with such education or training. Reasonable costs, fees and travel expenses reimbursed for travel outside the City of Fairbanks shall be as described in Article 19, Travel and Per Diem.

The employee whose educational or training request has been granted shall sign an agreement providing that any refund or reimbursement will be returned to the City on a prorated basis in the event of voluntary termination within 360 calendar days. Involuntary terminations or separations involving medical reasons will not require refunds to be returned.

ARTICLE 16 WAGES

16.1 - Wage Classification and Salaries

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

- A. The package rate will be adjusted by an increase of one and one half percent (1.5%) for 2015. Either party may request a wage re-opener for 2016 and 2017 by giving notice in the 9th and 21st months. Any increase for each year will be calculated on the package rate. The Union may allocate the package rate to wages, pension and health and welfare as it sees fit. This increase shall be retroactively applied beginning January 1, 2015.
- B. Employees will be paid a one-time cash bonus in the amount of \$300.00 the next pay period following mutual ratification of this Agreement.
- C. Newly created classifications, temporary and intern employee wage structures will be mutually established by the City and Union assessed by the knowledge, skills and abilities of the individuals.
- D. 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. In the past, the parties did not consistently use a package rate approach. Effective January 1, 2008, the parties converted the past methods of accounting for wages and benefits into a package rate upon which all future wage changes will be based.

16.2 – Pay for Temporary Assignments

Under ordinary circumstances, the Employer agrees to use employees within their own CBA and classification. When an employee is required to assume the duties of

another position in excess of 5 days, the employee will be paid 4% extra starting after 5 days.

16.2.1 – Compensation for Service as Acting Department Head

When a Department Head is on personal leave and unavailable for more than 12 hours to physically respond to the work if needed, another employee may be appointed by the City Mayor or designee as Acting Department Head. The added duties of this assignment include performance of all duties of the Department Head, including appearance at inter-agency meetings and taking responsibility for overall operations of the Department including performing normal duties and, if needed, performing duties of other Department employees. While serving as Acting Department Head, the employee shall receive the higher rate of pay. Any leave cash out will be at the regular rate, not the higher rate.

16.3 - Compensatory Time

A. Exempt Employees.

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

B. Non-Exempt Employees.

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

C. Compensatory Time Balances.

No balance beyond 240 hours may be accrued with the following exceptions. Public Safety employees may by law accrue up to 480 hours. Any amount of compensatory time accrued by special assignments beyond the 240-hour limit as a result of this exception must be approved by the Mayor or the Mayor's designee and used within 6 months of the date it was earned, beyond which time any amount remaining in excess of 240 hours will be cashed out. Exempt employees will lose any amount over 240 hours. No employee covered by this CBA may accrue over 480 hours.

16.4 - Court Appearance

Employees required for court, as a result of actions performed for the City in the line of duty, shall suffer no loss in regular earnings, but shall be compensated during their

service at the employee's rate of pay if on-duty. Any witness fees shall be turned over to the City. If members are off-duty they shall receive pay or compensatory time at the appropriate rate with a 2 hour minimum being paid or credited.

ARTICLE 17 PERFORMANCE EVALUATIONS

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

ARTICLE 18 FILLING OF VACANCIES

18.1 - Promotional Opportunities

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

18.2 - Vacancy Promotions

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

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

18.3 - Application Procedure

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

18.4 – Rights

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

18.5 - Promotions/Transfers

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

ARTICLE 19 TRAVEL AND PER DIEM

19.1 - Official Travel Outside City of Fairbanks

Business travel shall be governed by the current City Travel Policy, as adopted by the Mayor. Employees' time spent at official conferences, meetings or training sessions is compensable. If the employee is unable to return to the normal work place, a full 8 hours of compensable time is earned. Should the actual training or meetings exceed 8 hours, all time spent is compensable.

The City will fully reimburse the employee for travel, lodging, parking, and other required expenses. In addition, \$40.00 a day will be paid for meals and optional items and shall be adjusted upward by the same amount as any increases in the City Code.

19.2 - Use of Personal Vehicles

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

ARTICLE 20 PERSONAL LEAVE

20.1 - Personal Leave

Employees shall accrue leave according to the following schedule:

0 to 24 months of service:	160 hours per calendar year;
25 to 60 months of service:	200 hours per calendar year;
Greater than 60 months of service:	240 hours per calendar year.

20.2 - Leave Requests

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

20.3 - Termination Cash Out

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

20.4 - Draw Down of Personal Leave

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

The City will pay pension contributions on personal leave cashed out by IBEW members, under this Section.

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

Total Personal Leave Hours for Draw Down:

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

20.5 - Personal Leave Donations

The parties recognize that it is desirable from time to time to have a means for employees to assist other City employees in time of need. The following shall be the vehicle for that purpose.

- A. Each employee wishing to donate personal leave will fill out, date and sign a leave slip showing the amount of leave the employee wishes to donate in increments of not less than 4 hours and deliver said leave slip to the Finance Department.
- B. Each leave slip will have written or typed along the bottom: "Leave donated

to (employee name).” The employee receiving the leave donation will have the amount of leave converted to their pay rate.

- C. Once personal leave is donated, it is irretrievable by the donor.
- D. It is the understanding of the City that the Internal Revenue Service at this time treats donated leave as income to the recipient, and not a taxable event to the donor. However, the City has no control over the tax treatment of such donated leave.

20.6 - Expiration of Accrued Personal Leave

An employee who exhausts accumulated personal leave may request leave without pay, which may be granted at the discretion of the Mayor in accordance with Article 21, Section 6 of this Agreement. In exercising such discretion, the Mayor may require a report from the employee as to the member’s expected time to return to work. The employee may also be required to submit to his supervisor a monthly report affirming the nature of the absence.

20.7 - Seniority Rights During Illness or Disability

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

20.8 - Job-Incurred Injury or Illness

In the event of a job-incurred injury or illness within the coverage of the Alaska Workers' Compensation Act in effect at the time of injury, the employee's position shall be held for such employee until it has been established that the employee will be unable to return to work or one year, whichever is sooner. An award to the employee of Workers' Compensation Permanent Disability 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 comply with all requirements of the Alaska Workers' Compensation Act. The employee shall be required to submit to their supervisor a monthly report from the attending physician. An employee may choose to use personal leave to supplement income during times of Workers' Compensation leave, provided that total net compensation is equal to or less than the employee’s regular compensation.

20.9 - Light or Limited Duty

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

ARTICLE 21 OTHER APPROVED ABSENCES

21.1 - Family/Medical Leave

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

21.2 – Elections

An employee shall be given the necessary time off, without loss of pay, for the purpose of voting when the polls are not open at least 2 hours before or after the employee's scheduled hours of work.

21.3 - Jury Duty

Employees required to serve on jury duty will suffer no loss in regular earnings, but shall be compensated during their service while serving such jury duty, provided, however, that any jury duty pay received is turned over to the Employer by the employee. 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.

21.4 - Funeral Leave

An employee may use personal leave or leave without pay to attend a funeral.

21.5 - Military Service Leave

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

- A. Eligibility. Any permanent employee who leaves the City service for compulsory military duty shall be placed on military leave to extend through a period of 90 days after their release from the service. Also, a permanent

employee shall be granted a leave of absence for the purposes of being inducted or otherwise entering military service. If not accepted for duty, the employee shall be reinstated in their position without loss of status or reduction in pay.

- B. Restoration. An employee returning from military leave shall be entitled to restoration to their former position, provided the employee makes application within 90 days after their release from duty and is physically and mentally capable of performing the duties of the position involved. In the event that the position the employee vacated no longer exists at the time he or she is qualified to return to work, such person shall be entitled to be reemployed in another existing position of the same class without reduction in pay or loss of status. Disputes as to the employee's fitness shall be resolved through expedited arbitration. In accordance with applicable State and Federal laws and regardless of any language or provision of this Agreement to the contrary, there shall be no adjustment of an affected employee's anniversary date for seniority or longevity purposes.
- C. Disposition of Vacation Leave. An employee who leaves the City service for such military leave without pay may elect to be paid for any accrued leave they may be entitled to as if they were actually separating from the City service. The employee's decision shall be noted on the personnel action form effecting the leave. If the employee elects not to be paid for such leave, the accrued leave credits shall be reinstated upon return of the employee to the City service.
- D. Military Reserve Training or Emergency National Guard Service. Any employee who has completed their probationary period and who is a member of any reserve component of the United States Armed Forces will be allowed leave of absence for required training or duty for a period not exceeding 120 work hours during any one calendar year. Such military leave shall be with pay if all military pay the employee receives for the duties performed on such leave is paid to the City. The Mayor may authorize additional periods of military leave in the event of employee hardship in the event of prolonged involuntary military service.

21.6 - Leave Without Pay

Regular employees in good standing may be granted leave without pay. An employee is in good standing if their job performance has been satisfactory for a period of 12 months preceding their request.

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

While on leave without pay, seniority and personal leave will not accrue. Longevity

credits for the purpose of completing probation and pay anniversary date shall also be suspended during any period of leave without pay.

Where leave without pay is granted, the employee shall not first be required to use their accumulated personal leave.

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

21.7 - Union Leave

A regular employee elected or appointed to a position as a full-time Union official shall be entitled to a maximum of 90 days leave of absence from the City to fill their Union position. During such leave of absence, such employee shall have the right to elect, without penalty, to return to their former position with the City. In the event such election is made, the employee's anniversary date shall be adjusted for any period of leave without pay in accordance with Section 21.6. In the event the employee does not elect to return to their former position by the end of this 90 day period, the employee shall forfeit their seniority with the City. Upon termination of their position with the Union at any time after expiration of this 90 day period, said employee shall be given the first option, for a period of 3 years, in filling a vacancy which may occur in the department or classification in which they were formerly employed or for which they are otherwise qualified. The Union shall notify the City when the employee has terminated their Union position. Notification of vacancy pursuant to this Section shall be to the Union's Fairbanks business office. The employee's time to respond to such notice shall be as set forth in Section 23.2(B) - Notice of Recall.

ARTICLE 22 SENIORITY

22.1 - Definition of Seniority

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

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

22.2 - Termination of Seniority

- A. Seniority shall be terminated upon:
 - 1. Discharge,
 - 2. Resignation,

3. Layoff for a period of 2 years or more (or 9 months in the case of medical incapacity due to non-job related injury or illness), or inability to return to work from a job-incurred injury or illness of 2 years or more as provided for in Section 20.8,
 4. Failure to respond in a timely and/or prescribed fashion to notice of recall, or
 5. Failure to return from an approved leave of absence on the stipulated date of expiration, or any unapproved absence from work without advance Employer approval in the absence of a legitimate and verifiable explanation.
- B. Seniority shall not be interrupted by:
1. Periods of approved leave, except as set forth in Section 21.6 - Leave Without Pay,
 2. Workers' Compensation Leave, up to one year,
 3. Military Leave,
 4. Family/Medical Leave as set forth in Section 21.1, or
 5. Active military duty when recall for such duty is beyond the control of the employee.

ARTICLE 23 LAYOFF

23.1 - General Provisions

- A. Layoff(s) shall be made by classification, starting with the least senior member in the classification. A layoff of not less than 12 months, during which the employee returns to work at the first opportunity, shall not be considered a separation. Seniority credits for purposes of completing probation, pay anniversary date and the accumulation of leave benefits shall be suspended during the period of layoff.
- B. An employee receiving a layoff notice (the "noticed employee") has 5 working days to notify the Mayor in writing of the employee's intent to displace ("bump") another employee in this bargaining unit with less seniority in the same or lower classification within the City. The Mayor will approve the displacement if (a) the Mayor finds that the noticed employee has the qualifications, skills, training, and experience to perform the work duties of the other employee, and (b) if the noticed employee has worked continuously for the City, regardless of bargaining unit status, longer than the other employee. If the Mayor approves the displacement, the noticed employee will be transferred to the other employee's classification, at the pay rate of the other employee. The displaced employee shall then be given notice of layoff and may invoke the displacement process if eligible.

23.2 - Recall

- A. Procedure. Upon layoff, the laid off employee shall be placed on the layoff

list for that classification group from which the employee was laid off, and for the bargaining unit. Recall rights exist for 1 year from the effective date of layoff.

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

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

23.3 – Notification

In every case of layoff of any regular or probationary employee, the City shall give the employee at least 30 days' written notice in advance of the effective date as provided for in Section 8.1.

ARTICLE 24 NO STRIKE OR LOCKOUT

24.1 - No Strikes

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

24.2 - No Lockouts

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

24.3 - Violations

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

ARTICLE 25 SEVERABILITY

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

ARTICLE 26 DURATION OF AGREEMENT

26.1 - Term of Agreement

Except for re-openers for Section 6.1 'Holidays' (2016) and Section 16.1 'Wage Classification and Salaries' (2016 and 2017) this Agreement shall be effective from January 1, 2015 through May 31, 2017. Re-openers for Section 6.1 'Holidays' shall result in no deduction of paid time off for members. Any provision within this Agreement which has a retroactive effect shall only apply to those employees covered by this Agreement and actually employed by the City on the date that this Agreement

is approved and signed by both the City and the Union. This Agreement may only be amended in the form of Letters of Understanding, executed upon the mutual written agreement of both parties.

26.2 – Negotiations

Negotiations for a successor contract shall commence no later than March 1, 2017.

- A. In the event the expiration date of this Agreement is reached during the course of or prior to the completion of negotiations for a new or modified agreement, this Agreement shall continue in full force and effect until a new agreement is reached, ratified and executed by the parties.
- B. Should negotiations not result in an agreement after negotiations have been in progress for 90 calendar days, the no strike, no lockout provision of the Agreement shall become null and void, unless extended by mutual written agreement.

26.3 - Successor Clause

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

26.4 - Dispute Resolution

Any dispute involving the commencement date or termination date of this Agreement shall be considered a grievance and submitted to the expedited grievance-arbitration procedure set forth herein, unless the parties mutually agree to submit the issue for judicial review.

26.5 – Printing

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

26.6 – Ratification

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

ARTICLE 27 DEFINITION OF TERMS

27.1 - Tense, Number and Gender as used in this Agreement

- A. Words in the present tense include the past and future tenses, and words in the future tense include the present tense.
- B. Words in the singular number include plural, and words in the plural number include the singular.
- C. Words of any gender include masculine, feminine and the neuter, and when the sense so indicates, words of the neuter gender may refer to any gender.

27.2 – Definitions

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

- A. "Administrative Leave" shall mean authorized absence from an employee's regular work duties for purposes such as training, education, or other reasons.
- B. "Base rate" shall mean the specific dollar amount paid the employee.
- C. "Anniversary date of hire" shall mean the date at which an employee has completed a service year of 52 weeks of paid service.
- D. "Promotion" shall be the assignment of an employee from one position/classification to another which will provide an increase in salary and which has a higher base rate of pay.
- E. A "regular appointment" shall be an appointment without time limitation, or special restrictions as to continued employment.
- F. A "regular employee" is an individual receiving a regular appointment.
- G. A "permanent employee" is one who has successfully completed probation.
- H. "Member" and "employee" mean a member of the bargaining unit covered by this Agreement, unless the context indicates otherwise.
- I. "Position" is the office or employment whether occupied or vacant, full-time or part-time, consisting of duties and responsibilities assigned to one individual by competent authority.
- J. "Compensatory time" is defined in Section 16.3.
- K. "Seniority" is defined in Section 22.1.
- L. "Package Rate" includes all sums paid by the City for wages, pension contributions, and healthcare employer contributions.

RATIFIED by the City Council by Ordinance No. _____, on _____,

2015, and by the membership of the bargaining unit on May 8, 2015.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year hereinabove first written.

FOR THE CITY OF FAIRBANKS:

FOR THE UNION:

JOHN EBERHART Date
Mayor

xx Date
President

JIM WILLIAMS Date
Chief of Staff

xx Date
Business Manager/Financial Secretary

ANGELA FOSTER-SNOW Date
HR Director

JOHN FERREE Date
Business Representative

DENISE TROUNCE KENDRICK Date
Shop Steward

STEPHEN ANDERSON Date
Shop Steward

SCHEDULE "A"

Section 1.

Position Classifications		2015 Package Rate	Pension	Health & Welfare	Benchmark Wage Rate Range "C"
	Union	1/1/2015			
Administrative Assistant/HR Admin #	1547	39.6051	6.59	4.90	28.1151
Legal Secretary #	1547	43.7280	6.59	4.90	32.2380
Deputy City Clerk** #	1547	41.3865	6.59	4.90	29.7965
Deputy City Clerk I (Clerk/Typist)	1547	39.6051	6.59	4.90	28.1151
Property Development Manager	1547	53.0720	6.59	4.90	41.5820
Engineer IV	1547	57.4526	6.59	4.90	45.9626
Engineer III	1547	57.2061	6.59	4.90	45.7161
Engineer II	1547	48.1648	6.59	4.90	36.6748
Engineer I	1547	45.1173	6.59	4.90	33.6273
Engineering Intern	1547	33.1702	5.59	4.90	22.6802
Environmental Manager	1547	55.5806	6.59	4.90	44.0906
Engineering Technician Supervisor	1547	50.4615	6.59	4.90	38.9715
Quality Control Officer	1547	43.9074	6.59	4.90	32.4174
Public Works Director/City Engineer	1547	63.1870	6.59	4.90	51.6970
Facilities Manager	1547	50.4615	6.59	4.90	38.9715
Building Official	1547	59.4356	6.59	4.90	47.9456
Plans Examiner	1547	49.3400	6.59	4.90	37.8500
Senior Structural Plan Check Engineer	1547	52.7584	6.59	4.90	41.2684
Code Compliance Inspector	1547	48.0862	6.59	4.90	36.5962
Combination Building Inspector	1547	49.0937	6.59	4.90	37.6037
Police Chief*	1547	61.2932	0	4.90	56.3932
Emergency Dispatch Center Manager	1547	55.9051	6.59	4.90	44.4151
Fire Chief	1547	67.9372	6.59	4.90	56.4472
Assistant Fire Chief	1547	58.0671	6.59	4.90	46.5771
Chief Financial Officer #	1547	63.9711	6.59	4.90	52.4811
Controller #	1547	57.4398	6.59	4.90	45.9498
General Ledger Acct/Grants Manager	1547	54.7060	6.59	4.90	43.2160
Accounting Specialist	1547	39.7620	6.59	4.90	28.2720
Accounting Specialist – Payroll	1547	41.7114	6.59	4.90	30.2214
Information Technology Manager(IT Director) #	1547	58.7299	6.59	4.90	47.2399
Network Administrator (Applications Mgr)	1547	54.1460	6.59	4.90	42.6560
Network Engineer (Sys/Network Admin)	1547	48.3115	6.59	4.90	36.8215
Programmer/System Administrator (Financial Systems)	1547	51.7948	6.59	4.90	40.3048
System/Network Administrator	1547	43.6945	6.59	4.90	32.2045
Help Desk Coordinator	1547	38.2747	6.59	4.90	26.7847
FMATS M.P.O. Coordinator	1547	69.6693	6.59	4.90	58.1793
FMATS Admin Assistant	1547	39.6051	5.59	4.90	29.1151
FMATS Planner	1547	41.8571	6.59	4.90	30.3671

* Police Chief does not participate in IBEW pension plan.

** Deputy City Clerk with CMC certification to receive additional \$2.25 per hour on benchmark wage.

Section 2.

After the package rate is set effective January 1, 2015, 2016 and 2017 as provided in Section 16.1(A) and after the Union designates allocation to Pension and H&W, employee will be paid at the benchmark Range C unless, based upon merit evaluation of employee experience, knowledge and skills, dedication and performance, the Mayor finds that individual wages be adjusted to the following ranges.

Range A	Range B	Benchmark Range C	Range D	Range E
90%	95%	100%	105%	110%

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

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

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

Range E is meant to apply to employees with extensive knowledge, skills and ability whose performance is superior.

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

- a. In the event the Mayor has concerns about the adequacy of an employee's work performance which may trigger a decision of a reduction in pay range, the performance issue will first be orally discussed by the employee, the Department Head and the Mayor.
- b. After said meeting, a written "performance improvement plan" identifying the areas needed for improvement will be provided to the employee. Follow up meetings will be held at the request of the employee
- c. 6 calendar months or more shall be allowed to elapse after the issuance of the performance improvement plan before any decision to reduce pay range is made.
- d. Prior to the Mayor's decision to reduce pay, a pre-disciplinary meeting shall be held with the employee, the Department Head, the Mayor and any other persons the employee wishes to attend so that the issues can be discussed.
- e. Prior to the Mayor's decision to reduce pay, the Mayor will inform the Union Business Agent of the decision and provide 30 days' notice before the reduction is made.

- f. Should the employee elect to grieve the matter, he/she shall remain at the prior pay range until the grievance is resolved under the terms of this collective bargaining agreement.

If an employee is involuntarily moved to a lower pay range, that demotion shall not last longer than 1 calendar year. If the Mayor wishes to again reduce the pay range, the above procedure shall be followed.

Section 3.

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

Introduced By: Mayor Eberhart
Council Member Pruhs
Council Member Gatewood
Finance Committee May 12, 2015
Date: May 18, 2015

ORDINANCE NO. 5981

AN ORDINANCE AUTHORIZING LEASE OF SPACE IN CITY HALL TO JONATHAN DUNHAM D/B/A NOEL BOXING & FITNESS GYM, AND SETTING AN EFFECTIVE DATE.

WHEREAS, the City owns and maintains City Hall, containing 64,00 square feet of building area, located at 800 Cushman Street, also known as Block 104A, Fairbanks Townsite; and

WHEREAS, the City Council previously leased basement space in City Hall for a successful youth boxing program, and the space is currently vacant; and

WHEREAS, Jonathan Dunham, d/b/a Noel Boxing & Fitness Gym, sent a letter to the City Mayor, as shown in attached "Exhibit A", respectfully requesting a lease of the 1,400 square feet premises for a similar youth boxing program as described in Exhibit "B"; and

WHEREAS, the City administration has reviewed the space and determined that the area is not required for municipal purposes and can be leased to others; and

WHEREAS, Fairbanks General Code of Ordinances Section 70-44 provides that the City may lease to a non-profit organization without public sale and for less than market value, whenever in the judgment of the City Council it is advantageous to do so; and

WHEREAS, it is the finding of the City Council that a lease of City Hall building space to Jonathan Dunham, d/b/a Noel Boxing & Fitness Gym, is in the best interest of the community.

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

SECTION 1. That a lease instrument substantially in the form shown on attached "Exhibit B" is hereby authorized by Council for the purposes herein stated, providing for a two-year lease term, with a three-year renewal to be determined at the discretion of the Mayor.

SECTION 2. That the Mayor is hereby authorized and directed to execute said lease on behalf of the City, and the City Clerk is authorized to attest and affix the City Seal to said instrument, the execution of which shall take place not less than thirty (30) days after the effective date of this ordinance, as prescribed by City Charter Sec. 8.3 and FGC Sec. 70-56.

SECTION 3. That the effective date of this ordinance shall be the 13th day of June, 2015.

JOHN EBERHART, Mayor

AYES:
NAYS:
ABSTAIN:
ABSENT:
ADOPTED:

ATTEST:

APPROVED AS TO FORM:

D. DANYIELLE SNIDER, CMC, City Clerk

PAUL EWERS, City Attorney



**Noel Boxing & Fitness Gym 1321 Karen Way Apt.
25 Fairbanks, Alaska 99709 Phone (907) 371-7403**

May 6, 2015

Honorable Mayor John Eberhart and Council Members
City of Fairbanks
800 Cushman Street
Fairbanks, Alaska 99701

Subject: Request for Space at City Hall, Youth Boxing Program

Dear Mayor and Council:

Please accept this letter as my introduction and request for basement space in City Hall.

My name is Jonathan Dunham. When the City first leased space to the Fairbanks Boxing Club in 1998, I was personally mentored and coached by the founder, Bill Fairbanks. Seventeen years later, I am in a position to give back to the youth of our community in the same way that I was blessed. While working at a large gym over the last six years, I have coached over 500 young boxers.

With the assistance of a grant writer, I am applying for a Division of Vocational Rehabilitation Grant, for which I am qualified, and a grant from CST. These grants will provide the seed money for sports equipment and monthly expenses. However, approval of these grants will require that I have located a space for the Boxing Club. I also have local funding opportunities, but these too depend on having a suitable space.

Like my own mentor, my goal is to reach out to at-risk youth and young adults. My formula is simple, and that is to require discipline, create pride and to provide rewards and recognition. I believe that I can make a difference in the "prison pipeline" that affects our disadvantaged youth. I hope to provide the sense of belonging through organized sports that many from lower economic backgrounds are denied.

Boxing Club members will be registered with USA Amateur Boxing, who will place them and the Club under their insurance policy, providing liability insurance of \$1,000,000.

I am respectfully requesting that the City grant a lease of the former boxing club space to Noel Boxing & Fitness Gym. I do understand that a lease can only be approved by the City Council. Please let me know if there is anything I can do to support this request. I have, for example, draft rules of conduct and school attendance that I would be happy to share. It is my hope that the City will rent to me on the same basis as the Boys & Girls Club. Thank you for considering this proposal.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jonathan Dunham', written over a blue horizontal line.

Jonathan Dunham
Noel Boxing & Fitness Gym

**ORDINANCE No. 5981
'EXHIBIT A'**

EXHIBIT 'B' TO ORDINANCE NO. 5981
DRAFT REAL ESTATE LEASE

THIS LEASE executed and effective this _____ day of _____, 2015, between THE CITY OF FAIRBANKS, a municipal corporation of the State of Alaska, with address of 800 Cushman Street, Fairbanks, Alaska, 99701, hereinafter called Lessor, and JONATHAN DUNHAM d/b/a NOEL BOXING & FITNESS GYM, with address 1321 Karen Way, Apt. 25, Fairbanks, Alaska 99709, hereinafter called Lessee;

WHEREAS, the City of Fairbanks, by Ordinance No. 5981 authorized execution of this lease of City-owned property identified below.

NOW THEREFORE, Lessor, in consideration of the rent hereinafter specified and of the mutual covenants and agreements herein expressed does lease that certain real property, including land and buildings, described as follows:

1. Lease of Premises. The Lessor leases to Lessee, and Lessee leases from Lessor, the real property located at Fairbanks, Alaska, more particularly described as follows:

1.1 Premises. A portion of 800 Cushman Street, Fairbanks, Alaska, located within Block 104, Fairbanks Townsite, known as "City Hall", containing 1,400 square feet, comprised of the following identified building area:

1.2 Basement. The basement area located in the "north west addition", with entry adjacent to Eighth Avenue, as indicated in Attachment 1.

2. Parking. The following parking is made part of this Lease:

2.1 Reserved Parking. Lessee shall have exclusive use of one designated parking space, located in the "rear" (west) parking lot of City Hall, as indicated in Attachment 2. Street parking is available for use, subject to regulatory signage.

3. Term. The term of this Lease shall be for two years, commencing on July 13, 2015, and ending at midnight on July 12, 2017.

3.1 Renewal. This lease may be renewed for an additional three years upon expiration of the original term, provided that Lessee requests such renewal in writing not less than forty-five days in advance of the termination date. Approval of this renewal request shall be at the sole discretion of the City Mayor.

4. Escape Cancellation. Lessee, upon 90 days advance written notice delivered to the address of Lessor, may cancel and terminate this lease, surrendering the premises in a neat and clean condition.

5. Rent. As compensation for use of the premises during the life of this lease and any extensions thereof, Lessee shall pay monthly its full pro-rata share of the utility expenses for City Hall. The Lessee's pro-rata share of utilities shall be computed as a portion of the total average monthly utility expenses for City Hall, allocated by the percentage of total building area

occupied by Lessee. For purposes of this lease, the pro-rated amount is **\$318.00 per month**. Rent is subject to increase or decrease upon annual review of actual utility expenses.

6. Renovation & Hazardous Materials. Should abatement of asbestos or other hazardous materials within the lease area become necessary during performance of any tenant renovations, the cost of such abatement shall be the responsibility of Lessee. Abatement of asbestos or other hazardous substances which must be performed as part of any renovation or occupancy of the premises shall be conducted in compliance with rules and requirements of the Alaska Department of Labor, Division of Labor Standards, OSHA, and the US Environment Protection Agency. Qualified, certified and competent workers, techniques, and notice and reporting requirements shall be used at all times. Abatement of asbestos or other hazardous substances shall be subject to review and approval by the Building Official and City Engineer. Any tenant renovations or modifications of the lease space shall first be submitted to the Mayor for review and approval at his discretion.

7. Condition. Lessee has inspected the premises, is familiar with its physical condition and accepts the premises in its "as-is" condition.

8. Permitted Uses. Lessee shall use the premises for the nonprofit business of youth boxing and fitness activities.

9. Prohibited Uses. Lessee shall not use or permit the use of the premises or any part thereof in violation of any applicable law, ordinance, regulation, or provision of this Lease. Overnight boarding is specifically prohibited.

10. Access and Security. Access to the lease area for all purposes shall be through the north entrance only, as shown in Attachment 1. Lessee shall be responsible for operation and security of the doors at this location. Lessee shall be responsible for keeping members or other users of Noel Boxing & Fitness Gym within the lease area.

11. Payment of Expenses Relating to the Premises.

11.1 Utilities. Lessee shall be responsible for payment of telephone, cable TV, and other privately contracted services as required by the utility provider. Lessee shall also pay a monthly fee to compensate for general utility usage as set forth in Section 5.

11.2 Maintenance. Lessee shall perform all routine interior maintenance associated with the leased premises proper, including but not limited to incidental replacement of light bulbs, repair of electrical and mechanical systems within the lease area, and general maintenance, keeping the premises in a clean and safe condition. In the event that Lessor performs maintenance or repairs under this section, whether at its election or upon request of Lessee, Lessee shall repay Lessor for the actual costs of materials and labor expended for same. Such charges shall not include indirect costs of Lessor's employees.

Lessor shall perform maintenance of the building exterior, roof, and walls, including mechanical and electrical systems beyond the leased area, exterior maintenance, and snow removal. Lessor shall also maintain sidewalks and grounds adjoining the leased premises. Lessee shall notify Lessor of hazards or safety concerns in the exterior common areas in a timely manner.

11.3 Janitorial and Garbage Collection. Janitorial and garbage service within the premises, if any, shall be provided by Lessee.

11.4 Taxes. Lessor is a municipality of the State of Alaska and is, therefore, exempt from property taxes. If taxes are levied against the leased premises by a governmental body while Lessor remains the owner of record, any such taxes shall be paid by Lessee.

12. Exculpation and Indemnity.

12.1 Exculpation of Lessor. Lessor shall not be liable to Lessee for any damage to Lessee or Lessee's property from any cause. Lessee shall bear all risk of loss as to all personal property of the Lessee, stored, or remaining on or near the premises, including without limitation, inventory, equipment, fixtures, and employees' personal effects.

12.2 Indemnity. Lessee shall defend and hold the Lessor harmless from all damages arising out of any damage or injury to any person or property occurring in, about, or on the premises, excluding exterior public areas.

12.3 Public Liability and Damage Insurance. Lessee at its sole cost shall at all times maintain public liability and damage insurance with a single combined liability limit of \$1,000,000 and insure against all liability of Lessee and its authorized representatives arising out of and in connection with Lessee's use or occupancy of the premises, excluding exterior public areas. All public liability insurance and property damage insurance shall insure performance by Lessee of the indemnity provisions provided herein. Lessor shall be named as an additional insured.

13. Prevention of Waste and Nuisance. Lessee shall not use the premises in any manner that will constitute waste, nuisance, or unreasonable annoyance to Lessor or the owners or occupants of adjacent properties. Violation or breach under this section shall be determined at the sole discretion of the Mayor.

14. Assignment and Sublease. Lessee shall not assign its rights under this Lease or sublet all or any portion of the premises without the prior written consent of Lessor. Consent shall be at the sole discretion of Lessor.

15. Liens. Lessee shall keep the premises free from any liens, including without limitation those liens arising out of any work performed, materials furnished, or obligations incurred by Lessee.

16. Consultation with Attorney. Lessee acknowledges that it has the right to review this Lease and all other documents relating to the Lease with its own attorney. Each party electing to have this Lease reviewed by an attorney shall bear the costs and expenses so incurred.

17. Destruction. If during the Lease term, the premises are totally or partially destroyed from any cause, rendering the premises totally or partially inaccessible or unusable, Lessee, at its election, may either terminate this Lease or restore the premises. Lessor shall have no duty to repair or restore the premises. If lessee elects to restore the premises, Lessee will have one hundred twenty (120) days in which to complete the repairs. If Lessee elects not to repair the premises, this agreement will terminate.

18. Right of Entry. Lessor, its agents and authorized employees shall have the right to enter the leased premises to examine it and to make repairs as Lessor may deem necessary or desirable during Lessee's business hours. All such entry shall be preceded by 24 hours

advance notice to Lessee, except that immediate entry shall be allowed in event of an emergency.

19. Default. Failure to occupy and operate the premises for 30 consecutive days or failure to perform any provision of this Lease shall constitute default by Lessee of this Lease. Upon Lessee's default, Lessor shall give Lessee ten days notice to cure the default. No default notice shall be deemed a forfeiture or a termination of this Lease unless Lessor so elects in the notice.

20. Notice. Any notice, demand, request, consent, approval, or communication that either party desires or is required to give to the other party or any other person shall be in writing and either served personally or sent by prepaid, first class mail, addressed to the other party at the address set forth in the introductory paragraph of this Lease. Either party may change its address by notifying the other party of the change of address.

21. Attorney's Fees. If Lessor brings or maintains an action for enforcement of any of the covenants, terms or conditions of this Lease, Lessee shall pay all costs incurred by Lessor for such action including attorney's fees in the event Lessee is found to be at fault.

22. Time of the Essence. Time is of the essence of each provision of this Lease.

23. Successors. This Lease shall be binding on and inure to the benefit of the parties and their successors.

24. Severability. The unenforceability, invalidity, or illegality of any provision shall not render the other provisions unenforceable, invalid, or illegal.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the date first written above.

LESSEE:
Noel Boxing & Fitness Gym

LESSOR:
City of Fairbanks

By: Jonathan Dunham
Title: Sole Proprietor

By: John Eberhart
Title: Mayor

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, CMC
City Clerk

Paul Ewers
City Attorney

(City seal)

ACKNOWLEDGMENT

THIS IS TO CERTIFY that on this _____ day of _____ 2015 the undersigned, a Notary Public for the State of Alaska, duly commissioned and sworn as such, personally appeared JOHN EBERHART, and D. DANYIELLE SNIDER, and that they acknowledged before me that they executed the same for and on behalf of The City of Fairbanks and under the authority of said municipal corporation so granted by the City Council, as their free and voluntary act and deed of said corporation.

IN WITNESS, I have set my hand and affixed my official seal on this _____ day of _____ 2015.

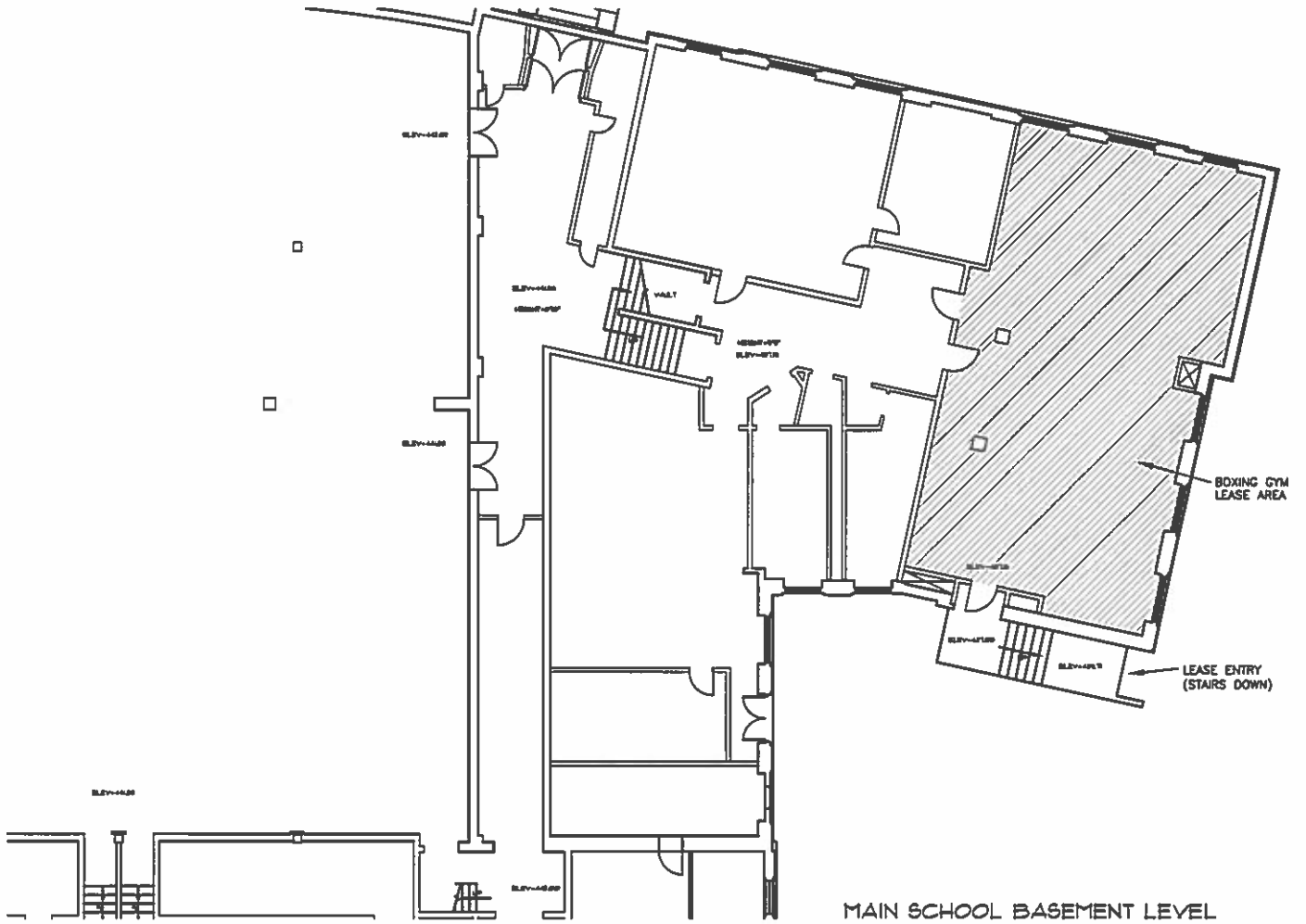
Notary Public
My Commission Expires: _____

ACKNOWLEDGMENT

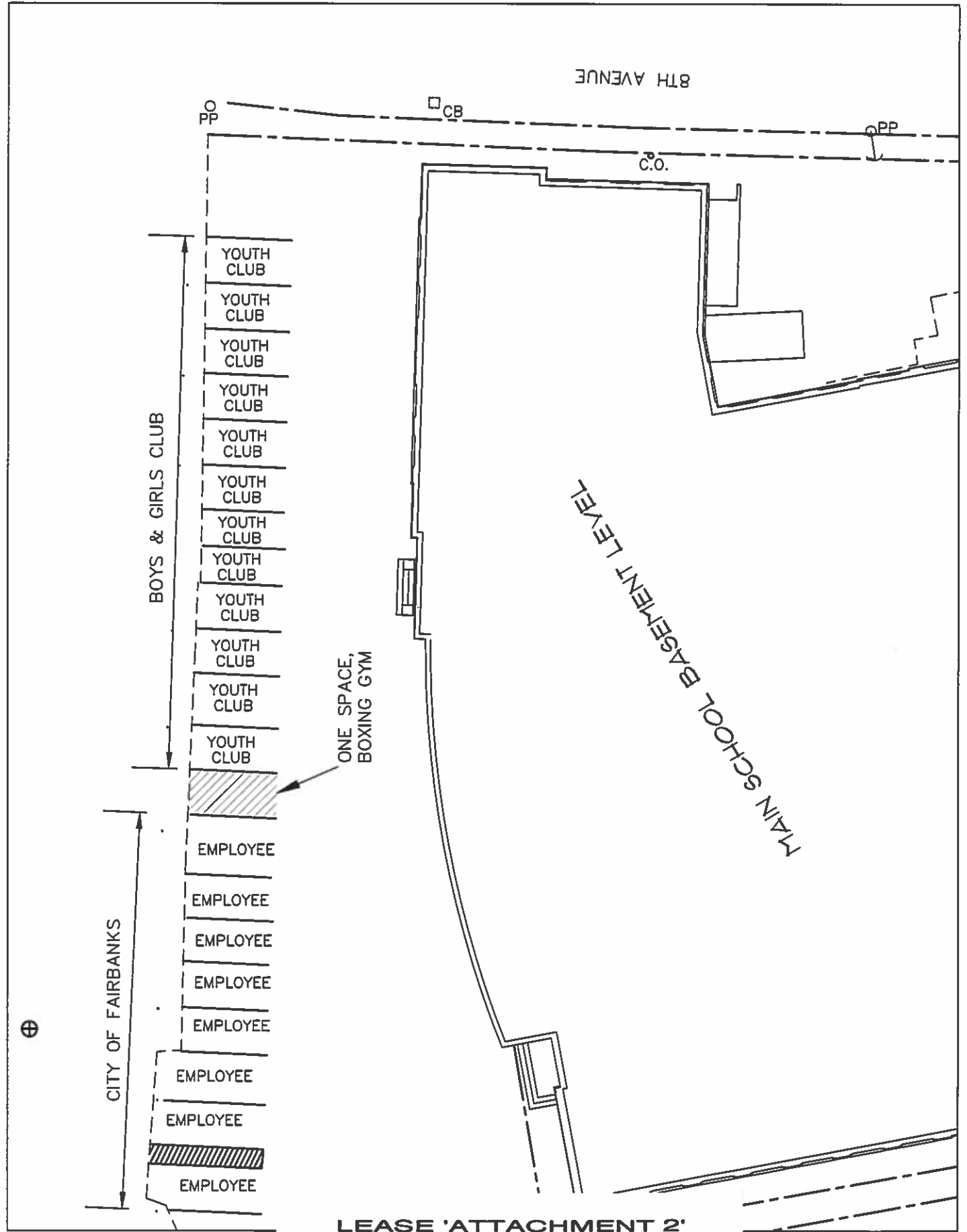
THIS IS TO CERTIFY that on this _____ day of _____ 2015 the undersigned, a Notary Public for the State of Alaska, duly commissioned and sworn as such, personally appeared **Jonathan Dunham**, Sole Proprietor, Noel Boxing & Fitness Gym., to me known to be the person described in and who executed the foregoing instrument and acknowledged to me that she/ he signed the same freely and voluntarily for the uses and purposes therein mentioned, having authority to do so.

IN WITNESS, I have set my hand and affixed my official seal on this _____ day of _____ 2015.

Notary Public
My Commission Expires: _____



LEASE 'ATTACHMENT 1'



City of Fairbanks



MEMORANDUM

To: City Council Members
From: John Eberhart, City Mayor *JE*
Subject: Request for Concurrence – Fact Finding Commission
Date: May 8, 2015

Seat E on the Fact Finding Commission, previously filled by Pat Doogan, Jr., has been vacant since his term expired on December 31, 2014. Mr. Doogan has not reapplied to continue service. I hereby request your concurrence to the nomination of the following member to fill the vacancy:

Seat E: Ms. Dianne Milke Term to expire: December 31, 2019

Ms. Milke's application and resume are attached.


Thank you.




dds/




FACT FINDING COMMISSION




BOARD DETAILS


 **OVERVIEW**

-  **SIZE** 5 Seats
-  **TERM LENGTH** 5 Years
-  **TERM LIMIT** N/A

The Fact Finding Commission shall assist the City Council in the investigation, collection, assessment, and analysis of any issue referred to the Commission where facts are in dispute or are unknown. It shall establish facts and issue findings to the City Council. Matters shall be referred to the Commission as the City Council and Mayor deem appropriate; and when so referred, shall be referred by motion with a description of the scope and issues requiring factual determination. The Factfinding Commission shall have the power to administer oaths, subpoena witnesses and compel the production of books, papers, and other relevant evidence. The Commission shall request the Mayor to issue subpoenas as required.

 **CONTACT**

-  Office of the City Clerk
-  (907) 459-6771
-  cityclerk@ci.fairbanks.ak.us

 **DETAILS**

BOARD/COMMISSION CHARACTERISTICS

The Fact Finding Commission shall consist of five members appointed by the mayor, subject to confirmation by the City Council; each member shall serve a five-year term. At least three members of the Commission shall be residents of the City. The Commission shall consist of two members who are experienced in the fields of law or judicial enforcement and three members from the public at large. Meetings are called when the subject matter warrants. The chairman is authorized to call meetings, or a majority of the members may require that a meeting be called.

MEETINGS

All meetings shall be open to the public, except that closed meetings may be held as provided by law. A majority of the Commission shall constitute a quorum; three affirmative votes shall be necessary to carry any question. Minutes shall be kept as a permanent record of all meetings and shall be filed in the Office of the City Clerk.

[Meeting Minutes](#)

ENACTING LEGISLATION

FGC 2-396 through 2-400; Ordinance No. 5963

ENACTING LEGISLATION WEBSITE

<http://bit.ly/1sG9Rfd>

JOINT COMMISSION DETAILS

N/A

EMAIL THE COMMISSION MEMBERS

factfindingcommission@ci.fairbanks.ak.us

Application Form

Status: on agenda

Profile

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

Dianne

First Name

Milke

Last Name

[Redacted]

Email Address

[Redacted]

Street Address

[Redacted]

Suite or Apt

Fairbanks

City

AK

State

[Redacted]

Postal Code

Mailing Address

[Redacted]

City Resident

Choose your residency status.

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

University of Alaska

Employer

Executive Assistant to the President

Job Title

Which Boards would you like to apply for?

Fact Finding Commission

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?

I have a growing sense of obligation to participate in local government and volunteer more in the city I've

called home for the past 26 years. The critical thinking, analytical, and sound judgement skills I have honed during my 35 year career in the legal field and education administration are assets I believe will contribute in a positive manner to the work of the commission. I have experience with discovery and investigations, appeals and grievances.

Brief Personal Biography (or attach resume):

See attached resume.

[Milke_Resume.pdf](#)

Upload a Resume

Professional Licenses/Training:

Certified Paralegal (CP), 1990; Advanced Certified Paralegal (ACP), 2015. AAS Paralegal Studies, University of Alaska Fairbanks, 2001.

DIANNE L. MILKE

[REDACTED]
[REDACTED]
[REDACTED]
Fairbanks, AK 99701

Experience

Executive Assistant to the President, University of Alaska; Fairbanks, AK — 2010-Present

Executive assistance to the president in all aspects of the administration, operation, and advancement of the University of Alaska System.

Assistant to the Chancellor, University of Alaska Fairbanks; Fairbanks, AK — 2006-2010

Executive assistance to the chancellor in all aspects of the administration, operation, and advancement of the University of Alaska Fairbanks.

General Counsel Office Manager/Paralegal, University of Alaska; Fairbanks, AK — 2005-2006

Legal, operational, and financial administration and paralegal support, facilitating administration of the legal affairs of the the University of Alaska System.

Certified Paralegal, Clapp, Peterson & Stowers, LLC; Fairbanks, AK — 2001-2005

Independent case management and trial work in employment law, medical and professional malpractice defense, product liability, and personal injury.

Secretary to the Director of Personnel and Labor Relations, Fairbanks North Star Borough School District; Fairbanks, AK — 1993-2001

Executive administrative support in quasi-judicial activities of the district, labor relations, employment and educational opportunity, and human resources.

Certified Paralegal, Birch Horton, Bittner & Cherot; Fairbanks, AK — 1989-1993

Discovery and trial management and support in large product liability litigation, personal injury, corporate, real estate, and family law.

Education

University of Alaska Fairbanks — AAS Paralegal Studies, 2001

Certifications

Certified Paralegal (CP), 1990; Advanced Certified Paralegal, 2015.

Committees

University of Alaska Fairbanks Paralegal Program Advisory Committee.



CLAY STREET CEMETERY COMMISSION
REGULAR MEETING MINUTES, APRIL 1, 2015
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA



The **Clay Street Cemetery Commission** convened at 5:00 p.m. on the above date to conduct a Regular Meeting at the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska, with Chair Bill Robertson presiding and with the following members in attendance:

Members Present: Dave Erickson, Seat A
Jevon Stone, Seat B
Anne Castle, Seat C

Absent: Frank Turney, Seat D
Cyndie Warbelow-Tack, Seat F (excused)
Kate Ripley, Seat G (excused)

Also Present: D. Danyielle Snider, Deputy City Clerk

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of March 4, 2015.

Ms. Castle, seconded by **Mr. Stone**, moved to APPROVE the Regular Meeting Minutes of March 4, 2015.

Chair Robertson called for objection and, hearing none, so ORDERED.

APPROVAL OF AGENDA

Chair Robertson requested that the following items be added to the agenda: Update on Kiosk and Financial Update.

No members objected to the changes to the agenda or to the approval of the agenda, as amended.

CITIZEN'S COMMENTS

Chair Robertson called for Public Testimony.

April Schumacher addressed the placement she made at an unknown site in the Clay Street Cemetery. She stated that photos of John Burnette cannot be found in local archives. She introduced Robert "Bobby" Burnette, great grandson of John Burnette. She guided the group through the research she has done on John Burnette and mentioned that much of the information came from Joanie Skilbred, local historian. She explained that she placed the items on that particular site at the cemetery because she was told by a relative of John Burnette that they

remember visiting the plot as a child. She stated that there was an infant named Myrtle Burnette that passed away on April 1, 1941. Ms. Schumacher stated that it was never her intention to break a law or be disrespectful by placing the items at the cemetery. She stated that she loves Fairbanks history and asked for the Commission's help in determining the exact location of John Burnette's remains.

Chair Robertson directed Ms. Schumacher to complete an Application for Placement and submit it to the Commission. He informed Ms. Schumacher that there will be some ground penetrating radar (GPR) analysis done in the summer. He indicated that the Commission will need as much evidence as possible in determining the exact location of John Burnette's remains.

Bobby Burnette passed around a photograph of his great grandfather and shared some information he had gathered from relatives about the John Burnette's life. He stated that he has lived in the area his whole life and has never had a physical place to mourn his great grandfather. Mr. Burnette stated that he has three grandsons of his own that now know of John Burnette and visit the cemetery with him. He stated that he obtained the photograph of John Burnette from a cousin in Anchorage and indicated that he has contact information for other family members who may have some information.

Ms. Castle stated that she does not doubt that John Burnette is buried in the cemetery, but added that the "where" is what is in question. She emphasized the importance of getting it right. She spoke to the GPR process and explained that the analysis only shows differences in densities. **Ms. Castle** stated that Joanie Skilbred has been doing research of the Clay Street burials for more than 10 years and commented that some educated guesses can be made by process of elimination. She indicated that the record keeping for the cemetery was very poor during the 1930's when John Burnette was supposedly buried there. She indicated that the undertaker's certificate is filed at the University of Alaska Fairbanks (UAF).

Chair Robertson spoke to placement rules at the cemetery and indicated that the Commission would try to work with Ms. Schumacher in regard to the research of John Burnette's burial.

Ms. Schumacher stated that she would feel badly if she mismarked a grave, but that she does not get the feeling that she did. She requested a copy of the Application for Placement. She stated that she would prefer to remove the Burnette cross herself if the Commission wants it removed.

Ms. Castle recommended that Ms. Schumacher contact Joanie Skilbred again to see if she can provide the number of or a copy of John Burnette's death certificate.

Ms. Schumacher indicated that she would like to get more involved and that she would be willing to help seek funding for the cemetery.

Clerk Snider stated that she would email a copy of the application.

UNFINISHED BUSINESS

- a) Update on Exhumation of Chief Nagita

Clerk Snider stated that there has been no movement by the City in regard to the transport of the remains from UAF to the cemetery. She stated that she would remove the item from the agenda until there was something to report or discuss on the issue.

b) Status on 2015 Marker Order and Submission of Marker Name List

Ms. Castle stated that she is still working on the list, since she now needs to include 15 sites in the Catholic section. She stated that she hopes to have a list compiled by the next meeting.

Chair Robertson commented that the Commission should do a thorough marker survey at the Clay Street Cemetery with photographs.

Ms. Castle stated that in the fall of 2013, she completed her own marker survey of the entire cemetery to show which sites have permanent markers. She stated that she did not take photos.

c) Update on Headstone Replacement for Private John White

This agenda item was intentionally skipped due to the absence of Mr. Turney.

d) Update on Kiosk

Chair Robertson stated that he recently met with Robert Hull, a member of the Boy Scouts Council, and Kyle Williams, the Eagle Scout who will be involved with the kiosk project. He stated that they discussed the ideas and vision for the kiosk and indicated that he tasked them with visiting the cemetery to see what the current kiosk looks like.

Members discussed problems with the existing kiosk and plexi-glass and ideas for the new display and maps.

Chair Robertson spoke to Jack Wilbur's involvement at the cemetery, including his work in designing the new gate. He stated that Mr. Wilbur may be a good engineering resource for the design and construction of the new kiosk.

Eagle Scout Kyle Williams arrived at the meeting. He discussed his ideas for design of the new kiosk with the Commission.

Mr. Stone spoke to the approval process of the Eagle Scout project by the Scout Council. He explained that everything including the material list must be approved before Kyle can present his design to the Commission.

NEW BUSINESS

a) Draft Letter to Groups/Organizations Affiliated with the Cemetery

Chair Robertson stated that he is still waiting for some contact information for various groups before he drafts a letter. He suggested that a thank you letter be sent to Usibelli for their donations. He handed Clerk Snider a draft and requested that she edit the document and have

Mayor Eberhart sign it. He stated that the Commission should have enough funds to cover the cost of bases for all the markers that are currently in the shed at the cemetery and indicated that he is confident another group will donate enough funds to cover the markers that are being ordered.

b) Fred C. Jackson Marker

Ms. Castle stated that the Fred Jackson marker is the one that fell and broke apart. She stated that the base for the marker either needs to be repaired or replaced.

Chair Robertson stated that he will ensure that the base is fixed.

c) Marker Maintenance

Ms. Castle stated that there are a number of markers that have fallen and need to be reset and other miscellaneous repairs that need attention. She suggested that it may be a good idea to start making a list of repairs that need to be done.

d) Financial Update

Chair Robertson stated that the financial update was just for the Usibelli check he gave to Clerk Snider to deposit into the Clay Street Cemetery Commission account. He stated that he would make sure the City delivered dirt or sand materials for setting the stones.

NEXT MEETING DATE

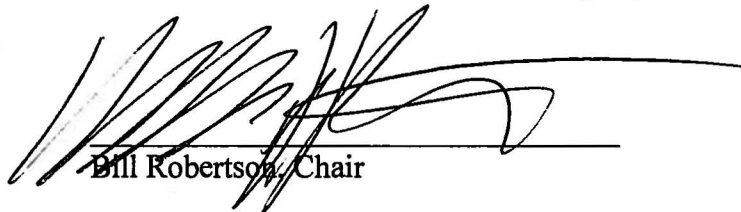
The next Regular Meeting of the Clay Street Cemetery Commission is scheduled for May 6, 2015.

ADJOURNMENT

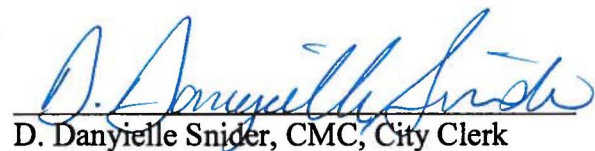
Ms. Castle, seconded by **Mr. Stone**, moved to ADJOURN the meeting.

Chair Robertson called for objection and, hearing none, so ORDERED.

Chair Robertson declared the meeting adjourned at 6:10 P.M.



Bill Robertson, Chair



D. Danyielle Snider, CMC, City Clerk

Transcribed by: DS