



Hayden Nevill – Mr. Nevill expressed appreciation to the FDC for its work at the last meeting in making recommendations on Ordinance No. 6093. He stated that the FDC recommended that there be no religious exemption in the ordinance but that two City Council Members really want an exemption. He stated that five of six City Council Members have indicated that they can support some new religious exemption language, and Mr. Nevill stated that the FDC could add its support to that new language. He indicated that it is not the goal to take away someone’s religious liberties. He expressed hope that the ordinance would be amended on February 25 before it is voted upon. Mr. Nevill spoke to the number of employees listed in the ordinance that serves as the threshold for application of the ordinance. He stated people are questioning why the number of employees is 15, and he explained that the number used in the federal law. He stated that Alaska cares about taking care of people, and he recommended that the number of employees be dropped to 1. Mr. Nevill briefly discussed the “Murphy Exemption” which Alaska has not adopted.

**Mr. Rucker** and **Ms. Rogers** expressed support for recommending that “15” be changed to “1”. **Ms. Rogers** stated that the City Council has spent a great deal of time discussing the religious exemption, but not much discussion has been given to the issue of the number of employees.

**Ms. Thomas** expressed concern that the ordinance would not protect those with a criminal background who are seeking housing. **Ms. Rogers** stated that she is not sure whether that issue can be wrapped into this particular ordinance, but it could be a next step. She stated that she was raised on a value of unconditional love and inclusion, and she validated Ms. Thomas’ concerns.

**Ms. Thomas** expressed concern with reducing the number of employees. Mr. Nevill stated that he does not believe it would be useful if the number stayed at 15, but he would be satisfied with 4.

**Vice Chair Jackson** expressed her belief that no one should feel like a second-class citizen in the Golden Heart Community. She stated that her preference would be to go with 1.

Travis Cole, former FDC Member – Mr. Cole stated that he just wanted to stop by to see what was happening with the FDC.

Hearing no more requests for comment, **Vice Chair Jackson** declared Citizens’ Comments closed.

**Ms. Slayton** asked whether the FDC should change their recommendation to the City Council; she commented that the number of employees should be zero.

**Ms. Harriger** stated that it makes sense to provide an additional recommendation to the City Council. She spoke to FDC member presence at the February 25 City Council meeting. **Ms. Rogers** spoke to the importance of face-to-face contact with the City Council.

Members discussed whether to provide an additional recommendation and, if so, how to go about providing the recommendation.

**Ms. Harriger**, seconded by **Mr. Walters**, moved to make a written recommendation to the City Council to amend Ordinance No. 6093 to state that any employer is subject to the ordinance regardless of the number of employees.

**Mr. Rucker** stated that, in looking at the issue more pragmatically, he could see the change causing upheaval, especially with small employers. He stated that it may be best to try to get

something adopted, then try to improve upon it later on. **Ms. Thomas** expressed agreement with Mr. Rucker.

**Ms. Slayton** stated that this is only a recommendation to the City Council, and the City Council will make the final decision. **Mr. Lee** stated that the FDC should speak on behalf of those in the community in regard to diversity. **Vice Chair Jackson** stated that the FDC should represent all groups in the community.

**Ms. Harriger** suggested injecting some language into the recommendation that would indicate the FDC's awareness of the political situation. She stated that the motion proposed is straightforward, and she wondered whether it should be softened with a statement to show that the FDC is aware that a compromise may be necessary.

**Mr. Rucker** stated that he has been swayed by what the FDC stands for versus what may be politically appropriate. He stated that it is difficult when politics are involved, but it is the FDC's job to help model what it believes Fairbanks should be.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO MAKE A WRITTEN RECOMMENDATION TO THE CITY COUNCIL TO AMEND ORDINANCE NO. 6093 TO STATE THAT ANY EMPLOYER IS SUBJECT TO THE ORDINANCE REGARDLESS OF THE NUMBER OF EMPLOYEES AS FOLLOWS:

YEAS: Rucker, Nace, Walters, Slayton, Harriger, Jackson, Greenlaw

NAYS: Thomas, Nuss, Lee

**Vice Chair Jackson** declared the MOTION PASSED.

**Ms. Slayton** asked how the change would be presented to the City Council since it differs from the original FDC recommendation. Clerk Snider stated that she could provide the FDC's original recommendation by way of Resolution No. 2019-01 to the City Council and attach the change approved by the FDC.

### CALENDAR OF EVENTS

**Ms. Harriger** shared that there will be a talk about land acknowledgements on Friday, February 22 at 6:30 p.m. at the Morris Thompson Cultural & Visitors Center.

**Mr. Greenlaw** asked how to go about including land acknowledgements as part of the FDC meeting format. **Ms. Harriger** stated that she plans to learn a lot at the February 22 event, and she does not have any expertise to offer at this time.

**Mr. Walters** shared that the celebration of the Chinese New Year is coming up at UAF.

**Ms. Rogers** requested that the Clerk email information to the FDC about "Coffee with a Cop" events.

**Mr. Rucker** stated that today was the closing of the school district's Black History Month contest; he stated that so far there have been over 300 art and essay submittals. He stated that on February 19, the School Board will be discussing hiring data, and later in February the National Coalition Building Institute will provide training to help build stronger coalitions in the community.

**Mr. Lee** stated that the Fairbanks Housing and Homeless Coalition will hold their symposium on February 27 from 8 a.m. – 5 p.m. at the Westmark Hotel.

### **APPROVAL OF PREVIOUS MINUTES**

a) Regular Meeting Minutes of January 8, 2019

**Mr. Walters**, seconded by **Mr. Lee**, moved to APPROVE the minutes. There was no objection.

### **HUMAN RESOURCES REPORT**

**Ms. Foster-Snow** stated that she had wanted to answer **Ms. Matesi's** questions brought up under Citizens' Comments, but **Ms. Matesi** had to leave the meeting early. **Ms. Foster-Snow** stated that one of the new-hires at FPD is a Hispanic male, and the other is a female. She shared that they will both begin the policy academy in Sitka on February 28. In response to the question about whether any FDC members served on the hiring panel, she stated that the Human Resources Office does not have a role in the FPD hiring process. **Ms. Foster-Snow** listed the current vacancies at the City of Fairbanks: an Engineer I (entry level) position, a Structural Inspector (Engineer III) position, and an Accounting Specialist position. She stated that the Fire Department may also soon be recruiting more firefighters. She stated that she is happy to answer any questions from the FDC.

**Vice Chair Jackson** asked members whether anyone had the opportunity to participate in the last round of hiring at the FPD. No one replied affirmatively. She asked whether it is something new that the HR Department is not offering hiring support to the FPD; she asked whether there is an independent HR Department. **Ms. Foster-Snow** stated that there was a change in the hiring procedure with the new administration, and her office has not had a lot to do with police hiring since quickly after the election of Mayor Matherly. She stated that her office does collect applications for the FPD and forwards them to the Police Department. **Vice Chair Jackson** stated that the approved Diversity Action Plan (DAP) states that FDC members will be invited to participate in key public safety and supervisory City employment interviews. She stated that she would like Chief Jewkes to address what is being done at the department to improve community relations. **Vice Chair Jackson** stated that the DAP also tasks the FDC with supporting the FPD through police-related events and initiatives as they relate to community-oriented policing. She stated that there are many things stated in the FPD that are ongoing and are not being addressed. **Ms. Foster-Snow** stated that she cannot speak for Chief Jewkes, and he should have the opportunity to answer questions from the FDC.

**Ms. Slayton** asked whether an FDC member would have the opportunity to ask questions at FPD interviews. **Vice Chair Jackson** stated that in her experience, the questions were already prepared for the panel to ask. **Mr. Walters** stated that panelists were permitted to ask follow-up questions. **Ms. Foster-Snow** stated that follow-up questions are permitted for clarification, but no new questions are allowed unless each applicant is given the same question. She stated that the goal is to be consistent and create a level playing field for all applicants.

**Mr. Lee** stated he believes the former administration made changes to promote transparency. He stated that it was cool to be a part of that process. He stated that now the FDC is no longer a part of the process, and he likened it to a "good ole boys club". He stated that the FDC should ask



Mayor Matherly some questions about the FPD hiring process. He stated that the FDC should not gloss over the reasons why it was originally formed.

**Ms. Harriger** asked Ms. Foster-Snow whether the City HR Department covers the FPD as it relates to HR services. **Ms. Foster-Snow** replied affirmatively. **Ms. Harriger** asked Ms. Foster-Snow to verify that the HR Department is not involved in the hiring process at FPD after applications are received; **Ms. Foster-Snow** confirmed that is the case. **Ms. Harriger** asked Ms. Foster-Snow whether the City HR Department provides ongoing services to FPD employees after the hiring process is complete; **Ms. Foster-Snow** replied affirmatively.

**Mr. Rucker** asked whether the interview process and selection of candidates is done outside of the purview of the HR Department. **Ms. Foster-Snow** replied affirmatively. **Mr. Rucker** spoke to the importance and benefit of someone from the outside participating in the hiring process. **Ms. Foster-Snow** again stated that she would like this to be discussed with Mayor Matherly and Chief Jewkes. She stated that she is in a difficult position, and the Mayor has the ultimate hiring authority at the City. She stated that it is her job to support the administration.

**Vice Chair Jackson** stated that if the process has changed or if the DAP has changed, it has not been clearly communicated to the FDC. She stated that she would like an explanation of why the FDC has been removed from the FPD hiring process if that is the case. **Ms. Rogers** stated that the City Council would need to be informed of such a change, and the FDC would need to update the DAP if there has been a change; she spoke in support of hearing from Mayor Matherly and Chief Jewkes in regard to the issue. **Vice Chair Jackson** clarified that no official change has been made to the DAP; she stated that the DAP is simply not being followed in that area.

**Mr. Lee** reported that he heard it stated that the FDC members could still participate in supervisory position interviews, but not in FPD interviews. He acknowledged the difficult position Ms. Foster-Snow is in. **Vice Chair Jackson** stated that there are other items the FDC would like Chief Jewkes to report on, and she is hopeful he will be able to attend the next meeting.

**Mr. Rucker** stated that there have been some serious questions raised at the meeting, and he would like to make sure there is an understanding that the FDC supports the new FPD recruits.

**Ms. Foster-Snow** shared that the FPD entered into an agreement with a victim's advocate; she stated that they are housed at the Police Department, and they are currently specializing in major crimes involving violence. She stated that she feels this is a positive step. She announced that Chief Jewkes will be retiring at the end of April, and she is working on a hiring timeline for a new Chief of Police. She stated that she would like to have candidates for the position come before the FDC to answer questions. She reminded FDC members that the City Council does not get involved in personnel matters.

**Ms. Rogers** stated that Ms. Foster-Snow is very knowledgeable about her job, and it is not the role of the City Council to be involved with personnel matters. She recommended that the FDC review the DAP to see if changes need to be made to be more in line with current practices.

### **DIVERSITY TOPIC OF THE MONTH**

- a) List of Potential FDC Diversity Topics of the Month for 2019 (informational only)

**Vice Chair Jackson** referenced the list provided in the packet and spoke to how the list of topics came about. She stated that the DAP is in need of updating. She tasked FDC members with reviewing the DAP and the list of diversity topics of the month and coming back to the next meeting with a list of the top three items each member believes should be a focus in the next year. She stated that she and Second Vice Chair Harriger discussed the idea of holding an annual strategic planning meeting or work session to realign the FDC. **Vice Chair Jackson** stated that each member's input is valuable, and discussion items should be decided as a group. She stated that she has requested that the Clerk update the DAP as to the status of items that have been tasked to the FDC. She requested that members email information to the Clerk prior to the next meeting.

## **NEW BUSINESS**

- a) Emergency Services Patrol (ESP) Statistics, Presented by Chief of Staff Mike Meeks

**Ms. Foster-Snow** stated that Mr. Meeks had a family emergency and could not be present. She stated that she has the handouts and can present on Mr. Meeks' behalf if the FDC wishes. She explained that the ESP data has been collected by the City Dispatch Department, and there seems to be more contact with folks during summer months. She distributed handouts to members to include data on service patrol calls from 2014 – 2018 and guests served by The Sobering Center in 2018 and 2019. **Ms. Foster-Snow** stated that the contractor is Securitas, and the contract is funded by the City, the Fairbanks Downtown Association, and donations from private individuals and businesses. She stated that when patrol personnel is not busy on active calls, they are to perform foot patrol services in the downtown area. She stated that there has been some concern in the community that the ESP vehicle is not well-marked, and she shared that the issue is being addressed. She shared that the ESP is a program that is regulated by the State of Alaska.

## **FDC COMMITTEE REPORTS**

- a) List of Committees & Members

**Vice Chair Jackson** stated that there are some committees in need of a chair, and members may serve on multiple committees. **Ms. Slayton** shared that no one aside from her attended the last Education/Outreach committee meeting.

**Vice Chair Jackson** asked if there is a current chair of the Policies & Procedures Committee. Clerk Snider stated that Marna Sanford was the chair of that committee, but she has since resigned from the FDC. **Ms. Foster-Snow** stated that she thought Mr. Walters had indicated interest in chairing that committee. **Mr. Walters** stated that he would be willing to organize the next meeting.

**Ms. Harriger** stated that there are standing committee meetings, but not necessarily an agenda for the meetings. She asked whether that approach makes sense or whether there should be a strategy session to identify things that need to be worked on. **Vice Chair Jackson** stated that the Accessibility Committee does have an agenda, but it would be good to address committee tasks as they relate to the DAP.

**Mr. Walters** stated that it may be best to for him to meet with Ms. Foster-Snow and discuss planning before setting a Policies & Procedures Committee meeting.

**Ms. Slayton** asked if every member is assigned to a committee. **Vice Chair Jackson** requested that those who are not assigned to a committee contact the Clerk to indicate which committee(s) they are interested in joining.

### **FDC MEMBERS' COMMENTS**

**Mr. Greenlaw** thanked Mr. Nevill for all the useful input.

**Mr. Walters**, for the benefit of Ms. Matesi whose testimony made mention of the FPD filming contract, stated that the FDC sent a letter to the City Council expressing concerns about the contract. He stated that he hopes to have an Open Meetings Act refresher class at an upcoming FDC meeting. He thanked Mr. Nevill and City staff for attending all the evening and morning meetings relating to Ordinance No. 6093.

**Ms. Nace** stated that she will be graduating in May and will be heading to college. She stated that she is unsure of how to resign from the FDC and whether she should begin searching for another student to recommend for her replacement. Members encouraged Ms. Nace to give a recommendation on someone to replace her.

**Ms. Foster-Snow** thanked FDC members for their support and understanding.

**Ms. Thomas** lightheartedly stated that there is a special day is coming up – her birthday on February 16.

**Ms. Nuss** thanked the citizens who show up to give comment to the FDC.

**Mr. Lee** stated he prays that the FDC stays relevant and meaningful as a body.

**Mr. Rucker** stated he had no comments.

**Ms. Rogers** thanked Ms. Foster-Snow for “pinch-hitting” and stated that she is a core part of everything the FDC does. **Ms. Rogers** stated that the City Clerk is core to not only the FDC, but to other activities and meetings. She stated that to have such wonderfully-experienced people working together is advantageous.

**Ms. Slayton** thanked everyone who is putting in time on Ordinance No. 6093. She agreed with Ms. Rogers’ comments in regard to City staff. She wished everyone a Happy Valentine’s Day.

**Ms. Harriger** extended her thanks to the FDC and to the public who attended. She stated it would be wonderful if everyone showed up at the February 25 City Council meeting to support Ordinance No. 6093. She stated that this meeting has been the best turnout of FDC members she has seen.

**Vice Chair Jackson** stated that another action item in the DAP is to encourage citizens to apply for service on the FDC. She shared that she and Ms. Harriger have requested to the Mayor to be a part of the review process for new applications. She stated that the FDC is missing representation from some key groups in the community. She stated that the FDC exists for the greater good of the community. She thanked members for attending the meeting, and she thanked Mr. Nevill for his efforts and for being a champion for Ordinance No. 6093. **Vice Chair Jackson** stated that she appreciates the staff support the City provides. She directed members to email her, the Clerk, Ms.

Foster-Snow, or Ms. Harriger if there are items they feel need to be addressed on the agenda. She stated that there was a recent item added to the regular agenda to hear updates from representatives of the City Council, the school district, indigenous people, the Fairbanks North Star Borough, and the military.

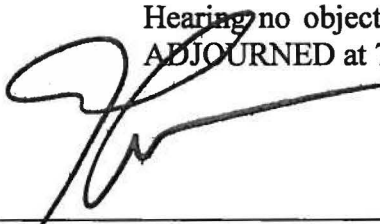
**MEETING DATES**

- a) Next Meeting Date, March 12, 2019

**ADJOURNMENT**

**Ms. Slayton**, seconded by **Mr. Rucker**, moved to ADJOURN the meeting.

Hearing no objection, **Vice Chair Jackson** declared the meeting  
ADJOURNED at 7:48 p.m.



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Jim Matherly, Mayor/Chair



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D. Danyelle Snider, CMC, City Clerk

Transcribed by: DS