



# ASSEMBLY HUMAN RESOURCES COMMITTEE AGENDA

December 15, 2025 at 4:45 PM

Centennial Hall/Zoom Webinar

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

101 Egan Dr. Centennial Hall Ballroom 3

***Regular Assembly HRC Meeting will run from 4:45pm - 5pm followed by the Full Assembly as HRC for Joint Meeting with the Systemic Racism Review Committee***

**A. CALL TO ORDER**

**B. LAND ACKNOWLEDGEMENT**

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

**C. ROLL CALL**

**D. APPROVAL OF AGENDA**

**E. APPROVAL OF MINUTES**

1. 2025-11-17 Assembly HRC Meeting Minutes - Draft

**F. AGENDA TOPICS**

1. Juneau Commission on Aging (JCOA) Annual Report

**G. NEXT MEETING DATE** January 12, 2026 at 5:00pm

**H. ADJOURNMENT**

ADA accommodations available upon request: Please contact the Clerk's office 36 hours prior to any meeting so arrangements can be made for closed captioning or sign language interpreter services depending on the meeting format. The Clerk's office telephone number is 586-5278, e-mail: [city.clerk@juneau.gov](mailto:city.clerk@juneau.gov).



# Assembly Human Resources Committee Minutes - **DRAFT**

November 17, 2025 at 5:00 PM Centennial Hall/Zoom Webinar

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**A. CALL TO ORDER** – HRC Chair Kelly called the Assembly Human Resources Committee to order at Centennial Hall & Zoom at 5:00 p.m.

**B. LAND ACKNOWLEDGEMENT** - ready by Assemblymember Hall

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

**C. ROLL CALL**

**HRC Members Present:** HRC Chair Paul Kelly, Christine Woll, Maureen Hall & Nano Brooks

**HRC Members Absent:** None

**Staff/Others Present:** Deputy Municipal Clerk Di Cathcart, Municipal Clerk Breckan Hendricks, Tech Clerk Kevin Allen, and Mayor Beth Weldon

**D. APPROVAL OF AGENDA** - agenda approved as presented.

**E. APPROVAL OF MINUTES** - minutes approved as presented.

1. **2025-09-22 Assembly HRC Minutes - Draft**

**F. AGENDA TOPICS**

1. **Douglas Advisory Board (DAB) Annual Report**

Committee members reviewed the Douglas Advisory Board (DAB) annual report, had no questions for the board and thanked DAB for their work.

**MOTION:** by Assemblymember Hall to accept the Douglas Advisory Board annual report and asked for unanimous consent. *Hearing no objection, motion passed.*

2. **Parks & Recreation Advisory Committee (PRAC) Annual Report**

HRC members reviewed the Parks & Recreation Advisory Committee's annual report and had some questions for the PRAC. Unfortunately, the PRAC Chair, Ryan O'Shaughnessy, was unable to attend the meeting; Clerk staff will forward those questions to the Chair as well as invite him to the January HRC meeting.

Ms. Woll wanted to know if Parks & Recreation had seen any push back from the community or the Douglas Neighborhood now that the Treadwell Disc Golf course is installed and in use. Ms. Woll also requested an update on how it is going for the department and the PRAC since the consolidation of the various Parks &

Recreation Advisory Boards (Treadwell Arena Advisory Board, Aquatics Board, & Jensen-Olson Arboretum Board).

Ms. Hall asked for clarification if Pickleball was on hold at Marie Drake Gym.

**MOTION:** by Assemblymember Woll to accept the Parks and Recreation Advisory Committee annual report and asked for unanimous consent. *Hearing no objection, motion passed.*

### 3. Juneau Commission on Sustainability (JCOS) Annual Report & Appointments

Per [Resolution 2755](#), the Commission shall be comprised of nine members appointed by the Assembly, plus one liaison from the Assembly and one from the Planning Commission. The liaisons shall not have the power to vote and shall not be counted in determining whether a quorum of the Commission is present. Membership shall reflect environmental, social, economic and governmental perspectives, unified by the common interest in sustainability.

Committee members reviewed the Juneau Commission on Sustainability (JCOA) annual report, had no questions for the board and thanked JCOS for their work.

**MOTION:** by Assemblymember Brooks to accept the Juneau Commission on Sustainability's annual report and asked for unanimous consent. *Hearing no objection, motion passed.*

#### **CURRENT JCOS ROSTER**

There are currently three seats for terms beginning immediately and ending June 30, 2028; incumbents, Marian Call and Nick Waldo, have reapplied, as well as one member of the general public.

**MOTION:** by Assemblymember Woll that the Assembly Human Resources Committee forward to the full Assembly for approval, the reappointment of **Marian Call** and **Nick Waldo** and the appointment of **Ariel Hasse-Zamudio**, all to terms beginning immediately and ending June 30, 2028 to the Juneau Commission on Sustainability and asked for unanimous consent. *Hearing no objection, motion passed.*

### 4. Juneau Commission on Aging Appointments

Per [Resolution 2944](#); the JCOA shall consist of nine voting members appointed from the general public. Members shall be appointed to staggered two-year terms. The assembly shall appoint members from a diverse population of people with knowledge of issues relating to aging or with expertise on health, housing, transportation, finances, insurance, and other areas of concern for seniors in Juneau. At least five public members shall be 65 years of age or older. Four public members shall serve without restriction as to age.

#### **CURRENT JCOA ROSTER**

There are currently four seats up for action on the Juneau Commission on Aging, two general public seats for unexpired terms ending December 31, 2025. Since these are within 6-months of the terms ending, HRC members can appoint the applicants to finish the unexpired terms and fill the full 2-year terms, which run from January 1, 2026 to December 31, 2027; as well as two 65+ seats up for full terms running January 1, 2026 to December 31, 2027.

**MOTION:** by Assemblymember Hall that the Assembly Human Resources Committee forward to the full Assembly for approval, the reappointment of **Linda Kruger** and **Diane Kyser** to the Juneau Commission on Aging 65+ seats for full terms running January 1, 2026 to December 31, 2027 and the appointments of **Rhonda Ward** and **John Brett** to general public seats on the Juneau Commission on Aging for unexpired terms

beginning immediately and ending December 31, 2025 and to full terms beginning January 1, 2026 and ending December 31, 2027 since the partial terms are within 6-months of ending, and asked for unanimous consent.

**Hearing no objection, motion passed.**

**5. Juneau Economic Development Council (JEDC) Board Appointments**

Per [Resolution 2136](#) (JEDC) Board Members serve staggered three-year terms and may serve two consecutive terms. Article Four, Section 2, Paragraph E, of JEDC Bylaws, states:

*“The JEDC shall publish notice of vacancies on the JEDC Board of Directors. The JEDC Board or a recruitment committee will review and may interview candidates for the JEDC Board of Directors. The JEDC Board will forward the names of recommended candidates to the CBJ Assembly. The CBJ Assembly will appoint JEDC board members.”* The JEDC applicants are included in the Human Resources Committee packet along with a memo from JEDC Executive Director Brian Holst outlining the process and recommendation.

**MOTION:** by Assemblymember Brooks that the Assembly Human Resources Committee forward to the full Assembly for approval the appointment of **Melissa Beedle** and **James Greene** both to At-Large seats and the reappointment of **Trenton English** to an Organized Labor seat, all to full terms on the Juneau Economic Development Council Board beginning immediately and ending October 31, 2028 and asked for unanimous consent. **Hearing no objection, motion passed.**

**6. Setting Dates for Empowered Board Interviews: Bartlett Regional Hospital Board & Planning Commission**

Committee members discussed dates for the Planning Commission and Bartlett Regional Hospital Board interviews/appointments; December 17th was the preferred date to hold interviews. Chair Kelly will bring December 17th & 18th to the full Assembly for final date setting.

**G. STANDING COMMITTEE TOPICS-FOR DISCUSSION AS MEETING TIME ALLOWS**

**1. Discussion on Boardmembers Serving Past Term End Date & Vacancies on Empowered Boards**

Included in the packet is [Resolution 2686](#) Advisory Rules of Procedure and [Resolution 2986](#) Assembly Rules of Procedure for reference. Clerk staff added this topic to the January Assembly HRC meeting for further discussion.

**H. STAFF REPORTS** - None

**I. COMMITTEE MEMBER COMMENTS** - None

**J. NEXT MEETING DATE** December 15, 2025 at 5pm, Centennial Hall/Zoom

**K. SUPPLEMENTAL MATERIALS** - None

**L. ADJOURNMENT**

With no further business to come before the committee, meeting adjourned at 5:31 p.m.



## Juneau Commission on Aging Annual Report to the City and Borough of Juneau Assembly December 2025

The Juneau Commission on Aging (JCOA) is charged with advising the Assembly on matters related to seniors. Seniors over 55 now comprise **30% of Juneau's population**. Juneau's elders buy goods and services, volunteer extensively, and provide support to family members in our community. Many are retired with good benefits, contribute significantly and have a desire to remain in our community while contributing to its well-being. To focus our efforts effectively, the JCOA identified three priorities to support for 2025 – 1) AARP Age Friendly Juneau Community Planning, 2) Recreation and Wellness, and 3) Age Friendly Housing.


*"We need to challenge outdated stereotypes and attitudes about getting older and spark new solutions that help people live better as they age. Today more people are embracing age as a period of continued growth and finding purpose in their lives." Former AARP CEO Ann Jenkins*

After analyzing the data from the most recent CBJ Senior Survey, JCOA also began to focus on aging as a natural process that effects everyone with more robust community outreach via presentations to local organizations, monthly slots on KTOO Juneau Afternoon, contributing "Senior Moments" editorial regularly and via our website highlights: <https://juneau.org/clerk/boards-committees/jcoa>.

### Juneau Commission On Aging 2020 Senior Survey Findings

**Seniors are healthier and better off than in previous survey years:**

- 28.7% of Juneau residents are 55 and older\*\*
- 84% own their own homes and pay taxes
- 80-90% (depending on age) drive their own cars
- 63% volunteer in the community
- 95% over 65 have Medicare Insurance
- 66% over 65 have State of Alaska Retirement
- 40% have Long Term Care Insurance
- 42-46% (depending on age) take continuing education classes (UAS/CS)
- 72 – 84% (depending on age) recreate weekly (walking, hiking, swimming, biking, gyms, skiing)



\*\* AKDOL has updated this figure to 30% in 2023

### Priority 1: Sustainable, Age-Friendly Community Planning.

*"Master planning is a valid and necessary first step to creating a unified vision that is then represented in the CBJ's budget. Our city's amenities continue to be grossly undervalued in economic terms, as well as having impact on the city's population, school enrollment, demographics, socioeconomic status, employment, business-friendliness, etc. Juneau has a ton to offer and with investments in recreation and community amenities, could attract the households, workers, and tax base we need". John S. Juneau Age 35*

Age-Friendly Community Planning was developed by the World Health Organization and adopted by the AARP to provide mechanisms to gauge community livability. The CBJ joined the *Age-Friendly Network* in 2023 and was recently recertified to 2028. This planning tool looks at eight (8) domains of "livability" that make a community viable for *all ages*, as well as how to successfully age in place. It uses observable, measurable factors that allow comparability with other communities, as well as determining areas for improvement.

***The JCOA, in collaboration with AARP completed the Juneau AARP Age-Friendly Community plan and recommends consideration of these planning components within the scope of the CBJ Comprehensive Plan. Our plan is a) driven by data b) in alignment with community values, and c) helps Juneau be more "livable" for people of all ages. JCOA members are also participating in various workshops and events in support of the comprehensive planning process to ensure Juneau seniors are well represented. See attached Plan.***

Aging! So cool, everyone is doing it!



## Juneau Commission on Aging Annual Report to the City and Borough of Juneau Assembly December 2025

### Priority 2: Promoting community wellness, safety and healthy aging *for all ages* with a Senior Community Center.

*“I’m 73 years old and I’ve lived in Juneau since 1978. I started playing pickle ball about 5 years ago... and it really helps my physical and mental coordination. Roughly half of the people I play with are seniors but at least half are middle age people and high school students. It’s a great venue for intergenerational activity... more people would play if there were more playing times available regularly”. Mary Alice M, Juneau Age 73*



The JCOA continues to actively promote the concept of a CBJ Senior Community Center using the Marie Drake Complex to provide recreational opportunities, wellness classes, informational courses, as well as collaborating with local Senior Services providers such as Catholic Community Services, BRH and SEARHC. The concept of a multi-generational CBJ Community Center is on the CBJ Comprehensive Planning radar and remains a viable mechanism to support healthy maturing for people of all ages, while targeting our elders. People of all ages are enabled to continue to contribute by striving to be as healthy as possible.

***The JCOA recommends that the CBJ Assembly promote use of the Marie Drake Complex via the Department of Parks and Recreation to the uses outlined above to promote physical, emotional and mental health activities that help all community members attain and maintain good health by dedicating.***

#### Elements of Universal Design

- Low/No Step Entry Thresholds
- One Story Living or straight line stairs
- Wider doorways, halls and bathrooms
- Non slip surfaces
- Good lighting/rocker light switches
- Lever door handles

### Priority 3: Prioritizing *Universal Design* to build age friendly housing for people of all ages.

*I am retired, healthy and want to stay in Juneau but the maintenance of my home and yard will inevitably become daunting. I’m not interested in institutional living but would move to an accessible, affordable, age friendly dwelling that would allow me to age in place”. Lynn C Juneau Age 72*

84% of Seniors own their own homes in Juneau. Many would downsize if more age friendly housing was available - potentially opening up more housing units for working age families. The JCOA also continues to promote the concept of Universal Design that meets the needs of community members of all ages and abilities, while allowing aging at home and in community with minimal assistance. JCOA has participated in multiple housing events to ensure the needs of seniors are considered including AARP and CBJ Housing Forums. The JCOA acknowledges the significant contribution made by the CBJ to make Accessory Dwelling Units (ADU’s) easier to build and the loan programs that assist seniors in adding units to their homes to improve housing availability, as well as providing opportunities for seniors to stay in their homes longer by adding ADU’s for family members or home health care providers.

***The JCOA recommends that the CBJ Assembly consider 1) requiring Universal Design element/Age Friendly components for a percentage of any housing project obtaining funding through the CBJ and 2) prioritizing affordable age friendly housing developments that would attract/retain seniors, as well as give Juneau seniors an option to downsize, further opening up community housing availability.***

***Aging! So cool, everyone is doing it!***



## Juneau Commission on Aging Annual Report to the City and Borough of Juneau Assembly December 2025

**ATTENDANCE:** Each board shall submit to the Assembly a brief annual report setting forth the activities and accomplishments of the committee and the attendance record of each committee member during the preceding twelve months.

The following only reflects attendance at monthly required meetings. The JCOA also holds workgroup meetings on a regular basis.

	Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec
Deborah Craig, Chair	P	P	P	P	P	P	P	P	P	P	P	
Linda Kruger, Secy	P	P	A	P	P	P	P	P	P	P	P	
Carol Ende	P	P	P	P	P	P	P	P	P	A	P	
Jennifer Garrison	P	P	P	P	P	P	P	A	P	P	P	
Barb Murray	P	P	P	P	P	P	A	P	P	P	P	
Diane Kyser	P	A	P	A	A	A	A	A	A	P	A	
Ann Stepetin	A	P	A	A	A	A	A	P	R			
Laura Revels										New	P	
Kimberly Atkison	P	P	A	A	P	A	A	R				
Chris Schapp	P	P	P	P	P	P	P	P	A	R		
Rhonda Ward										New	P	
John Brett										New	A	
<b>Assy Liaison (no vote)</b>												
Maureen Hall	P	A	P	A	P	A	A	P	A	P		
Paul Kelly												

Key: P- Present, A – Absent, R – Resign

NOTES: Ms. Stepetin represents CCTHITA and was replaced by Ms. Revels who attended meetings prior to being appointed by the CBJ Assembly providing for a smooth transition. Mr. Schapp moved unexpectedly out of state. New Commissioners include Ms. Ward from BRH and Mr. Brett from SEARHC.

Ms. Hall was very active in attending both Workgroup and Full JCOA Meetings while also bringing substantial information to our meetings regarding CBJ Assembly activities. Her work with the Commission was very appreciated.



# **JUNEAU AGE FRIENDLY COMMUNITY ACTION PLAN Progress Report December 2025**

## **EXECUTIVE SUMMARY**

Juneau joined the Age Friendly Network in late 2022 and submitted their plan June 2025 as a joint effort between the Juneau Commission on Aging and the AARP Juneau Community Action Team, as well as engaging many community partners. This plan was submitted to the City and Borough of Juneau for consideration during their multiyear Comprehensive Planning process that began this year. Our goal is to weave senior/elder considerations into all phases of our community planning processes as we implement this Age Friendly Plan.

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# LETTER OF SUPPORT FROM MAYOR OF JUNEAU



**Office of the Mayor**  
155 Heritage Way  
Juneau, Alaska 99801  
PHONE: (907) 586-5240  
FAX: (907) 586-5385  
[Beth.Weldon@juneau.gov](mailto:Beth.Weldon@juneau.gov)

Ms. Teresa Holt  
AARP Alaska State Director  
3601 C Street Suite 1420  
Anchorage, Alaska 99503

November 20, 2025

Dear Ms. Holt,

As Mayor of the City and Borough of Juneau, I am writing to support the Juneau Commission on Aging and AARP Community Action Team's efforts to implement an Age Friendly Community Plan, as well as acknowledge the attached Juneau Age Friendly Community Plan Progress Report.

The City and Borough of Juneau (CBJ) is currently engaged in a community wide Comprehensive Plan, and we welcome these additional efforts to complement and ensure we develop a Comprehensive Plan that is inclusive to all, including our fastest growing age cohort in Alaska: seniors.

In our effort to be a more livable community, we support efforts to ensure Juneau remains a great place to live for people of all ages. We strive to ensure safe, walkable streets, affordable housing, safe transportation options, access to needed services and opportunities so that residents of all ages can participate in an active, welcoming, supportive and enriching community.

Thank you for the opportunity to join the Age Friendly Network and promote these efforts through the Age Friendly Juneau Community Plan.

Sincerely,

Beth Weldon  
Mayor

# WELCOME TO JUNEAU

Alaska’s capital is a land locked southeast coastal rainforest community located in a unique geographical area surrounded by glaciers, mountains, and tidal waters. The Tlingit people and their clans were well established and actively trading in Southeast Alaska when European explorers made their first advances into the Gastineau Channel in the 1700s. The A'akw and T'aaiu Kwáan maintained thriving villages in the Juneau, Auke Bay, Douglas and Taku River area for over 750 years.



In the late 1800s rumors of gold findings lured prospectors to the Gastineau Channel and in 1880 and 1881 Juneau and Douglas were founded as townships. Soon Douglas was operating one of the world’s largest hard rock gold mines. By the mid-1900s, Juneau was operating three mines and became the capital of the territory. It was also a travel and trading hub in and out of Alaska with regular Canadian Pacific Steamship arrivals and departures. In the 1920s Filipino workers were brought to Juneau to work in the mines, and the canneries and many stayed and married contributing to our community and cultural fabric.

Alaska achieved statehood in 1959 and Juneau became the capital of the 49<sup>th</sup> state. Today, the City and Borough of Juneau is the second largest (square miles) municipality in the United States and is a vibrant and diverse multicultural city of about 32,000 people. Our Capitol conducts state business and houses the legislature from January-May.



Alaska has always experienced surging economic periods: fur trade, gold, fisheries, military, oil and gas and now tourism. Over a million summer visitors contribute to the tourism industry and experience our rich wilderness and cultural experiences. Regional and local Native Corporations headquartered in Juneau benefit tribal citizens and share native culture and history. Two productive mines operate outside the city.



The University of Alaska Juneau offers advanced education with about 3000 students actively attending classes. Additionally, Juneau has an active parks and recreation program, a robust boating community with four harbors and houses the third largest fishing fleet in Southeast Alaska.

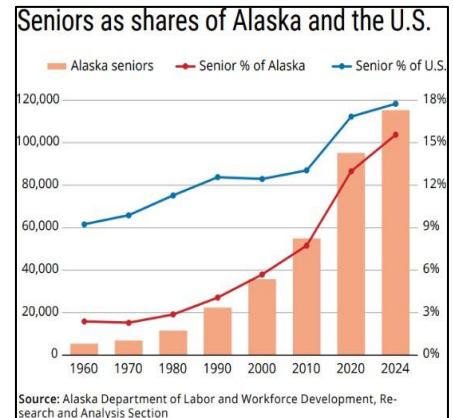
Juneau continues to be home to a diverse community of Alaska Natives, Filipinos, South Pacific Islanders, African Americans, as well as a magnet for young people seeking adventure and has become the home of a high number of active,

healthy seniors. Almost 30% of Juneau’s residents are over 55. Juneau’s seniors tend to be homeowners, active in the community and contribute to the community both financially and as volunteers.



## COMMUNITY PROFILE

The number of Alaskans 65 and older has skyrocketed over the last decade and a half, continuing to rise even as youth and working-age populations have declined. Today, seniors play a bigger role in Alaska than they ever have. Alaska has always been a young state and this shift toward an older population is one of the ways Alaska has begun to look more like the rest of the country. The highest concentration of seniors is in Southeast Alaska and Juneau is the largest Southeast community. Juneau’s Senior population (60+) has steadily grown 39% (3.3% annually) between 2012 and 2021. There are 11,494 seniors 50+ living in Juneau and 3,997 are AARP members.



### Juneau Commission on Aging 2020 SENIOR SURVEY FINDINGS

**Seniors are healthier and better off than in previous survey years:**

- 28.7% of Juneau residents are 55 and older\*\*
- 84% own their own homes and pay taxes
- 80-90% (depending on age) drive their own cars
- 63% volunteer in the community
- 95% over 65 have Medicare Insurance
- 66% over 65 have State of Alaska Retirement
- 40% have Long Term Care Insurance
- 42-46% (depending on age) take continuing education classes (UAS/CS)
- 72 – 84% (depending on age) recreate weekly (walking, hiking, swimming, biking, gyms, skiing)

\*\* AKDOL has updated this figure to 30% in 2023

The City and Borough of Juneau provides funding for a Senior Survey every decade via the Juneau Commission on Aging. In 2020, the JCOA reached out to a broad swath of the community for the fourth Senior Survey in 40 years and found that seniors are a growing demographic and are doing generally well due to a number of factors. This data was critical to understanding our status, issues and needs in community.

# JUNEAU COMMISSION ON AGING (JCOA)

The City and Borough of Juneau Assembly appoints the Juneau Commission on Aging with nine volunteers representing elders and relevant senior organizations in the community. The JCOA is charged with advocating for Seniors within the community and reporting to the City and Borough of Juneau Assembly at least annually.

## JCOA VALUE STATEMENTS

- ❖ **Inclusion:** We value our community’s diversity and strive to create a welcoming environment where all residents, regardless of age or ability, can thrive.
- ❖ **Equity:** We are committed to addressing systemic disparities and ensuring that resources, opportunities, and programs are accessible to all, particularly marginalized and underserved groups.
- ❖ **Collaboration:** We believe in the power of partnerships and work collectively with residents, organizations, and policymakers to create sustainable solutions.
- ❖ **Empowerment:** We aim to empower individuals through education, resources, and opportunities, enabling them to lead fulfilling, independent, and connected lives.
- ❖ **Innovation:** We embrace creative approaches and adaptive strategies to address the evolving needs of our community.
- ❖ **Sustainability:** We prioritize long-term impact and resilience, ensuring the success of age- and ability-friendly initiatives for generations to come.

The JCOA had been proactive about reaching out to the community via a website (see sample right), a monthly radio show highlighting senior activities and a monthly newspaper article entitled “Senior Moments”.



# JUNEAU AGE FRIENDLY ACCOMPLISHMENTS

## HOW DID YOUR ORGANIZATION FACILITATE AGE FRIENDLY?

How was the AF process structured and organized? Detail leadership team and how it evolved. Identify organizations and stakeholders, and how residents engaged. Describe methods used to implement.

The JCOA represents and collaborates with both volunteer seniors and senior oriented community organizations. Organizations represented included the senior services grantee, Catholic Community Services, tribal representative Central Council of the Tlingit and Haida Indian Tribes of Alaska (CCTHITA) and AARP. Stakeholders included SE Alaska Regional Health Consortium and Bartlett Regional Hospital (who later joined the JCOA as appointed members).

The JCOA 2020 Annual Senior Survey (see Page 5) provided a robust picture of senior status and needs. The AARP provided additional outreach to seniors that complemented the Survey and provided up to the minute data, as well as including AARP Age Friendly Senior Data Sets describing Age Friendly elements of our specific community.

The AARP CAT and the Juneau Commission on Aging teamed up to write the Juneau Age Friendly Community Plan and then submitted the plan to the City and Borough of Juneau for consideration and inclusion in the CBJ Comprehensive Plan currently in the process of being written. This partnership has resulted in meetings with the CBJ Planning Team and discussion of how our recommendations fit into the overall plan of the CBJ going forward.

The Juneau Commission on Aging and the AARP Juneau Community Action Team welcome everyone in the community to join with us as we advance these priority action items. Becoming an Age-Friendly Community provides an opportunity and a responsibility for each of us to do what we can to promote the ideas described in the following pages. That said, our overarching philosophy is that inclusion of our recommendations into the long term CBJ Comprehensive Plan would assure increased likelihood of continuation of Age Friendly concepts into the future.

## WHAT DID AGE FRIENDLY PLANNING ACCOMPLISH?

### What are you most proud of This Year?

*Name three key accomplishments. Of the Eight Domains of Livability, we are focusing on Housing, Outdoor Spaces and Buildings, and Respect and Social Inclusion as our highest priorities but also played a role in contributing in many ways to the other domains.*

One of our key accomplishments that we are most proud of is that the Age Friendly Plan was prepared and submitted to both the AARP and the CBJ Community Planning Department. This required gathering information and input from a large array of resources and community members, culminating in a document that comprehensively represents Juneau seniors.

## **DOMAIN: Outdoor Spaces and Buildings**

**Concept:** Availability of safe, public, recreational facilities.

Community members have long expressed the continuing need for a Community Senior Activity Center with fitness center/gym and meeting spaces for classes and gatherings in a central location. To that end, the JCOA and AARP strongly advocated for use of the Marie Drake Complex with an indoor walking track. This effort is ongoing and has resulted in improved access at a valley location but we continue to work toward a more centralized Center that will serve a broader population. Community members expressed interest in the Dimond Park Fieldhouse and CBJ responded by adding an ADA compliant elevator. AARP completed a Walk Audit and facilitated Walks to the Library

## **DOMAIN: Transportation**

**Concept:** Safe and affordable modes of private and public transportation.

Community members long expressed a desire for improved Capital AKcess (Care-A-Van) and, unfortunately, the contract for this service changed in November 2025 resulting in reduced service. While out of our control, we used our media resources to ensure the public was aware of this change in service.

## **DOMAIN: Housing**

**Concept:** Availability of home modification programs for aging in place, as well as range of Age-Friendly housing options.

Community members expressed a desire for Age Friendly, affordable, first floor or accessible units. The AARP CAT successfully obtained a grant for RL Mace Universal Design Institute who provided a community forum In August 2025 on Universal Design and Multigenerational Housing that included CBJ Community Development Staff. In light of our advocacy for Senior Age Friendly Housing JCOA and AARP Leads were also invited to a CBJ Housing Forum in November of 2025 to ensure senior needs were included in planning for Code Changes to the CBJ Building Code. At this meeting, the CBJ revealed that permits related to Accessory Dwelling Units had been upgraded and expanded to further assist seniors (and others) with adding ADU's to their home.

It is noteworthy that Juneau voted to lower property taxes which is a benefit for seniors who own homes but unfortunately, it may eliminate funding for other housing and recreational opportunities. AARP also distributed copies of the AARP Home Fit Guide at many of these venues.

## **DOMAIN: Social participation**

**Concept:** Access to leisure and cultural activities, including opportunities for older residents to socialize and engage with their peers as well as with younger people.

Community members expressed interest in both an Office of Aging within CBJ, a Community Senior Activity Center (discussed above Outdoor Spaces). Despite the difficulty with having a permanent space, we sponsored or co facilitated several senior activities. AARP co-sponsored Walk Southeast and Walk to the Library, the Piano Music Series, Juneau Community Band Concerts. JCOA

sponsors a Monday Mah Jongg Meeting and facilitated a Senior Friend Project with the Juneau Pioneer's Home with a several Pioneer Home resident matched and hosted by a volunteer community members at the Juneau Holiday Symphony.

## **DOMAIN: Respect and Inclusion**

Concept: Programs that promote ethnic and cultural diversity, as well as multigenerational interaction and dialogue.

Community members expressed a desire for an Office of Aging within CBJ to promote and advance inclusive senior programs and issues. This remains a future priority for consideration.

## **DOMAIN: Communication and Information**

Concept: Access to communications technology and other resources so older residents can connect with their community, friends and family.

Over the last year, JCOA and AARP have increased outreach and mechanisms for information sharing by developing a JCOA Website <https://juneau.org/clerk/boards-committees/jcoa> that has become a focal point for referring to during our monthly radio slot on Juneau's Public Radio Station - KTOO Juneau Afternoon Program. JCOA are hosting a monthly column in the local newspaper "Senior Moments" to highlight our activities and issues of concern. JCOA and AARP have also made presentations to local Rotary Groups.

## **DOMAIN: Community and Health Services**

Concept: Access to home-based care services, health clinics and programs that promote wellness and active aging.

It is noteworthy that Bartlett Regional Hospital (BRH) became to first community hospital in Alaska to receive Age-Friendly Health Care System Level 1 Designation from the *Robert Wood Johnson Foundation*, the *Institute of Healthcare Improvement*, and the *American Hospital Association Collaboration* by adopting Age-Friendly Health Care concept. JCOA is also working with Catholic Community Services in light of their challenges in providing Senior Meals and Meals on Wheels. There is a need for an upgraded commercial kitchen and we are advocating for use of space at the Marie Drake Complex that is currently not available to the public.

## **DOMAIN: Work and Civic Engagement**

Concept: Paid work and volunteer activities for older residents and opportunities to engage in formulation of policies relevant to their lives.

While not one of our top priorities, the JCOA maintains a space on our website for volunteer opportunities for seniors. Bartlett Regional Hospital also signed the AARP Employer Pledge - affirming the value of experienced workers and a commitment to developing a diverse organization.

## WHAT WAS LEARNED?

*What were your challenges, benefits, successful practices, opportunities to leverage and outreach to diverse partners?*

The first challenge was to ensure the community was engaged in the process of planning and the JCOA/AARP team effected a robust outreach process that included developing a website, providing regular presentations on the radio, providing presentations to local groups such as Rotary and writing a monthly newspaper column to ensure Seniors 1) are aware of the activities and 2) have an opportunity to participate. We also learned that being nimble is an important quality to ensure we can adjust to unexpected opportunities or challenges. These practices were found to be both beneficial for the public and a successful practice for our team. These opportunities also allowed us to connect to diverse partners across the community.

## WHAT ARE NEXT STEPS?

*How will you build upon accomplishments, share new opportunities to tackle, have your mission vision and values evolved? Describe future aspirations.*

We are continuing to use our outreach venues to connect to the public and with our newfound visibility, we are able to expand on our original mission and be more inclusive as issues arise. For example, Transportation was not one of our priorities until the senior transportation system was changed and we were able to use our outreach to ensure seniors across the community were made aware of the changes that would impact their access to transportation.

We have also accomplished one of our key goals – creating the Juneau Age Friendly Community Plan and we will continue to ensure it is integrated into our CBJ Comprehensive Plan while also refocusing on other key issues such as housing, wellness/recreation and transportation. Lastly, we will continue to work collaboratively with AARP, as well as our community stakeholders to ensure that senior voices are heard throughout our community.



***Aging! So cool,  
everyone is doing it!***

# JCOA SETTING PRIORITIES

## 2020 Senior Survey Findings

Seniors are healthier and better off than previous survey years:

- ◆ 28.7% of Juneau residents are 55 and older\*\*
- ◆ 84% own their own homes and pay taxes
- ◆ 80-90% (depending on age) drive their own cars
- ◆ 63% volunteer in the community
- ◆ 95% over 65 have Medicare Insurance
- ◆ 66% over 65 have State of Alaska Retirement
- ◆ 40% have Long Term Care Insurance
- ◆ 42-46% (depending on age) take continuing education classes (UAS/CS)
- ◆ 72 – 84% (depending on age) recreate weekly (walking, hiking, swimming, biking, gyms, skiing)

\*\* AKDOL has updated this figure to 30% in 2023



# **Juneau Commission On Aging Current Priorities**

**Represent Juneau's Senior Population – 30%**

- 1. DEVELOP JUNEAU'S AGE-FRIENDLY COMMUNITY PLAN**
- 2. PROMOTE AGE FRIENDLY/UNIVERSAL HOUSING**
- 3. DEVELOP CBJ SENIOR COMMUNITY CENTER**

# Juneau Commission on Aging OUTREACH

1. Logo and Website creation
2. KTOO Juneau Afternoon 1<sup>st</sup> Thurs of Month 3PM
3. News column “SENIOR MOMENTS”
4. AARP Partnership
5. Outreach Community Orgs: Elder Conferences, Rotary
6. Focus on Commissioners as Partner and Stakeholders: CCS, BRH, SEARHC, CCHITA AND ELDER COMMUNITY Members engaged and willing to work on priorities.

<https://juneau.org/clerk/boards-committees/jcoa>  
OR GOOGLE JUNEAU COMMISSION ON AGING

Food Preparedness Home Assembly Departments Services Visitors Contact

CITY AND BOROUGH OF JUNEAU ALASKA'S CAPITAL CITY

OFFICE OF THE CITY CLERK General Information Boards & Committees MUNICIPAL ELECTIONS Contact Us

## JUNEAU COMMISSION ON AGING — JCOA

Empowering Juneau's Seniors

JCOA's mandate is to advise the CBJ Assembly on actions and policies that improve the quality of life for seniors. Our mission is to provide CBJ with proactive, coordinated, culturally sensitive and holistic strategies to support Juneau seniors' unique needs as we age in this community we love and call home.

- SENIOR SERVICES IN ALASKA & JUNEAU
- JCOA PRIORITIES
- JUNEAU SENIOR SURVEY
- AGE-FRIENDLY PLANNING
- SENIOR MOMENTS
- COMMISSIONERS
- JCOA AGENDAS/MINUTES
- VOLUNTEERS
- ACTIVITIES

Presented by the April Friends Community

JCOA Juneau Commission on Aging City & Borough of Juneau

### WINTER WALKING SAFETY DO'S AND DON'TS

Winter Walking Do's – Can You See Me?

- Pay Attention
- Wear Bright Colors & Reflective Gear
- Use Crosswalks & Crosswalk Flags
- Wear Waterproof Clothes & Shoes
- Use a Walking Pole & Grippers

Winter Walking Don'ts – Don't Expect Drivers to SEE You!

- No Dark Clothes
- No Obstructive Hats
- No Cotton Clothes
- No Silly Shoes

CLICK HERE FOR WINTER SAFETY TIPS FOR OLDER ADULTS!

Glenn, Photographer

IMPORTANT TRANSPORTATION CHANGES TO CAPITAL AKcess!

Be sure to check your eligibility and changes due to a new transport contractor.

Call: 844-425-2377 or [CLICK HERE](#) for more info!

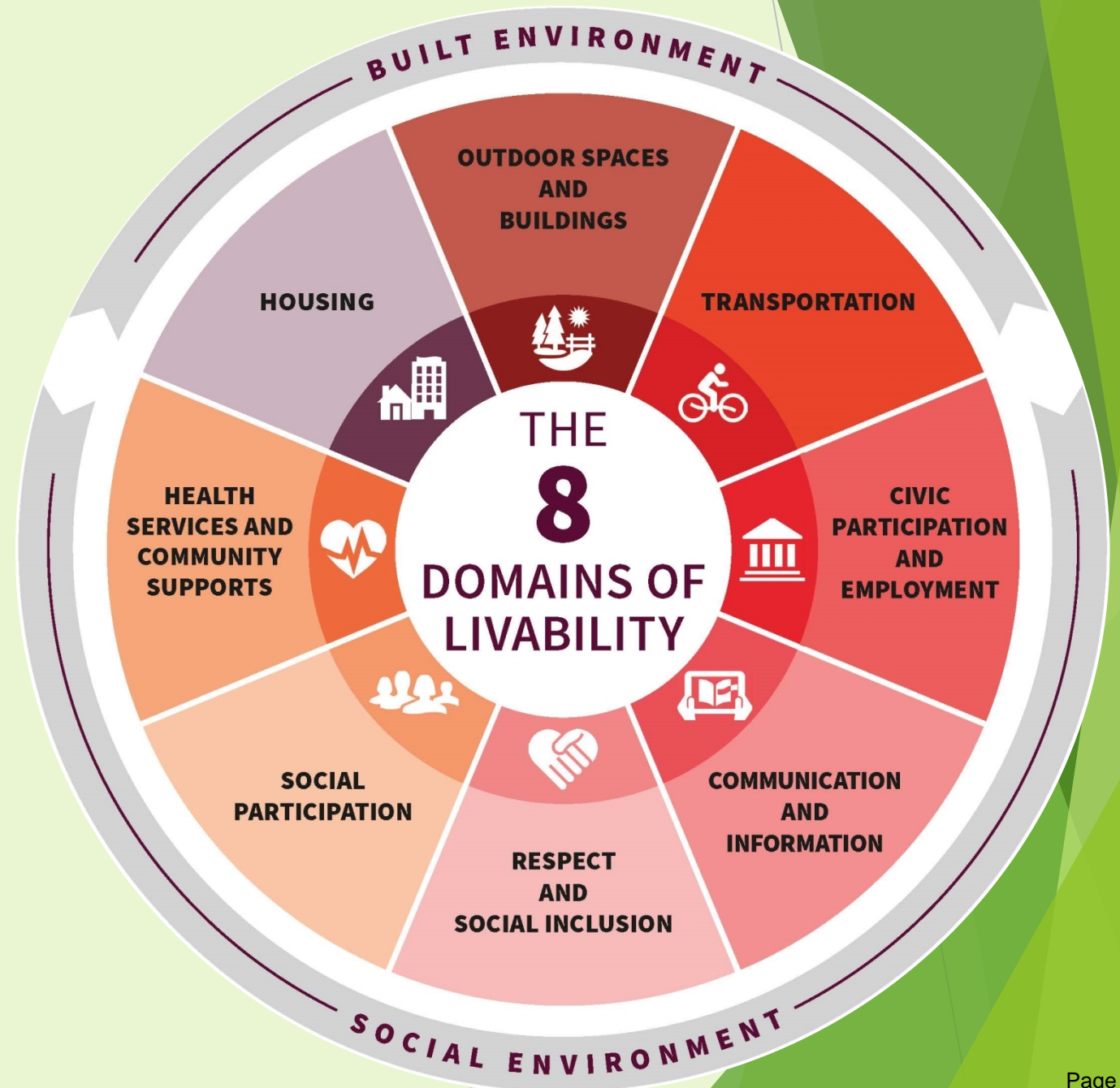
AGING! SO COOL, EVERYONE IS DOING IT!



# Age Friendly Community Planning

Organize and prioritize the availability and quality of these community features for the well being of all.

*Determine the vision of the future of your age friendly community.*



# Is Juneau Age-Friendly?

Are there adequate volunteer, social, civic and work opportunities?



Are there adequate, safe and accessible public spaces?



Is there adequate access to health care services?

Are there ways to remain mobile once driving is no longer an option?



Is there housing that is affordable, accessible and varied in type?



Age Friendly Juneau **AARP Alaska**

# JUNEAU AGE FRIENDLY COMMUNITY PLAN and Year End Progress Report: COMPLETED

## Google: Juneau Commission on Aging



### JUNEAU AGE FRIENDLY COMMUNITY ACTION PLAN Progress Report December 2025

#### EXECUTIVE SUMMARY

Juneau joined the Age Friendly Network in late 2022 and submitted their plan June 2025 as a joint effort between the Juneau Commission on Aging and the AARP Juneau Community Action Team, as well as engaging many community partners. This plan was submitted to the City and Borough of Juneau for consideration during their multiyear Comprehensive Planning process that began this year. Our goal is to weave senior/elder considerations into all phases of our community planning processes as we implement this Age Friendly Plan.

Juneau's  
Comprehensive Plan

OUR JUNEAU  
- OUR FUTURE -

HOME EVENTS FAQ LIBRARY COMMITTEE

Click below for a new Survey on where and how Juneau should focus future growth and improvements!

OUR JUNEAU  
- OUR FUTURE -

**Juneau Futures  
Online Open House**

City and Borough of Juneau  
Comprehensive Plan

Cascadia Partners

Sign up to receive email updates on future public meetings and events!

SIGN UP

<https://juneau.org/community-development/our-juneau-comp-plan>

# **Juneau Commission On Aging**

## **Priority 2: Age Friendly “Universal” Housing**

### **UNIVERSAL HOUSING**

- ◆ Secure and safe neighborhoods
- ◆ Accessible – Easy to modify, support services nearby, proximity to transportation
- ◆ Affordable – Rent  $\leq$  30% of Income, Rent adjustment possible, Purchase price reasonable
- ◆ Available to all - race, gender, sexual orientation, income, nationality, immigration status, etc

### **AGE FRIENDLY HOUSING – EASY/LOWER EXPENSE MODIFICATIONS**

- ◆ Low or no thresholds – one story or straight stairs for chair lifts
- ◆ Wider doors and halls, bigger bathrooms, walk in shower or tub
- ◆ Levered handles and good lighting
- ◆ Community based – part of a multigenerational community

# Aging World: Livability=Multigenerational

Communities want to retain seniors AND attract a younger workforce. Can we meet the needs of a multigenerational community? How can we attract a workforce for a vibrant livable community?

## ◆ HOUSTON TEXAS

- ◆ **Downside:** 2.3 million people, extreme heat and humidity (summers > 100), hurricanes common and damage property, bugs thrive (2<sup>nd</sup> worst city in country for cockroaches), public transport limited – you need a car (3<sup>rd</sup> worst city for traffic), most people are indoors - AC 24/7 part of the year & water shortages coming.
- ◆ **Benefit:** Texas has *booming in-migration* due to no income tax, high paying jobs, affordable homes, schools and childcare

## ◆ JUNEAU ALASKA

- ◆ **Benefit:** High level community engagement, clean air & water, expanding regional medical care, easy access to “mainland”, environmentally oriented (electric cars run on hydro), exceptional recreation (indoor track, pools, hiking, biking, ski area, hockey rink), low density/no traffic, world class culture (museum, theater, symphony, Jazz and Classics, Folk Fest, etc)
- ◆ **Viable workforce - focus on high paying year-round professional and blue-collar jobs, affordable housing, good schools and childcare.**

# The Good News: We're Making Headway...

## MOVING IN RIGHT DIRECTIONS - HIGH PAYING JOBS

- Government jobs **UP** – SOA added workers for 1st time in 12 yrs.
- Healthcare, retail, finance, and mining sectors also added workers.
- Plumbers and electricians perpetually needed.

# BUT

## HOUSING REMAINS THE ISSUE – DEMOGRAPHICS

- Single family housing driving current housing crisis
- More houses built but smaller family sizes impacts availability
- Housing scarcity and costs partially driving this dynamic, leaving young families and workers unable to move to the region, or stay longer term — *despite near record job levels.*

**SOA, CBJ AND OTHER COMPANIES REPORT THAT RECRUITED WORKERS LEAVE DUE TO LACK OF HOUSING**



# More Housing Challenges

## More People – Especially Seniors – Living Alone

13,549 Housing Units in CBJ - 45% Juneau Rentals and 27% of Homeowners **Live Alone**

84% of Seniors own homes in Juneau – Almost 1,600 Seniors Living Alone

Population projections – *BY 2030 Juneau will need addl 530 housing for seniors living alone*

Juneau Residents Living Alone 2015-2022			
Year	Total Juneau Residents Living Alone	Total Juneau Seniors Living Alone	% of Juneau "Living Alone" Households
2022	4,366	1,597 (2/3rds are women)	34%
2015	3,173	706	26%
<b>Change 2015-2022</b>	<b>1,193</b>	<b>891</b>	<b>38%</b>



## JCOA PROMOTING MORE AGE FRIENDLY, SMALLER, COMMUNITY BASED, UNIVERSAL HOUSING TARGETING THE ‘MISSING MIDDLE’

- **Housing for working families...**
- **Housing seniors can “downsize” to...**
- **Low income can move up to....**

# Juneau Commission On Aging Priority 3: Recreation and Socialization



Keeping seniors healthy and  
in the community we love.\*

\*All persons in these photos are  
Juneau-ites over 65!

# Recreation and Socialization

## Survey's and Outreach: Seniors Told Us They Wanted

### ◆ SENIOR COMMUNITY CENTER – Marie Drake Gym

- ◆ Data Point: Senior Center use declined in our last survey - because it's not meeting the needs of healthier seniors
- ◆ “Zach Gordon-ish Center for Seniors” with gym, classroom and office space particularly in the downtown, Lemon/Salmon Creek, North and South Douglas corridors.
- ◆ Marie Drake Gym: currently unused and available and ADA Compliant

### ◆ MORE SENIOR SOCIAL EVENTS

- ◆ Increased recreational and age friendly activities: pickleball, indoor walking, hiking, biking, swimming, regular and chair yoga classes, weight training, tai chi, skiing (alpine/cross country).
- ◆ Shared themed meals, learning & classroom/lecture opportunities, book clubs, Mah Jongg Monday and Senior Holiday Symphony
- ◆ Widow/Widower Workshops, Grief and Caregiver Support Groups

# **Juneau Commission On Aging**

## **Continue to represent Juneau's Seniors**

1. Ensure Juneau's Age Friendly Community Plan included in CBJ Comprehensive Plan
2. Promote Age Friendly Housing
3. Develop a CBJ Community Senior Center using space already available



If you build a community great for  
an **older adult** you build a  
community great for **everyone**

# ***Aging! So cool, everyone is doing it!***



**Juneau Commission On Aging**  
**Keeping seniors healthy**  
**in the community we love\***

