



ASSEMBLY HUMAN RESOURCES COMMITTEE MINUTES

May 18, 2026 at 5:00 PM

Assembly Chambers/Zoom Webinar

A. **CALL TO ORDER** – Chair Kelly called the Assembly HRC meeting to order in the Assembly Chambers & via Zoom at 5:00 p.m.

B. **LAND ACKNOWLEDGEMENT** – Read by Assemblymember Woll

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: Chair Paul Kelly, Christine Woll, Maureen Hall, & Nano Brooks

HRC Members Absent: None

Staff/Others Present: Deputy Municipal Clerk Di Cathcart, Deputy City Manager Robert Barr, Municipal Attorney Emily Wright, Deputy Municipal Attorney Sherri Layne, Police Chief Derek Bos, Fire Chief Thomas Hatley, HRRM Director Dallas Hargraves, Meeting Tech Clerk Kevin Allen, Mayor Beth Weldon, Assemblymember Alicia Hughes-Skandijis, & Municipal Clerk Breckan Hendricks

D. **APPROVAL OF AGENDA** – Agenda approved as presented.

E. **APPROVAL OF MINUTES** – Minutes approved as presented.

1. **2026-04-06 Assembly HRC Meeting Minutes - Draft**

F. **AGENDA TOPICS**

1. **Ordinance 2026-11 An Ordinance Amending CBJC 42.30.010, Resisting or Interfering with an Officer, to Include Interferences with Fire Department Services.**

Chief Hatley was in attendance to answer questions the Assembly may have related to Ordinance 2026-11.

Ms. Woll acknowledged that Chief Hatley hasn't been at CBJ for very long but wondered if he could speak to what the impact of passing this would be for first responders and what type of situations, if any, that CBJ has had to see a need to pass this ordinance. Chief Hatley responded that it would help keep first responders from being assaulted and given extra protection when arriving on scene to a situation.

Ms. Woll asked if there was any real data to back up the need for these updates. Chief Hatley didn't have data to provide but noted that last year there were instances of

harassment to first responders. He also referenced his time working in the Lower 48 for agencies that have implemented these code changes with success after having first responders shot at or otherwise interfered with while trying to respond on scene to an emergency.

Ms. Hall asked staff when this ordinance or code language was last updated since some of the wording appears outdated, such as the sober verbiage referenced on page 2 of the ordinance. Attorney Layne responded that it was last updated in 1985 and it follows specific state statute language.

Mr. Brooks asked Chief Bos if by implementing this language JPD would need extra support to help in enforcement. Chief Bos responded that it shouldn't cause the need for additional support since JPD is often already heading to the scene and, if or when there is an assault on a first responder JPD gets called.

Ms. Hughes-Skandijs asked staff to explain the difference in how we charge people based on the severity of the harassment; such as in an instance of someone is intoxicated and a danger to personnel if the ordinance passes would CBJ address them similarly to current practice. Attorney Layne responded that Ms. Hughes-Skandijs was correct and while CBJ hasn't seen an increase in instances that rise to the level of assault or harassment, there are instances that hinder first responders from doing their job.

Mr. Brooks asked how these changes would apply to someone who habitually assaults or causes interference to responders. Attorney Layne outlined that it's always going to be a Class A misdemeanor, with respect to assaults and those do stack up and could rise to the felony level as an individual stacks up assault charges.

MOTION: by Ms. Woll to move Ordinance 2026-11 An Ordinance Amending CBJC 42.30.010, Resisting or Interfering with an Officer, to Include Interferences with Fire Department Services to the full Assembly for public hearing and asked for unanimous consent. *Hearing no objection, motion passed.*

2. **Quarterly JPD Update from Chief of Police Derek Bos**

Chief Bos noted that since he had been asked several times when the items in the memo would be completed, similar to a task list, he wanted to clarify that he sees this as institutional and cultural change within the police department; so, he said, hopefully never so that JPD is always learning, growing and striving to do better.

Action Item: Community Dialogue & Engagement Update, and Tlingit/Haida Specific Partnerships

JPD participated in the May 6th Missing, Murdered, Indigenous Persons (MMIP) Event hosted by Tlingit & Haida. It was a good opportunity for bridge building and open dialogue through facilitated discussion, created a great foundation for future dialogue and JPD looks forward to continued engagement at future events. Recognizing that the MMIP crisis

is of significant concern for Tlingit & Haida, JPD is committed to improving its response and support for this to family members who have a missing or murdered loved one. JPD is looking at formalizing these relationships through appropriate MOU's and IGA's and that JPD policy, practice and culture changed to ensure that MMIP cases are prioritized, thoroughly investigated and families are supported through the process.

Action Item: ABLE [Active Bystandership for Law Enforcement] Program Update

After a slight delay due to the cancellation of the instructor class, JPD is back on track, excited for this program to roll out and expect to be fully trained by the end of July. JPD has expanded training to include all JPD staff, and the police department will be the first in Alaska to be a part of the ABLE Program.

Action Item: Policy Guidance Update

JPD has reviewed its policies and they are sound. JPD is accredited, which requires regular reporting of our current policy and documentation showing support for staff and our policy. Chief Bos noted the challenge is, as laws change at the federal, state and local levels policies need updating. Updating policy is a significant task and our current system is labor intensive for staff. JPD is looking at switching to LexiPol over the next year. They are a company utilized by 48 other states and specialize in reviewing legislation across government agencies and working with departments to make sure they are current in their policies.

Ms. Woll thanked Chief Bos for the quarterly update, and Chair Kelly for adding this topic to our HRC agendas. She asked if from the Chief's perspective, this type of communication between the Department and the Assembly was a good way to communicate and support each other or if something different was preferred. Chief Bos responded that he appreciated being here and felt it was a good forum and brought value to the community by sharing this information in a public venue.

Ms. Hall asked if all new hires go through the policy academy training. Chief Bos responded that all entry-level officers go to the police academy through basic training. Lateral officers, if the State has signed off that they have met State of Alaska requirements, attend a two-week lateral academy which trains officers in Alaska state law, so they are current in that knowledge. She followed up asking if the academy touches on community engagement cultural awareness, or sensitivity training. Chief Bos replied that at a very high level they touch on those topics, but they don't get into specifics as it relates to our unique community. Ms. Hall asked how LexiPol differs from what the police department currently uses. Chief Bos noted that LexiPol is considered the gold standard; our current program is called PowerDMS which is basically an online filing cabinet. LexiPol has attorneys and staff to help draft policy, research and look at best practices for current policies and push out updates at a minimum every six months.

Mr. Brooks asked how moral at JPD was and if there was anything JPD needed. Chief Bos said moral is good, especially now that all the snow has melted.

Chief Bos will give his next update to the Assembly Human Resources Committee at its November 16th meeting.

3. Systemic Racism Review Committee Discussion — *Committee is due to sunset effective August 31, 2026*

Committee members agreed to keep this agenda topic related to the Systemic Racism Review Committee in committee and discuss it in more detail at the June HRC meeting.

4. Resolution 4047 A Resolution Amending the Personnel Rules.

Ms. Woll asked if there are already 24 hour management positions. Director Hargrave responded that if this resolution passes, it would be the first management shift that would work 24 hours.

MOTION: by Ms. Hall to forward Resolution 4047 A Resolution Amending the Personnel Rules to the full Assembly for action at the May 18, 2026 Regular Assembly meeting and asked for unanimous consent. ***Hearing no objection, motion passed.***

G. STAFF REPORTS – Ms. Cathcart noted the possibility of moving empowered board interviews and appointments to later in June due to lack of applications. Possible dates: Monday, 6/15, Wednesday, 6/17, Monday 6/22, or Wednesday 6/24.

H. COMMITTEE MEMBER COMMENTS - Ms. Hall commented that it would be great to hear from Fire Chief Hatley quarterly, similar to how Police Chief Bos gives the HRC quarterly updates.

I. NEXT MEETING DATE June 8, 2026 at 5:00pm, Assembly Chambers/Zoom Webinar

J. SUPPLEMENTAL MATERIALS - None

K. ADJOURNMENT - with no further business to come before the committee, meeting adjourned at 5:52 p.m.