



ASSEMBLY HUMAN RESOURCES COMMITTEE MINUTES

June 8, 2026 at 5:00 PM

Assembly Chambers/Zoom Webinar

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

A. CALL TO ORDER

Chair Kelly called the Assembly Human Resources Committee Meeting to order in the Assembly Chambers and via Zoom at 5:00 p.m.

B. LAND ACKNOWLEDGEMENT *Read by Assemblymember Brooks*

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, and Nano Brooks

HRC Members Absent: None

Staff/Others Present: Deputy Municipal Clerk Di Cathcart, Meeting Tech Kevin Allen, Municipal Clerk Breckan Hendricks, and SRRC Vice-Chair Jennifer Pemberton (via Zoom)

D. APPROVAL OF AGENDA Agenda approved as presented.

E. APPROVAL OF MINUTES

Minutes approved as amended (noting Assemblymember Hughes-Skandijs in attendance at the 5/18/2026 HRC meeting).

1. 2026-05-18_Assembly-HRC_Minutes - Draft

F. AGENDA TOPICS

1. Parks & Recreation Advisory Committee Appointments

Per [Ordinance 2022-64\(b\)\(am\)](#) members shall be appointed by the Assembly. Members shall be appointed to staggered three-year terms. A new member shall be seated upon appointment and serve until their term ends or until their successor is

appointed. The PRAC shall advise the Assembly regarding all Parks and Recreation Department managed lands, facilities, and services including, but not limited to, the Treadwell Arena, the Aquatics Facilities, and the Jensen-Olson Arboretum.

There are three seats up for action on the Parks & Recreation Advisory Committee and all three incumbents have applied for reappointment; no other applications have been received.

Suggested Motion: I move the Assembly Human Resources Committee forward to the full Assembly for approval, the reappointment of _____, _____, and _____ all to full-terms on the Parks & Recreation Advisory Committee beginning Immediately (May 1, 2026) and ending April 30, 2029 and ask for unanimous consent.

MOTION: by Assemblymember Hall that the Assembly Human Resources Committee forward to the full Assembly for approval, the reappointment of Susan Crandall, Emma Van Nes, and Jennifer Gross all to full-terms on the Parks & Recreation Advisory Committee beginning Immediately (May 1, 2026) and ending April 30, 2029 and asked for unanimous consent.

Hearing no objections, motion passed.

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

Deputy Clerk Cathcart shared that the Systemic Racism Review Committee (SRRC) is an HRC agenda topic because that committee is due to sunset August 31, 2026 unless some other Assembly action is taken. Included in the HRC packet are memos from HRC Chair Kelly, and Deputy City Manager Barr, the current SRRC roster, and ordinance, as well as minutes from the joint HRC/SRRC meeting that took place in December 2025. Ms. Cathcart noted SRRC Vice Chair Jennifer Pemberton was available via Zoom for any questions the committee may have.

Chair Kelly gave a review of his memo, outlining four possible options (allow SRRC to sunset, change the charge and size of SRRC, fold SRRC into the Juneau Human Rights Commission, allow SRRC to continue as is) along with suggested motions for each option as a way to start the discussion.

Ms. Woll thanked Ms. Pemberton for joining the meeting and asked if she could summarize the joint meeting the Systemic Racism Review Committee had with the Juneau Human Rights Commission and if those two bodies could move forward in collaboration. Ms. Pemberton shared that the meeting was mostly introductory in nature with introductions and bringing each committee up to speed on what the other committee has been working on. JHRC Chair Foroughi planned to attend a future SRRC to listen in on SRRC process. There seemed to be some topics that both committees could work together on, but nothing specific was decided.

Chair Kelly asked if there was discussion around creating a subcommittee with members from both committees to work on topics that touch both committees. Ms. Pemberton stated that nothing was created, noting that it was a challenge to create a subcommittee when SRRC struggles with meeting quorum for regular meetings with the four current members and the JHRC takes a summer hiatus, so perhaps the discussion could be continued in the fall.

Ms. Woll commented that part of the reason this discussion is before the HRC is the upcoming sunset date for the SRRC, and the Assembly's need to act if we wish to reverse that. She noted the committee has been challenged with membership but assumed the SRRC would like to continue its work. She asked if Ms. Pemberton had thoughts or if the SRRC had talked about the committee continuing or any changes you or the committee hoped to see happen.

Ms. Pemberton, personally, does not want to see the committee go away. In December, when the SRRC came before the Assembly to give an update on the work the committee had accomplished, we stated that we consider our work crucial and an asset to the city. We have brought issues forward to the Assembly that help inform decisions and spotlight areas or policies that should be cared for or reviewed to avoid the potential of perpetuating systemic racism. She noted that the members would all like to stay and keep working. One of the things the SRRC has worked on pretty aggressively for more than a year, is talking about recruitment, retention, and engagement for all boards and committees. It has been challenging since our committee is one of the ones that continues to struggle with membership, and the irony of that struggle hasn't gotten past us, but we're still really committed to the work. Many of the municipalities that created these types of review committees after the summer of 2020 have now sunset or are no longer active. Ms. Pemberton shared that it is unique to still have the SRRC and something to be proud of as a community; she would like to see more support from the City or the Assembly to make sure the work continues, perhaps by combining with another committee or reducing membership vs. sunsetting the committee.

Ms. Hall thanked Ms. Pemberton for being available for questions. She agreed the work the SRRC is doing is important and needed and asked if merging with the Juneau Human Rights Commission would still allow the SRRC the independence to do the work that needs to be done within the committee. Ms. Pemberton acknowledged that she would need to think about Ms. Hall's question. When the SRRC was first created, its charge was just to review legislation moving through the Assembly, which was a very limited charge for our committee. That charge was expanded in 2023 to review additional areas within CBJ for potential systemic racism, such as board recruitment, retention and outreach. When the SRRC met with the JHRC, we recognized overlaps or common areas that both SRRC and JHRC were working on and could work on together in the future. She would prefer the SRRC not just get absorbed into the JHRC, since review of legislation and the ability to share comments or recommendations to the Assembly is important.

Chair Kelly asked Ms. Pemberton what her thoughts were about reducing the SRRC's membership size to four or five members, which would require three members for quorum. Would that be enough committee members to get the work done that SRRC is currently

charged with. Ms. Pemberton responded that going down to five from seven would take some of the pressure off since not making quorum is what is currently limiting our ability to get work done.

With no further questions for Ms. Pemberton, Chair Kelly thanked her for joining the meeting and entertained a motion from the committee.

Ms. Woll offered up a motion and spoke to it. She would like to see the work of the SRRC continue and didn't see the need to continue to extend the sunset date, which wouldn't prevent the Assembly from changing that in the future. It would be great for the SRRC and the JHRC to continue to explore their relationship to see if it's in their best interests to come together. She noted that it would be nice to get feedback from the SRRC on reducing the number of seats, and she imagined the Assembly would want to talk about this.

MOTION: by Ms. Woll that the Assembly Human Resources Committee forward to the COW an ordinance extending the mandate of the SRRC indefinitely and reducing the membership to five seats and asked for unanimous consent. ***Hearing no objection, motion passed.***

G. STAFF REPORTS

1. Update on Empowered Board Applications & Assembly Finalizing Interview/Appointment Meeting Nights

The application deadline is still open through the close of business 6/8. The number of applicants scheduled for interviews will be updated at the meeting.

Airport Board (4 seats/various terms):

Docks & Harbors Board (3 seats):

Eaglecrest Board (3 seats/various terms):

The Assembly needs to set interview dates with the Full Assembly as the Human Resources Committee for board applicant interviews, followed by a Special Assembly meeting for board appointments. Depending on the final number of applicants, the meeting could start at 5:00pm and include all three boards in one evening.

Potential dates are as follows:

Monday, June 15th or 22nd

Wednesday, June 17th or 24th

All dates worked for the HRC members; Chair Kelly will bring these dates forward to the full Assembly during committee reports at the Regular Assembly meeting.

H. STANDING COMMITTEE TOPICS-FOR DISCUSSION AS MEETING TIME ALLOWS *None*

I. COMMITTEE MEMBER COMMENTS

Chair Kelly noted that after reading through the minutes, he was reminded that Ms. Hall was interested in starting to get regular reports from CCFR Chief Hatley, similar to quarterly reports, so we will get those scheduled for future HRC's.

J. NEXT MEETING DATE July 27, 2026

K. SUPPLEMENTAL MATERIALS *None*

L. ADJOURNMENT

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