

**ASSEMBLY HUMAN RESOURCES COMMITTEE
THE CITY AND BOROUGH OF JUNEAU, ALASKA**

June 29, 2020 5:30 PM

Zoom Webinar

webinar: <https://juneau.zoom.us/j/95202224278> or call: 1-346-248-7799 webinar: 952 0222 4278

AGENDA

I. ROLL CALL

II. APPROVAL OF AGENDA

III. APPROVAL OF MINUTES

- A. Special Assembly Human Resources Committee Minutes June 24, 2020

IV. PUBLIC PARTICIPATION

(Not to exceed a total of 10 minutes nor more than 2 minutes for any individual).

V. AGENDA TOPICS

A. Board Matters

1. Utility Advisory Board Appointments & Annual Report

The Utility Advisory Board has submitted its FY20 annual report to the Human Resources Committee for review.

The Utility Advisory Board is a seven member board established through Resolution 2299.

There are currently two seats up for renewal beginning immediately and ending May 31, 2023. The only applications received are from the incumbents.

The Utility Advisory Board has begun to meet virtually as needed.

2. Treadwell Arena Advisory Board Appointments & Annual Report

The Treadwell Arena Advisory Board has submitted its FY20 annual report to the Human Resources Committee for review.

Per Ordinance 2015-18(am) the Treadwell Arena Advisory Board is a seven member board. There are currently three seats with terms due {6/1/2020-5/31/2023}. Two of the incumbents have reapplied along with two other applicants, one of which has also applied for the Jensen-Olson Arboretum Board later in this agenda.

The Treadwell Arena Advisory Board has begun to meet virtually.

3. Jensen Olson Arboretum Advisory Board - Appointments

Per Resolution 2377 the Jensen-Olson Arboretum Advisory Board is a nine member board appointed to staggered three-year terms. To the extent practicable, one shall be a representative of the horticulture or botanical community, two shall be representatives of the financial community, one shall be a representative from Discovery Southeast, one shall be a working artist, one shall be a representative of the Southeast Alaska Land Trust one shall be the Superintendent of the Juneau School District or designee, and two shall be representatives of the public.

Of the current vacant seats one is a financial seat and one is a Discovery Southeast seat. Parks and Recreation Staff have talked with Discovery Southeast and at this time there are no representatives from Discovery Southeast that would be able to serve on the board so the HRC could choose to fill that seat with a non Discovery Southeast representative so the JOAAB can function as a full board vs. a having a continued vacancy.

Public Seat & Financial Seat terms: Immediately - 2/1/2023

Discovery Southeast/Public Seat term: Immediately - 2/1/2022

The Jensen-Olson Arboretum Board is currently on hiatus.

4. Douglas Advisory Board Appointment

The Douglas Advisory Board is a 7 member board. There are currently 2 vacancies for unexpired terms beginning immediately & ending September 30, 2021.

The Clerk's Office has received one application. This applicant has also applied for a seat on the Juneau Human Rights Commission [listed later on this agenda]

The Douglas Advisory Board is currently on hiatus.

5. Juneau Human Rights Commission Memo & Draft Anti-Racist Resolution & Commission Appointments
The Juneau Human Rights Commission has submitted a memo and draft resolution to the Human Resources Committee for review and possible action.

Per Resolution 2738, The Juneau Human Rights Commission is a five member board. There are currently four seats with either terms due or vacant. Both incumbents have applied for reappointment along with six other applicants.

Three full-term seats: 6/1/2020-5/31/2023

One unexpired term seat: immediately - 5/31/2021

The Juneau Human Rights Commission has begun meeting virtually.

B. Other Business

1. Discussion on Assembly & Staff Work Loads ie: Avoiding Burnout

VI. STAFF REPORTS

VII. COMMITTEE MEMBER COMMENTS AND QUESTIONS

VIII. ADJOURNMENT

ADA accommodations available upon request: Please contact the Clerk's office 72 hours prior to any meeting so arrangements can be made to have a sign language interpreter present or an audiotape containing the Assembly's agenda made available. The Clerk's office telephone number is 586-5278, TDD 586-5351, e-mail: city.clerk@juneau.org

SPECIAL ASSEMBLY HUMAN RESOURCES COMMITTEE

June 24, 2020 5:30 PM

MINUTES

I. ROLL CALL

The Full Assembly met as the Human Resources Committee via Zoom Webinar in Juneau, Alaska; the meeting was called to order at 5:33 p.m. by HRC Chair Wade Bryson.

Assemblymembers Present: Chair Wade Bryson, Deputy Mayor Maria Gladyszewski, Loren Jones, Rob Edwardson, Michelle Hale, Carole Triem, Greg Smith and Alicia Hughes-Skandijs

Assemblymembers Absent: Mayor Beth Weldon

Staff/Others Present: Deputy Municipal Clerk, Diane Cathcart, Municipal Clerk Beth McEwen, Eaglecrest Ski Area Manager, Dave Scanlan, Airport Board Chair, Jerry Godkin, Airport Board Manager, Patty Wahto

II. APPROVAL OF AGENDA

Agenda approved as presented

III. AGENDA TOPICS

A. Board Matters

1. Eaglecrest Board Interviews for Upcoming Board Seats

After interviewing the four applicants, the HRC recessed into executive session per a motion by Ms. Triem at 6:50 p.m. and reconvened into open meeting session at 7:38p.m.

MOTION: by Mr. Jones for the Assembly Human Resources Committee to recommend to the Assembly to reappoint Dave Hanna and to appoint Kevin Krein both to full terms beginning July 1, 2020 and ending June 30, 2023. ***Hearing no objection, motion passed.***

2. Airport Board Interviews for Upcoming Board Seats

After interviewing the three applicants, the HRC recessed into executive session per a motion by Ms. Triem at 6:50 p.m. and reconvened into open meeting session at 7:38 p.m.

MOTION: by Mr. Jones for the Assembly Human Resources Committee to recommend to the Assembly to reappoint Dennis Bedford and to appoint Jerry Kvasnikoff both to full terms beginning July 1, 2020 and ending June 30, 2023. ***Hearing no objection, motion passed.***

IV. EXECUTIVE SESSION

A. Executive Session - Committee Deliberation

The HRC recessed into executive session per a motion by Ms. Triem at 6:50 p.m. and reconvened into open meeting session at 7:38 p.m. in order to make recommendations for appointments to the Eaglecrest Board and the Airport Board.

V. ADJOURNMENT

There being no further business before the committee, the meeting adjourned at 7:42 p.m.

Presented by: PWFC
Introduced: 02/28/2005
Drafted by: J.W. Hartle

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2299

A Resolution Establishing a Utility Advisory Board.

WHEREAS, in February, 2004, Mayor Botelho established the Ad Hoc Utility Advisory Board with the purpose of making recommendations to the Assembly and Manager concerning operation and management policies of the municipally-owned utilities, specifically the Water Utility and Wastewater Utility; and

WHEREAS, state and federal grant availability has declined and is predicted to further decline in the future; and

WHEREAS, an ongoing review of water and sewer utility rates and fees for sufficiency and equity is necessary and in the public interest; and

WHEREAS, at the January 10, 2005, meeting of the Public Works & Facilities Committee, a motion was adopted to forward to the Human Resources Committee the Ad Hoc Utility Board's recommendation of creating a full time utility advisory board; and

WHEREAS, at the February 7, 2005, meeting of the Human Resource Committee a motion was adopted to forward a resolution to the Assembly establishing the Utility Advisory Board; and

WHEREAS, the Assembly has determined that a utility advisory board should be established to review and make recommendations to the Assembly and the CBJ administration on water and sewer rate structures and policy issues involving the utilities.

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NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Utility Advisory Board Established. There is established the City and Borough of Juneau Utility Advisory Board, which shall comprise seven members appointed by the Assembly.

Section 2. Membership Qualifications. To the extent practicable, appointments shall be made as follows:

- (a) one engineer registered in the State of Alaska, preferably with training and experience in water, wastewater, and/or utility systems design and operation;
- (b) one accountant, preferably experienced with utility financial management practices;
- (c) one general contractor, preferably experienced in the construction of water and/or wastewater utility systems;
- (c) two commercial customers of the City and Borough water and/or wastewater utility;
- (e) one residential customer of the City and Borough water and/or wastewater utility; and
- (f) one member of the general public.

Section 3. Utility Advisory Board Purposes. The purpose of the Utility Advisory Board is to advise the Assembly on issues relating to water and wastewater utilities. The board is encouraged to gather relevant information from all sources available, and hold public hearings as necessary on issues under review, and to report to the Assembly on an annual basis, at a minimum, concerning the status of water and wastewater utility issues as follows:

- (a) Review and make recommendations to the Assembly and Manager on all matters pertaining to the operation of the water system and the wastewater system, to the end that the consuming public is provided with the best possible service consistent with good utility management and cost containment;
- (b) Review annual budgets and funding plans and make recommendations for the efficient and economical operation of the water system and the wastewater system including bond issues, staffing, fiscal matters, and public relations;

- (c) Make recommendations on long-range planning for system expansion replacement, and priorities to meet future needs of the water and wastewater systems;
- (d) Make recommendations on water and wastewater utility rates to ensure that the rates are equitable and sufficient to pay for operation, maintenance, debt reduction, system replacement, and utility reserves necessary to ensure sustainable public utilities;
- (e) Make recommendations on measures to increase the efficiency and cost effectiveness of the water and wastewater utility operations; and
- (f) Perform such other duties and functions related to the utilities as the Assembly or the Manager may request.

Section 4. Procedures. The rules of procedure for Assembly advisory committees established by resolution, shall govern the conduct of business by the Utility Advisory Board.

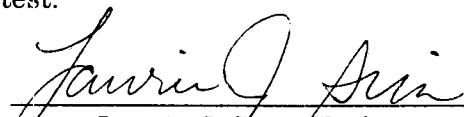
Section 5. Staff Assistance. Staff support and assistance to the Utility Advisory Board shall be provided by the City and Borough Public Works, Engineering, Finance, and such other departments as available and appropriate.

Section 6. Effective Date. This resolution shall be effective immediately upon adoption.

Adopted this 28th day of February, 2005.


Bruce Botelho, Mayor

Attest:


Laurie J. Sica, Clerk

MEMORANDUM

DATE: June 11, 2020

TO: City and Borough of Juneau Assembly

FROM: Utility Advisory Board

SUBJECT: Annual Report for the period May 2019 through April 2020

This memo comprises the 2020 annual report of the CBJ Utilities Advisory Board (UAB) for the period May 2019 through April 2020. The UAB considers infrastructure, operations, and funding needs of the Water and Wastewater utilities; annual reports are meant to advise the Mayor, Manager, and Assembly on utility issues, in accordance with the enabling CBJ Resolution 2299 (February 2005).

2019-2020 UAB ACTIVITY

In March 2019, after careful study and deliberation, the Utility Advisory Board recommended a 4% increase in water and wastewater customer rates in each of the following five years (see: Appendix A). However, in April 2019, the City Manager recommended that customer utility rates increase by 2% in each of the next five years.

Subsequently, UAB members met individually with Assembly members and attended meetings of the Human Resources and Finance committees to explain the need for annual 4% rate increases, as detailed in the UAB's 2019 annual report.

During a regular meeting held August 19, 2020, the Assembly approved a 4% rate increase for both water and wastewater customer rates beginning in January 2020 and 2% rate increases for the 2021-2024 period, effective each July 1. The rate increases are codified in Ordinance 2019-31; Large Commercial rates were updated by Ordinance 2019-44.

Tours of the new Dryer Facility were conducted with the UAB, members of the Assembly, CBJ staff, and media.

ANTICIPATED WORK FOR 2020-2021

The UAB expects to review the impact of the 4% rate increase and to anticipate the effects of annual 2% increases. The UAB will make recommendations to protect the integrity of the water and wastewater systems and their administration, management, and operation to ensure (a) the water utility will continue to provide a dependable supply of high quality water for fire protection, community safety, residential and commercial uses, and supporting tourism, and (b) the wastewater utility will continue to efficiently and effectively collect wastewater and meet or exceed wastewater treatment standards. Additionally, staff will work closely with the

Assembly regarding the COVID-19 financial impacts to the Utility and its customers. The UAB will continue to provide support and recommendations as needed.

BOARD MEMBERSHIP AND MEETINGS

These individuals served on the UAB for the May 2019 – April 2020 reporting period:

Andrew Campbell, Alaska Registered Engineer, General Contractor, Commercial Utility Customer, and Residential Utility Customer
Bryan Farrell, Commercial Utility Customer and Residential Utility Customer
Janet Hall Schempf, General Public
Geoff Larson, Commercial Utility Customer
Grant Ritter, Residential Utility Customer
Leon Vance, Residential Utility Customer

In addition, Kevin Buckland, Accountant, Commercial Utility Customer, and Residential Utility Customer, served until resigning from the UAB in December 2019. .

The UAB was chaired by Leon Vance throughout the reporting period, and Geoff Larson served as vice-chair.

Two terms expired in May 2020; Janet Schempf and Grant Ritter have indicated that they will re-apply for their seats. Leon Vance and Bryan Farrell began renewed terms on June 1, 2019. The vacancy resulting from Kevin Buckland's resignation remains open.

BOARD MEETING DATES

During the reporting period, the Board held three regularly scheduled meetings. No regular meetings were held during the months of July through February, or in April due to no agenda items or to a lack of quorum. No special meetings were held during the reporting period. The meetings were as follows:

May 9, 2019
June 13, 2019
March 12, 2020

BOARD MEMBER ATTENDANCE AT REGULAR MEETINGS

<i>Legend: P = Present A = Absent</i>	May	Jun	Mar	Totals		Term
	5/9/2019	6/13/2019	3/12/2020	Attended	Absent	Ends
Buckland, Kevin	A	A	N/A	0	2	12/31/2019*
Campbell, Andrew	P	A	A	1	2	5/31/2020
Farrell, Bryan	P	P	P	3	0	5/31/2021
Schempf, Janet Hall	P	P	P	3	0	5/31/2022
Larson, Geoff	A	P	P	2	1	5/31/2021
Ritter, Grant	P	P	P	3	0	5/31/2020
Vance, Leon	P	P	P	3	0	5/31/2022
Number of Attendees	5	5	5			

* Kevin Buckland resigned in December of 2019.

FURTHER INFORMATION ABOUT THE UTILITIES ADVISORY BOARD

Engineering and Public Works staff for the UAB include:

Katie Koester – Engineering & Public Works Director
Brian McGuire – Utilities Superintendent
Autumn Sapp – Engineering & Public Works Business Manager
Joshua Midgett – Public Works Utilities Administrative Assistant III
Janet Sanbei – Engineering & Public Works Administrative Officer

Utilities Advisory Board website: <https://beta.juneau.org/engineering-public-works/utilities-division/utility-advisory-board>

APPENDIX A

BACKGROUND/ RATE HISTORY

Most recently, on the 2017 Ballot, the 1% sales tax passed with 77 percent of votes in favor of renewal. The assembly proposed this ballot measure and said it would “focus on addressing the deferred maintenance needs of the public utilities and facilities” and the Finance Committee specifically identified \$15.5 million for water and wastewater infrastructure, maintenance and Improvement.

A rate study was completed in December of 2013 by FCS. The public and Assembly were briefed on the study’s contents during three public forums and two public presentations to the assembly. There had been no rate increases since 2011 and FCS proposed three different five year rate plans to address the system reinvestment which was in arrears. The three proposed options to address the lack of system reinvestment, were labeled “Low” which would fund system reinvestment 35%, “Middle” would fund 68%, and “Top” would fully fund system reinvestment 100%. The assembly chose the “Middle” five year option for funding 68% of system reinvestment. While this option did not fully fund system reinvestment it did improve the level of maintenance and replacement costs that had been historically deferred. One reason the assembly chose this option was that it was anticipated that other funding sources would be available. One funding source specifically mentioned was the State of Alaska having a history of granting municipalities money for water and wastewater needs. Subsequently, the Assembly passed Ordinance 2014 36(b)(am) which increased water 6.5% and wastewater 8% for each of the next five years.

A rate study completed in 2003 recommended an immediate rate increase of 19% for water and 39% for wastewater, and further recommended additional specific rate increases over the next 10 years. Customer rates for the two utilities did not increase during the years 1991 to 2003 (thirteen years), which led to precarious financial positions for both utilities. Infrastructure maintenance was deprioritized, and the utilities did not have the ability to perform necessary repairs and upgrades. In Ordinance 2003-43 on October 2003, the Assembly approved the 19% and 39% increases, and due to “rate shock” to customers, the Mayor empaneled a seven member Ad Hoc Utility Advisory Board (UAB) in February 2004. This group was tasked with advising the Mayor and Assembly on Water and Wastewater utility issues, including rates, and with making recommendations regarding the advisability of a permanent Advisory Board.

UAB PURPOSE

CBJ Resolution 2299 identifies the UAB’s primary responsibilities concerning the status of water and wastewater utility topics:

- (a) Review and make recommendations to the Assembly and Manager on all matters pertaining to the operation of the water system and the wastewater system, to the end that the consuming public is provided with the best possible service consistent with good utility management and cost containment;
- (b) Review annual budgets and funding plans and make recommendations for the efficient and economical operation of the water system and the wastewater system including bond issues, staffing, fiscal matters, and public relations;
- (c) Make recommendations on long-range planning for system expansion replacement, and priorities to meet future needs of the water and wastewater systems;

- (d) Make recommendations on water and wastewater utility rates to ensure that the rates are equitable and sufficient to pay for operation, maintenance, debt reduction, system replacement, and utility reserves necessary to ensure sustainable public utilities;
- (e) Make recommendations on measures to increase the efficiency and cost effectiveness of the water and wastewater utility operations; and
- (f) Perform such other duties and functions related to the utilities as the Assembly or Manager may request



City and Borough of Juneau, AK
Utility Advisory Board

Board Roster



Grant Ritter

2nd Term Jan 27, 2014 - May 31, 2020

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 6



Janet Hall Schempf

4th Term Apr 01, 2005 - May 31, 2020

Appointing Authority Assembly

Position Voting Member

Category Retired State Habitat Biologist

Dais Seat 4



Geoffrey Larson

5th Term Jun 14, 2018 - May 31, 2021

Appointing Authority Assembly

Position Voting Member

Office/Role Vice-Chair

Category Large Commercial User

Dais Seat 5



Andrew Campbell

2nd Term Jun 25, 2018 - Jun 30, 2021

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 2



Leon Vance

5th Term Jun 01, 2019 - May 31, 2022

Appointing Authority Assembly

Position Voting Member

Category Attorney

Dais Seat 7



Bryan Farrell

3rd Term Jun 01, 2019 - May 31, 2022

Appointing Authority Assembly

Position Voting Member

Category AEL&P Mechanical Engineer

Dais Seat 3



Vacancy

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 1

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Grant

First Name

Ritter

Middle Initial

Last Name

Email Address

Home Address

City

Primary Phone

Alternate Phone

Suite or Apt

State

Postal Code

retired

Employer

Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Juneau

Residence State

AK

Residence Postal Code

99801

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Utility Advisory Board: Appointed

Are you applying for reappointment to this board?

☒ Yes ☐ No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I have been involved at many levels with Water/Waste Water Utilities for over 40 years in Juneau. Looking forward to assist in the board activities related to the Utilities.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

the current Utility Board

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

water utility supervisor. Instrumental in getting the company who has modeled the utilities finances.

Education/Training: Please list both formal and informal education & training experiences:

College; and various and numerous ADEC and State of AK admin classes...heavy equipment training; confined space training; PLC and related component programming; installation and repair. Too numerous to list CEU courses for maintaining Operators Licenses.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Upload a Resume

Demographics

The following **optional** information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Male



Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Janet Hall

First Name

Schempf

Middle Initial

Last Name

Email Address

Home Address

City

Primary Phone

Alternate Phone

State of Alaska

Employer

Retired

Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

JUNEAU

Residence State

AK - Alaska

Residence Postal Code

99801

Comments

Retired State Habitat Biologist and Environmental Impact Analyst

Secondary Email Address (if any)

Which Boards would you like to apply for?

Utility Advisory Board: Appointed

Are you applying for reappointment to this board?

☒ Yes ☐ No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I want to further the work started by the Ad Hoc UAB to ensure our water ad sanitation utilities are technically, financially, and environmentally sustainable.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

Juneau Jazz & Classics, Member, Board of Directors

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

Paid Work: State of Alaska, 1969-2013, Departments of Health & Social Services, Public Safety, Fish & Game, and Transportation & Public Facilities. Volunteer Service, 1965-present: Extensive service, including nonprofit board president (chair), and other officer positions; please refer to attachment.

Education/Training: Please list both formal and informal education & training experiences:

Lewis & Clark College, Biology; University of Alaska Juneau, Northwest Coast Art and Fisheries; Foraker Group / University of Alaska of Alaska Fairbanks: Certificate in Nonprofit Management.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

[Upload a Resume](#)

Demographics

The following *optional* information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

☒ Unknown

Gender

☒ Female

Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

TREADWELL ARENA ADVISORY BOARD

Annual Report, June 2020

CURRENT MEMBERS

Dave Bartlett
Bret Connell
Leah Farzin
Josh Fortenbery
Ryan Kauzlarich
Jason Soza
Alexander Smith

2019/20 MEETINGS

July 24, 2019
November 12, 2019
January 9, 2020
May 27, 2020
June 10, 2020

COMMONLY USED ACRONYMS

JDIA: Juneau Douglas Ice Association

JSC: Juneau Skating Club

JAHA: Juneau Adult Hockey Association

EXECUTIVE SUMMARY

The Treadwell Arena Advisory Board (TAAB) finds that Treadwell Arena is operating in a manner that encourages growth and diversity among multiple user groups, maintains a very desirable cost recovery rate well above the established 50% goal, and addresses the needs of current users. In the past year arena management, in consultation with TAAB, has engaged with local businesses and community organizations to increase revenue through sponsored public skating sessions, secured advertising revenue by leasing space on the ice and dasherboards, and contracted with an outside vendor—Grumpy’s Deli—to provide concessions and generate additional revenue without placing any new burdens on rink staff or resources.

Treadwell Arena management and staff continue to do an excellent job to realize innovative ideas and take feedback to continually improve rink operations, particularly in light of the operational uncertainties caused by the coronavirus pandemic.

INTRODUCTION

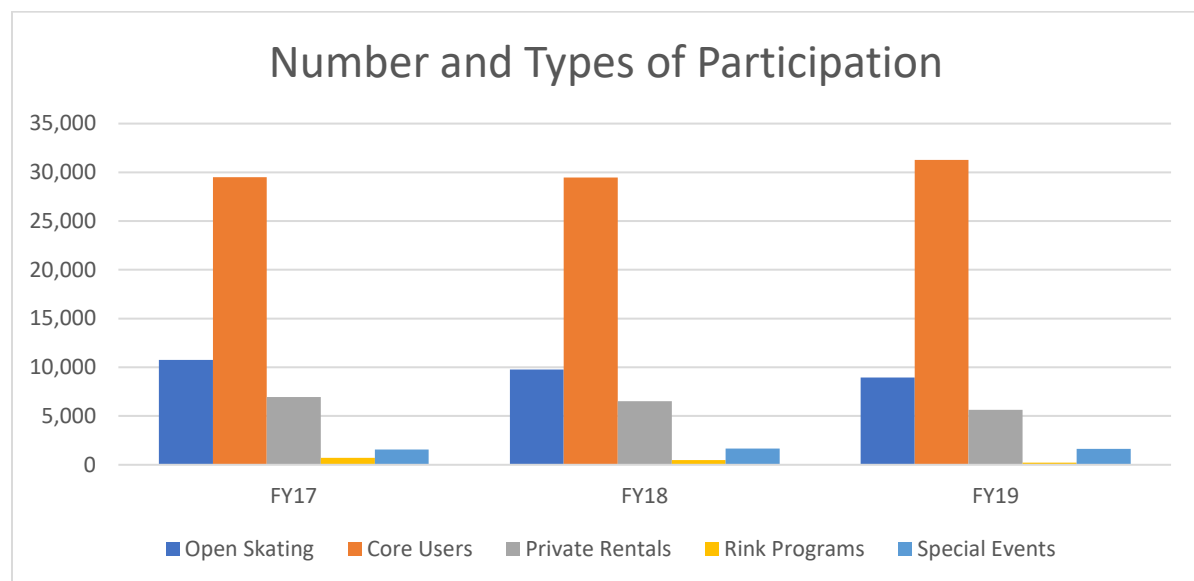
In April 2015, the Juneau Assembly approved an ordinance that created the Treadwell Arena Advisory Board (TAAB).

Per ordinance 2015-18 (am), the Assembly tasked TAAB with drafting an initial report examining various segments of the Treadwell Arena’s operations, including financial performance, marketing and facility usage. This initial report was provided to the Assembly in May 2016, in accordance with the deadline set forth in the ordinance. In 2019, the ordinance was updated and requires TAAB to produce an annual report covering, at a minimum, the following five topics:

1. Number and types of annual users compared to preceding years
2. Annual cost recovery data
3. Ice scheduling and allocation of rink resources
4. Identified opportunities to generate net revenue or increase operational efficiencies
5. Identified ways to improve the experience of rink users

1. NUMBER AND TYPES OF ANNUAL USERS COMPARED TO PRECEDING YEARS

On-Ice Participants	FY17	FY18	FY19
Open Skating	10,772	9,790	8,941
Wake N' Skate	299	126	194
Day Open Skate	4,047	3,658	3,918
Evening Open Skate	2,521	2,060	1,709
Youth Skate	215	346	16
Freestyle (figure skating)	690	558	392
Parent/Tot Skate	368	545	435
Pond Hockey	1,435	1,556	1,287
Stick n' Puck	1,197	941	990
Core Users	29,508	29,454	31,262
Juneau Douglas Ice Assoc (JDIA)	11,407	10,480	12,138
Juneau Skating Club (JSC)	6,998	6,849	8,327
Juneau Adult Hockey Assoc (JAHA)	8,203	8,547	8,333
Juneau Douglas High School (JDHS)	2,900	3,578	2,464
Private Rentals	6,966	6,509	5,632
Hockey only	3,785	3,437	3,031
Skating only	1,069	1,161	689
School Groups	2,013	1,849	1,842
Blue Line Club (JDHS booster)	99	62	70
Rink Programs	706	473	220
Summer Day Camp	0	0	0
Lessons, in-house clinics	706	473	220
Special Events (tournaments, camps, clinics)	1,554	1,678	1,639
Totals	49,506	47,904	47,694



2. ANNUAL COST RECOVERY DATA

	FY17	FY18	FY19
Revenues			
Facility Rental ⁰	303,259	303,010	332,918
Youth Hockey - JDIA	87,152	85,608	112,099
Juneau Skating Club - JSC	74,819	71,624	91,443
Adult Hockey - JAHA	74,670	80,300	78,135
All other hourly rental	66,618	65,479	51,242
Open Skate	35,706	36,808	30,103
Convenience Pass	18,004	14,346	14,618
Locker Rental	13,738	14,939	22,410
Skate Sharpening	17,260	17,625	16,414
Skate Rental ¹	4,851	577	19
Lessons	3,648	2,557	3,3334
Advertising	10,738	17,276	20,238
Vending/Concession	7,893	7,982	7,608
Food Service Permits	502	829	491
Total Revenues ²	415,599	415,949	448,152
Expenditures ³			
Personnel ⁴	458,296	407,860	457,902
Operations	226,568	204,095	208,543
Total Operating Expense	684,864	611,955	666,445
Cost Recovery	61%	68%	67%

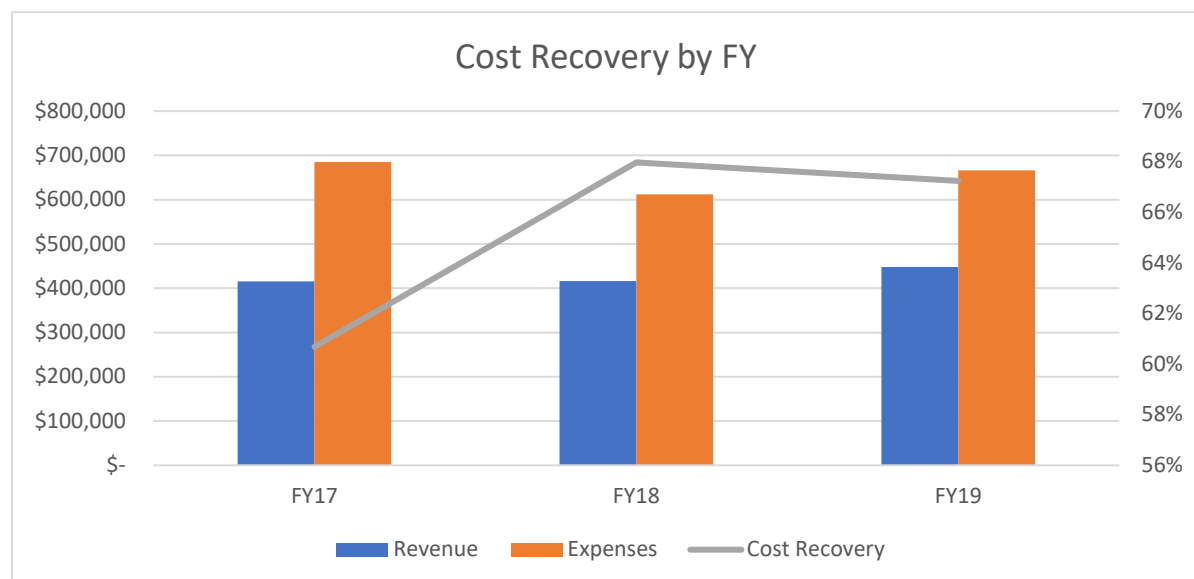
⁰ Amounts in breakout vary due to prime & nonprime rates; prime rates shown

¹ Merged with open skate in FY18

² Includes gift cards and cash over/short amounting to \$10 between FY16-18

³ Excludes building maintenance expenditures, which were allocated by a new CBJ formula beginning FY19

⁴ Staffing costs including salaries, overtime and benefits for all positions



3. ICE SCHEDULING AND ALLOCATION OF RINK RESOURCES

The user groups are the main renters of ice. In FY19 JDIA and JSC rented significantly more ice than in previous years while JAHA and JDHS had slight decreases in their ice rentals compared to FY18. Some of the increases were made by utilizing more early morning ice.

	FY17	FY18	FY19
Hourly Ice Rental			
Youth Hockey - JDIA	375.00	355.75	467.00
Juneau Skating Club - JSC	336.00	307.75	403.50
Adult Hockey - JAHA	343.00	368.75	355.00
Juneau Douglas High School - JDHS	122.00	123.50	110.30
Promotional Skates ¹	5.65	11.65	9.15
Total Hours Rented	1,181.65	1,166.65	1,344.95

¹ Hours do not include private rentals.

4. IDENTIFIED OPPORTUNITIES TO GENERATE NET REVENUE OR INCREASE OPERATIONAL EFFICIENCIES

Treadwell Arena continues to be managed very effectively and efficiently and the TAAB has found very few areas in which improvement is possible or reasonable. The TAAB finds the expenses and revenues are actively being managed appropriately by the rink manager.

The rink manager solicited businesses for sponsored public skating sessions, obtained advertising revenue via the dashboards as well as in the ice, and functions as the main marketer of the arena.

This year the rink manager contracted with Grumpy's Deli to provide concessions inside Treadwell Arena. The concessions vendor leased the space for \$600/month from the rink and operated without utilizing rink staff. The initial lease agreement was for a one-year term. This arrangement allowed the rink to offer concessions while not incurring any of the related expenses.

5. IDENTIFIED WAYS TO IMPROVE THE EXPERIENCE OF RINK USERS

In last year's annual report, the board set out three suggestions for how to improve the user experience: 1) increase public skating hours; 2) convert the snack bar area into true concession stand; and 3) extend Treadwell weekly operating hours and season length. Over the past year, two of those suggestions have been implemented, and one remains: there is now the Skater's Stop snack bar in the rink, which has been a wonderful addition, and the rink's season has been extended. Considering the current pandemic and the changes that it will bring to the 2020-21 season, the board is more modest in its suggestions for this year. The following suggestions for improving the experience of rink users are given with the caveat that they should only be implemented if it is possible to do so while mitigating risk of infection from COVID-19, consistent with public health guidelines.

First, the board still would like to see expanded public skating time on a weekly basis. Public skating exposes new skaters to ice skating and provides skaters and hockey players more time to practice their skills, improve, and therefore stick with their sports.

Second, the board would like to see Treadwell continue to expand the number of weeks it is open each year. Treadwell was on course to have an extended season, which was unfortunately and abruptly cut short in March 2020. It is, however, currently scheduled to open at the end of July—earlier than it has in years—and stay open until the end of April 2021. The board supports this expanded schedule and management's current plan to continue expanding the season. It gives the community additional recreation options all year and helps athletes who participate in ice sports improve and become more competitive.

Third, and especially in consideration of the current pandemic, the board would fully support a much larger area be created in Treadwell for skaters to get their skates on and off without being crowded into locker rooms. Ideally such a space would be heated, since Treadwell is a fairly cold arena. Hockey players use locker rooms to get dressed and undressed, but almost all other users only use the locker rooms as a warm place to get skates on an off, and therefore a larger, warm lobby space would allow that to happen in a more socially distant manner.

Overall, skating and hockey have been steadily increasing in popularity in Juneau since Treadwell first opened in 2003, and this means the current prime ice (ice available outside of standard school and work hours) is in high demand from all user groups and the public. The way to improve user experiences at Treadwell is increased ice availability to relieve time pressure on current user groups and increase public skating times. This could be achieved by keeping Treadwell open for more of the calendar year, adding a second sheet of ice, adding off-ice space like a lobby or workout room, or implementing any combination of these options. Juneau's user groups are growing, but more importantly, they are committed to their sports and would make use of increased ice as well as off-ice fitness space in the facility.

CONCLUSION

Treadwell Arena has experienced a steady increase in the rate of cost recovery over the past several years. This increase in covered expenses allows the arena to expend its ability to provide additional services and the flexibility to consider improvements that add value for its users. It also allows for a lower hourly rental cost for the user groups which allows the core customers the ability to use more ice and bring in more members of their own.

Due to the increase in cost recovery, a phased approach to extending the seasons was proposed in 2019, however full implementation has been delayed by the coronavirus pandemic (which required early closure in March 2020). However, assuming operations can resume subject to public health restrictions, phase two would begin in 2020/2021 and extend operations to a 40-week season, including 6 weeks of summer non-ice programming. The phased approach to extending the ice season would eventually result in an additional month of ice skating availability compared to 2018/2019, allowing user groups to steadily adapt to the longer seasons and minimizing the risk to Treadwell Arena's current cost recovery rate.

Covering costs, increasing user participation and user satisfaction are of the utmost concern for the TAAB. The TAAB is pleased to report the rink manager successfully ensures a high degree of user satisfaction, has increased utilization of available ice by core user groups, and has maintained a cost recovery rate well above the previously established goal.

Presented by: The Manager
Introduced: 03/16/2015
Drafted by: A. G. Mead

ORDINANCE OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2015-18(am)

An Ordinance Establishing the Treadwell Arena Advisory Board.

WHEREAS, on July 21, 2014, the Assembly created the Treadwell Arena Task Force ("Task Force") to study the feasibility of an empowered board for management of the Treadwell Ice Arena; and

WHEREAS, in its report to the Assembly dated December 12, 2014, the Task Force recommended that the Treadwell Arena Advisory Board be formed.

NOW, THEREFORE, BE IT ENACTED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Classification. This ordinance is a non-code ordinance.

Section 2. Treadwell Arena Advisory Board Established. There is established the Treadwell Arena Advisory Board.

Section 3. Membership Qualifications. The Board shall be comprised of seven voting members appointed from the general public, and one liaison from the Parks and Recreation Advisory Committee. The liaison shall not have the power to vote and shall not be counted in determining whether a quorum of the Board is present. Members shall be appointed to staggered three-year terms. To the extent practicable, at least one member shall have professional marketing experience. No more than three members shall be employees or board members, or the immediate family member of any employee or board member, of any organization that provides activities at the Treadwell Ice Arena.

Section 4. Treadwell Arena Advisory Board Purpose.

A. The Treadwell Advisory Board shall, in consultation with the Treadwell Arena Manager, report to the Assembly Committee of the Whole on an annual basis on issues relating to the Treadwell Ice Arena. The Board's report shall address, at a minimum, the following:

1. Ways to market Treadwell Arena to increase the number of users now and into the future;

2. Identification of barriers in CBJ Code that could hinder marketing efforts related to advertising, fundraising, concession sales and naming rights;
3. Methods to establish better and clearer relationships with user groups and the public to gain ideas for increasing users and revenues;
4. A review of rink operational standards in order to assist in identifying areas in which operational efficiencies may be increased; and
5. A review of ice scheduling and allocation of rink resources in order to assist in ensuring equity in opportunity and support for a diversity of community rink users.

B. *Initial report.* The Board's initial report to the Assembly shall be due no later than May 1, 2016. In addition to the information outlined above, the initial report shall include findings on the following:

1. Has the number of users increased?
2. Have revenues increased?
3. Have revenue streams diversified?
4. Has the cost recovery continued at 50% or greater?
5. Have operational cost savings measures been implemented or identified?
6. Has a marketing strategy been developed?
7. Has a user group feedback system been developed?

Section 5. Procedure. The Treadwell Arena Advisory Board's procedure shall be governed by Robert's Rules of Order, except where superseded by the Advisory Board Rules of Procedure and the Assembly's Rules of Procedure, as such may be amended from time to time.

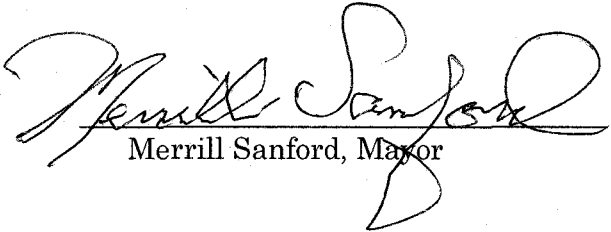
Section 6. Officers, Meetings, Quorum. In accordance with the Advisory Board Rules of Procedure, the Board shall select its own officers, and shall hold regular meetings on a schedule established by the Board, as well as such special meetings as required to conduct business.

Section 7. Liaison. The City Manager shall designate a staff liaison to the Board as available and appropriate.

//

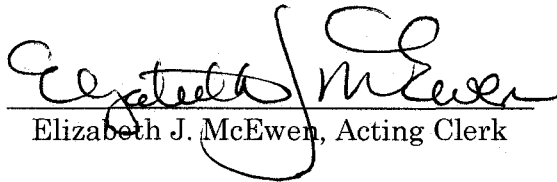
Section 8. Effective Date. This ordinance shall be effective 30 days after its adoption.

Adopted this 6th day of April, 2015.



Merrill Sanford, Mayor

Attest:



Elizabeth J. McEwen, Acting Clerk



City and Borough of Juneau, AK

Treadwell Arena Advisory Board

Board Roster



Leah Farzin

1st Term Jul 31, 2017 - May 31, 2020

Appointing Authority Assembly

Position Voting Member

Category Juneau Skating Club; PT Coach @
Treadwell

Dais Seat 4



Jason Soza

2nd Term Jun 08, 2015 - May 31, 2020

Appointing Authority Assembly

Position Voting Member

Category Adult Hockey Board Member

Dais Seat 7



Bret Connell

2nd Term Aug 17, 2015 - May 31, 2020

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 3



Kirk Duncan

2nd Term Feb 02, 2020 - Feb 02, 2021

Appointing Authority PRAC

Position Ex-Officio

Office/Role PRAC Liaison to TAAB

Category PRAC Liaison

Dais Seat 8



Ryan Kauzlarich

1st Term May 14, 2018 - May 31, 2021

Appointing Authority Assembly

Position Voting Member

Category Public/Juneau Skating Club

Dais Seat 5



Alexander Smith

1st Term Jun 25, 2018 - Jun 30, 2021

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 6



Josh Fortenbery

1st Term Jun 25, 2018 - Jun 30, 2021

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 1



David R Bartlett

1st Term Jun 01, 2019 - May 31, 2022

Appointing Authority Assembly

Position Voting Member

Category Public/JDIA

Dais Seat 2

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Jacob A Thayer
First Name Middle Initial Last Name

[Redacted]
Email Address

[Redacted] [Redacted]
Home Address Suite or Apt
[Redacted] [Redacted]
City State Postal Code

[Redacted] [Redacted]
Primary Phone Alternate Phone

Juneau Police Department Public Safety Dispatcher
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

[Redacted]

Residence Address Line 2

Residence City

Juneau

Residence State

Alaska

Residence Postal Code

99801

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Treadwell Arena Advisory Board: Submitted

Are you applying for reappointment to this board?

☐ Yes ☒ No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I have been involved with the sport of Hockey for over 26 years now. I'm originally from Fairbanks, AK and moved to Juneau 6 years ago. I feel I can bring my experience with other arena and boards to Juneau.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

JDIA Board of Directors - Coaching Liaison

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

* Founding President of the International Emergency Managers Association (University of Alaska Fairbanks Chapter). * Intern board member for JDIA

Education/Training: Please list both formal and informal education & training experiences:

Bachelors Degree in Emergency Management and Homeland Security from UAF. Level 4 USA Hockey Coach

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Level 4 USA Hockey Coach

Upload a Resume

Demographics

The following **optional** information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Male


Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

Application Form

Profile

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[When completing the application, please put your "MAILING" address in the first address block labeled "HOME." The optional secondary address field is for your "RESIDENCE" address.]

Jason Soza
First Name Middle Initial Last Name

[Redacted]

Email Address

[Redacted]

Home Address

[Redacted]

Suite or Apt

[Redacted]

[Redacted]

City

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

Government Sourcing Solutions Vice President, West
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

[Redacted]

Residence Address Line 2

Residence City

Juneau

Residence State

AK

Residence Postal Code

99801

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Bidding Review Board: Submitted
Treadwell Arena Advisory Board: Submitted

Are you applying for reappointment to this board?

☒ Yes ☐ No

If you are applying for more than one board, how many total boards are you willing to serve on?

☒ 3

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I have over 20 years of experience in public procurement and have a deep knowledge of and passion for the profession. I served as Chief Procurement Officer for the State of Alaska for six years, working with procurement professionals all over Alaska--including the City & Borough of Juneau--and all over the nation. Currently, I work with a procurement consulting firm and cover 21 western states, talking with and advising Chief Procurement Officers at the state and local levels. I've responded to and advised on a number of protests over the years and would enjoy being able to assist our community with such matters.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

Treadwell Arena Advisory Board Juneau Adult Hockey Association Government Sourcing Solutions

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

Juneau Adult Hockey Association, President (2013-Present) Juneau Adult Hockey Association, Tier Representative (2012-2013) Treadwell Arena Advisory Board, Chair (2019-Present) Treadwell Arena Advisory Board, Adult Hockey User Group Representative (2015-Present) National Association of State Procurement Officials, President-elect (2018-2019) National Association of State Procurement Officials, Director-at-Large (2017-2018) NASPO ValuePoint Management Board, Member (2013-2019)

Education/Training: Please list both formal and informal education & training experiences:

Lean Six Sigma Black Belt formal training and I've developed and/or contributed to a number of state and national level education/training curriculum: - Drafted a chapter and assisted with the review/proofing of a procurement textbook used in higher education, "State & Local Government Procurement: A Practical Guide." - Contributed to a Harvard Business School research paper on cooperative procurement. - "Wrote the book" on procurement in Alaska, the State of Alaska Procurement Manual. - Developed and taught many classes on procurement for the State of Alaska.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Certified Six Sigma Black Belt, American Society for Quality (2018-Present) Certified Public Procurement Officer, Universal Public Procurement Certification Council (2014-Present) Certified Professional Public Buyer, Universal Public Procurement Certification Council (2009-Present)

Upload a Resume

Demographics

The following **optional** information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

None Selected

Gender

None Selected



Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

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☒ I Agree

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[When completing the application, please put your "MAILING" address in the first address block labeled "HOME." The optional secondary address field is for your "RESIDENCE" address.]

Leah Farzin

First Name Middle Initial Last Name

[Redacted]

Email Address

[Redacted]

Home Address

[Redacted]

Suite or Apt

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

[Redacted]

Residence Address Line 2

Residence City

Juneau

Residence State

AK

Residence Postal Code

99801

Comments

Part time coach at Treadwell Arena; Member of Professional Skaters Assoc., US Figure Skating, Ice Sports Industry (ISI), and Juneau Skating Club

Secondary Email Address (if any)

[REDACTED]

Which Boards would you like to apply for?

Treadwell Arena Advisory Board: Submitted

Are you applying for reappointment to this board?

☒ Yes ☐ No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I would like to continue to work with the current board to promote and expand Treadwell's place in the Juneau sports and recreation landscape, including expanding hours and hopefully the facility itself soon! The individuals on the board now are conscientious and as invested in its success as I am and it would be efficient and effective to continue to have all of us together to make sure Treadwell is operating at its optimal capacity and efficiency.

Please select the type of board seat for which you are applying *

☒ Criteria specific seat as listed in the board's governing legislation

Please list any organizations for which you currently serve as a board member, officer, or employee.

Treasurer of Juneau Skating Club

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

Juneau Skating Club Board for almost 4 years, Treadwell Advisory Board for 2 years

Education/Training: Please list both formal and informal education & training experiences:

BA from Miami University in political science, minor in mathematics; JD from Northeastern University, LLM from University College London. Have coached group and individual skating lessons part time for 20 years, which includes informal training with mentor coaches and skating directors, as well as some continuing education via the Professional Skaters Association (PSA).

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Member of the Bar in good standing in Alaska and Massachusetts. Figure skating coach registered with US Figure Skating, ISI, and PSA, including two separate background checks for US Figure Skating and ISI, and Safesport training.

[Upload a Resume](#)

Demographics

The following **optional** information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female


Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Paulette Schirmer
First Name Middle Initial Last Name

Email Address

Home Address Suite or Apt
City State Postal Code

Primary Phone Alternate Phone

University of Alaska Southeast Assistant Professor of Accounting
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Americans with Disabilities Act Committee: Submitted
Jensen-Olson Arboretum Advisory Board: Submitted
Treadwell Arena Advisory Board: Submitted

Are you applying for reappointment to this board?

☐ Yes ☒ No

If you are applying for more than one board, how many total boards are you willing to serve on?

☒ 3

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I currently co-author a payroll accounting textbook as well as teach this course at the University. I am interested in keeping my finger on the important issues related to the challenges of ADA compliance and issues facing the community.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

none

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

Education/Training: Please list both formal and informal education & training experiences:

Doctorate in Business Administration, Masters of Business Administration, Bachelors of Science in Accounting. Accountant and payroll processor for over 30 years.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

[Upload a Resume](#)

Demographics

The following *optional* information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female

Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

Presented by: The Manager
Introduced: 12/11/2006
Drafted by: J.W. Hartle

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2377

A Resolution Establishing the Jensen-Olson Arboretum Advisory Board.

WHEREAS, the City and Borough has received a generous bequest from the Estate of Caroline Jensen; and

WHEREAS, it was Ms. Jensen's intent that the bequest be used for certain enumerated arboretum purposes, as specified in the Administrative Agreement Concerning the Jensen-Olson Arboretum between Caroline Jensen and the City and Borough of Juneau, dated September 30, 1993; and

WHEREAS, it is important that the City and Borough honor Ms. Jensen's intentions in making this gift and carefully oversee the stewardship of Ms. Jensen's gift, as well as the gifts of future donors, so that all donors to the Jensen-Olson Arboretum may be assured that their gifts will be used for their intended purposes, and for the benefit of the Arboretum and the public; and

WHEREAS, the Assembly expresses its gratitude for the generosity of Ms. Jensen.

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Jensen-Olson Arboretum Advisory Board Established. There is established a board of nine persons, which shall be known as the Jensen-Olson Arboretum Advisory Board.

- (a) The Assembly shall appoint members of the board to three-year terms. To the extent practicable, one shall be a representative of the horticulture or botanical community, two shall be representatives of the financial community, one shall be a representative from Discovery Southeast, one shall be a working artist, one shall be a representative of the Southeast Alaska Land Trust, one shall be the Superintendent of the Juneau School District or designee, and two shall be representatives of the public.

- (b) The presence of five members of the board shall be required for a quorum.
- (c) The board shall elect a chair from its members for a three-year term.
- (d) A member chosen to fill a vacancy other than by expiration of a term shall be appointed for the unexpired term of the member whom he or she is to succeed. A member of the board shall be eligible for reappointment.

Section 2. Board Purpose. The Arboretum Advisory Board will advise on the Arboretum's guiding vision as provided by Caroline Jensen:

“The vision of the Arboretum is to provide the people of Juneau a place that both teaches and inspires learning in horticulture, natural sciences, and landscaping; to preserve the beauty of the landscape for pure aesthetic enjoyment; to maintain the historic and cultural context of the place and its people.”

The board shall advise and assist the Director of Parks and Recreation on issues including, but not limited to, capital campaigns and fundraising, and programmatic direction consistent with the guiding vision above.

Section 3. Endowment Subcommittee Established. A three member Endowment Subcommittee shall be established from the Arboretum Advisory Board consisting of one of the financial community members, the member from the horticultural/botanical community, and one of the public members. The presence of all members of the subcommittee shall be required for a quorum and any action of the subcommittee shall require at least two affirmative votes.

Section 4. Endowment Subcommittee Purpose.

- (a) The Endowment Subcommittee shall advise and make recommendations to the Director of Parks and Recreation and the board regarding the Jensen-Olson Arboretum Endowment Fund, which shall comprise all gifts and donations designated for the Endowment Fund bequeathed to the City and Borough by Caroline Jensen.
- (b) Endowment Fund monies shall be maintained in a trust account managed by the Finance Department in accordance with CBJ 57.05.040, for the purpose of augmenting the Arboretum's budget and not supplanting normal operational funds.

- (c) The Endowment Fund will be managed with the intent to preserve the principal, including the use of interest income to protect the value of the principal from devaluation due to inflation. The board shall advise the Parks and Recreation Director annually whether and how much of the income it recommends be expended each year for the benefit of the Arboretum and to accomplish the goals of the September 30, 1993, Administrative Agreement Concerning the Jensen-Olson Arboretum.

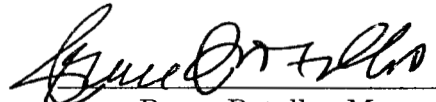
Section 5. Regular Meetings. The Arboretum Advisory Board shall meet at least quarterly. The Endowment Subcommittee shall meet at least twice per year.

Section 6. Board Rules and Procedures. The board's procedure shall be governed by Robert's Rules of Order except where superceded by the Advisory Board Rules of Procedure, as such may be amended from time to time.

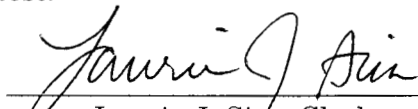
Section 7. Deposit of Bequest. The bequest from Caroline Jensen shall be deposited in the Endowment Fund for use in accordance with this resolution and subject to the restrictions of the bequest and the Administrative Agreement Concerning the Jensen-Olsen Arboretum.

Section 8. Effective Date. This resolution shall be effective immediately upon adoption.

Adopted this 11th day of December, 2006.


Bruce Botelho, Mayor

Attest:


Laurie J. Siqa, Clerk



City and Borough of Juneau, AK

Jensen-Olson Arboretum Advisory Board

Board Roster



Nell McConahey

2nd Term Nov 10, 2014 - Jan 31, 2020

Appointing Authority Assembly

Position Voting Member

Office/Role Chair

Category Public: Artist

Dais Seat 7



Edric Carrillo

1st Term Feb 11, 2019 - Jan 31, 2021

Appointing Authority PRAC

Position Ex-Officio

Category PRAC Liaison

Dais Seat 10



Kristin Bartlett

1st Term Sep 02, 2015 - Jan 31, 2021

Appointing Authority Assembly

Position Voting Member

Category School Superintendent's Designee

Dais Seat 1



Ed Buyarski

5th Term Feb 01, 2018 - Jan 31, 2021

Appointing Authority Assembly

Position Voting Member

Office/Role Co-Chair

Category Public: Horticulture

Dais Seat 2



Catherine R Evans

1st Term Nov 05, 2018 - Jan 31, 2021

Position Voting Member

Category Public: Financial

Dais Seat 9



Patricia Harris

5th Term Feb 01, 2018 - Jan 31, 2021

Appointing Authority Assembly

Position Voting Member

Category SEAL Trust Representative

Dais Seat 6



Peter Froehlich

5th Term Feb 01, 2019 - Jan 31, 2022

Appointing Authority Assembly

Position Voting Member

Office/Role Public

Category Public

Dais Seat 4



Deborah Rudis

4th Term Feb 01, 2019 - Jan 31, 2022

Appointing Authority Assembly

Position Voting Member

Office/Role Public

Category General Public Seat

Dais Seat 8



Vacancy

Appointing Authority Assembly

Position Voting Member

Category Public: Financial

Dais Seat 5



Vacancy

Appointing Authority Assembly

Position Voting Member

Category Discovery Southeast Representative

Dais Seat 3

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Melissa D Hebdon
First Name Middle Initial Last Name

[Redacted]
Email Address

[Redacted] [Redacted]
Home Address Suite or Apt
[Redacted] [Redacted]
City State Postal Code

[Redacted] [Redacted]
Primary Phone Alternate Phone

Hospice and Homecare of Juneau RN / Case Manager
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

[Redacted]

Residence Address Line 2

Residence City

JUNEAU

Residence State

Alaska

Residence Postal Code

99801

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Americans with Disabilities Act Committee: Submitted
Hospital Board: Submitted
Jensen-Olson Arboretum Advisory Board: Submitted
Juneau Commission on Aging: Submitted
Local Emergency Planning Committee: Submitted

Are you applying for reappointment to this board?

☐ Yes ☒ No

If you are applying for more than one board, how many total boards are you willing to serve on?

☒ 3

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

none

Question applies to multiple boards

How many hours per month are you able to serve?

20

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I am a registered nurse that works for Hospice and Homecare of Juneau. I have served the elderly and disabled population in my career for the last 15 years. I love to work outside and work with my hands. I love gardening, painting. Building. And am passionate about my hobbies. I work well with other people including people that I may not always agree with. I have the ability to use critical thinking skills, plan, and execute a plan.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

Hospice and Homecare of Juneau (CCS)

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

I have no prior experience on a board

Education/Training: Please list both formal and informal education & training experiences:

I am a registered nurse. I have two university degrees, and I love to learn

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Registered Nurse- Alaska Registered Nurse- Utah CPR certification

Upload a Resume

Demographics

The following *optional* information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female

Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME**." The optional secondary address field is for your "**RESIDENCE**" address.]

First Name NEU Middle Initial Last Name MCCONATHEY
 Email Address spiralalaska@gmail.com
 Home Address 14183 OTTER WAY Suite or Apt
 City JUNEAU State AK Postal Code 99801
 Primary Phone 907 463 6992 Alternate Phone
 Employer SELF Job Title OWNER/ARTISAN

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2 SAME

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for? JENSEN OLSON ARBORETUM

None Selected

Are you applying for reappointment to this board?

☒ Yes ☐ No

If you are applying for more than one board, how many total boards are you willing to serve on? 1

~~None Selected~~ →

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

NONE

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

INTERESTED IN PLANTS AND GARDENING. WANT TO DO SOME COMMUNITY SERVICE

Please select the type of board seat for which you are applying *

~~None Selected~~ ARTISAN SEAT

Please list any organizations for which you currently serve as a board member, officer, or employee.

JUNEAU ARTISTS GALLERY, LLC.

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

JUNEAU ARTISTS GALLERY, LLC, ON BOARD 12 YRS
JOAAB, 2 TERMS

Education/Training: Please list both formal and informal education & training experiences:

BS UNIVERSITY STUDIES, SOUTHERN ILLINOIS U.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

MADE IN ALASKA CERTIFICATION #6349, 6350

RESUME ATTACHED

[Upload a Resume](#)

Demographics

The following **optional** information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

None Selected

Gender

None Selected

Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

A handwritten signature in black ink, consisting of a large, stylized 'Z' or 'S' shape followed by a horizontal line extending to the right.

Nell McConahey Spiral Studio

Experience	1998-Present	Spiral Studio	Juneau, AK
	Owner/Artisan		
	▪ Full time artisan of stained glass and jewelry business. ▪ Control of all aspects of a small business. ▪ Design and creation of all products of the company.		
	1996-1998	Nell McConahey, Carpentry	Juneau, AK
	Finish Carpenter		
	▪ Self employed carpenter and construction worker. ▪ Organized and scheduled all jobs.		
	1992-1995	Scarlett's Flowers	Juneau, AK
	Floral Designer		
	▪ Designed and created floral arrangements. ▪ Assisted customers with purchases.		
	1991-1992	Hana to Yoko	Chicago, IL
	Store Manager		
	▪ Managed retail florist at Chicago Merchandise Mart. ▪ Lead designer of floral arrangements. ▪ Organized staffing and operation of shop.		
Education	1983-1988	Southern Illinois University	Carbondale, IL
	B.S., University Studies		
	1981-1982	Hickey School	Clayton, MO
	Diploma in Retail Management		
	1978-1981	Alton Senior High School	Alton, IL
	Diploma		
Professional	Member of Juneau Artists Gallery, 1998 to present. Juneau Artists Gallery, President: 2001 - 2003 and 2005 – 2007, 2010 – 2012, 2020 Vice President 2014 and 2017		

Shows

Alaska-Juneau Public Market, Juneau AK, annually 1999 to present.

Alaska State Fair, Palmer AK, annually 2000 to 2017.

Spring and Fall Studio Shows, Juneau AK, annually fall 1999 to fall 2003.

Nugget Mall or Mendenhall Mall Craft Fairs, Juneau AK, 2 to 4 shows per year since 1998.

Empire Gallery, Juneau AK, April 2004.

Sitka Trade Market, Sitka AK, annually 2001 to 2003.

Whalefest, Sitka AK, annually 2004 - 2013.

Beyond the Pane, Canvas Gallery, Juneau AK, May 2010

Bad Girls of the North, Fairbanks AK 2008. 2011-2013

Holiday Marketplace, Fairbanks AK 2014 to present

Interests

Jensen-Olson Arboretum Advisory Board. Member since 2014, Current Chair
Boating, fishing, domestic and international travel, gardening.

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Paulette Schirmer
First Name Middle Initial Last Name

Email Address

Home Address Suite or Apt
City State Postal Code

Primary Phone Alternate Phone

University of Alaska Southeast Assistant Professor of Accounting
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Americans with Disabilities Act Committee: Submitted
Jensen-Olson Arboretum Advisory Board: Submitted
Treadwell Arena Advisory Board: Submitted

Are you applying for reappointment to this board?

☐ Yes ☒ No

If you are applying for more than one board, how many total boards are you willing to serve on?

☒ 3

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I currently co-author a payroll accounting textbook as well as teach this course at the University. I am interested in keeping my finger on the important issues related to the challenges of ADA compliance and issues facing the community.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

none

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

Education/Training: Please list both formal and informal education & training experiences:

Doctorate in Business Administration, Masters of Business Administration, Bachelors of Science in Accounting. Accountant and payroll processor for over 30 years.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Upload a Resume

Demographics

The following *optional* information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female

Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

Presented by: HRC
Introduced: 04/23/2007
Drafted by: J.W. Hartle

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2331

A Resolution Reestablishing and Renaming the Douglas Service Area Advisory Board, and Repealing Resolution Nos. 210 and 1665.

WHEREAS, a temporary Advisory Board for Douglas Service Area, Service Area No. 2, was established by the Charter in Section 16.8(d); and

WHEREAS, the Douglas Service Area Advisory Board has continued to function under authority granted by the Assembly; and

WHEREAS, it is desirable that this board continue to function, and that it be renamed.

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. The Douglas Service Area Advisory Board, shall be known as the Douglas Advisory Board

Section 2. The board shall consist of seven members appointed by the Assembly for staggered three-year terms.

Section 3. Any person appointed to serve on the Douglas Advisory Board must be a qualified voter of the City and Borough residing on Douglas Island.

Section 4. The purposes of such board shall be to advise the City and Borough Assembly and the City and Borough administration on matters which affect Douglas Island and its facilities and residents.

Section 5. Repeal of Resolutions. Resolution Nos. 210 and 1665 are repealed.

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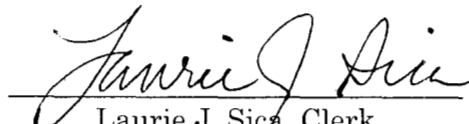
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Section 6. Effective Date. This resolution shall be effective immediately upon adoption.

Adopted this 23rd day of April, 2007.


Bruce Botelho, Mayor

Attest:


Laurie J. Sica, Clerk



City and Borough of Juneau, AK

Douglas Advisory Board

Board Roster



Joyce Vick

4th Term Jan 12, 2009 - Sep 30, 2020

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 7



Norton Gregory

1st Term Apr 01, 2019 - Sep 30, 2020

Appointing Authority Assembly

Position Voting Member

Office/Role Chair

Category Public

Dais Seat 4



Teri Tibbett

2nd Term Oct 01, 2019 - Sep 30, 2022

Appointing Authority Assembly

Position Voting Member

Office/Role Secretary

Category Public

Dais Seat 6



Mary Kay Pusich

5th Term Oct 01, 2019 - Sep 30, 2022

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 5



John DelGado

5th Term Oct 01, 2019 - Sep 30, 2022

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 1



Vacancy

Appointing Authority Assembly

Position Voting Member

Office/Role Vice-Chair

Category Public

Dais Seat 3



Vacancy

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 2

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "MAILING" address in the first address block labeled "HOME." The optional secondary address field is for your "RESIDENCE" address.]

Troy M Wuyts-smith

First Name

Middle Initial

Last Name

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Alaska Airlines

Employer

Customer Service Supervisor

Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Animal Hearing Board: Submitted
Douglas Advisory Board: Submitted
Juneau Human Rights Commission: Submitted

Are you applying for reappointment to this board?

☐ Yes ☒ No

If you are applying for more than one board, how many total boards are you willing to serve on?

☒ 3

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I'm applying to be on the Animal Board out of my love for animals. I've long been an advocate for positive reinforcement training, as well as breed acceptance. I believe that there is misinformation that deems certain dogs as dangerous (pit bulls, akitas, german shepards, etc). Breeds are not dangerous-- it's how the dogs are trained and raised. Positive reinforcement training combined with socialization with other dogs is key to combat aggression and keep dogs friendly... I don't like seeing animals fight or get hurt, so I think it's important to expand animal safety knowledge. Serving on the Animal Hearing Board is an important duty to establish facts to determine whether or not to deem an animal as dangerous or not. I would be honored to serve on this board. The Juneau Human Rights Commission would be a blessing to be a part of. As a proud member of the LGBTQ Community, I have advocated for LGBT rights for many years. While living in Iceland from 2013-2016, I was invited to the Presidential Residence and had a one on one meeting with former President, Olafur Grimsson to discuss my fight to end the ban denying gay men the right to donate blood. I also had the chance with discuss my cause with former Prime Minister, Johanna Sigurdurdottir, as well as the mayor of Reykjavik, Dagur Eggertson... I have always had a passion for speaking out against discrimination, and fighting to ensure that equality is held to the highest standard. I have a Bachelor's Degree in Political Science, and I've volunteered on several political campaigns, including political fundraisers for Alyse Galvin in Alaska... I believe it's very important to spread as much knowledge as possible in order to prevent discrimination from happening. This all starts with what our youth is taught, and how they're brought up. The more knowledge the better. Eventually, I would love to see it required for LGBTQ Studies, African American Studies, Native Studies, Women's Studies to be a mandatory part of curriculum in elementary, junior high, high schools throughout Juneau. The best way to prevent discrimination is to provide information for people to learn. Through education, anything is possible. I think I would make a great fit to this board as well. For the Douglas Advisory Board. It would be great to serve on this board to discuss issues and help unite the community in Douglas. My husband and I just bought our first home last May in Douglas, and we fell in love with the neighborhood.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

None.

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

I've never served on a board before. I have only worked on political campaigns canvassing, making calls, working polls, etc.

Education/Training: Please list both formal and informal education & training experiences:

I have a bachelor's degree in Political Science and a minor in English.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Bachelor's Degree in Political Science.

[Upload a Resume](#)

Demographics

The following **optional** information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

☒ African American

Gender

☒ Male



Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

June 24, 2020

*The Honorable Mayor Beth Weldon
Assembly Members
City and Borough of Juneau
150 South Seward St.
Juneau, AK
99801*

Dear Mayor Weldon and Assembly Members:

The attached resolution presented to the Human Resource Committee expresses the concerns of the Juneau Human Rights Commission regarding systemic and structural racism within the City and Borough of Juneau.

The foci identified in this resolution are in education, health, law enforcement, and economic justice, this is just the beginning. Community advocacy groups and individuals have voiced their concerns in public and private settings, such as the silent vigil, the anti-racism protest and march, Central Council of Tlingit and Haida's session, and CBJ community listening sessions. Over the past few weeks the Juneau Human Rights Commission has hosted four meetings with public participation in the process of drafting this resolution.

Solutions have been given to us as well as to the City. The process of anti-racism is visionary and long-term. The process of anti-racism requires ensuring that the voices of those directly impacted by racism are heard. We have the resources we need in Juneau to transform and to do this work.

In sum, we are endeavoring, as charged, to return to the Universal Declaration of Human Rights as the guiding light and principle to address the inequality of human rights protections in our community. We have provided some additional framing from the lens of Human Rights as the City proceeds to address the community. We are hoping to play an active role in the steps moving forward, to be consulted, and to have increased City representation. Please review the attached resolution, the ten demands as put forth by Black leadership in Juneau, the Universal Declaration of Human Rights, and the Convention on the Rights of the Child.

Respectfully,

Haifa Sadighi (Chair), Ibn Bailey, and Britta Tonnessen.

Juneau Human Rights Commission

Resolution of the City and Borough of Juneau, Alaska

Serial No. _____

A Resolution ...

WHEREAS, The Universal Declaration promises to all the economic, social, political, cultural and civic rights that underpin a life free from want and fear. They are not a reward for good behaviour. They are not country-specific, or particular to a certain era or social group. They are the inalienable entitlements of all people, at all times, and in all places — people of every colour, from every race and ethnic group; whether or not they are disabled; citizens or migrants; no matter their sex, their class, their caste, their creed, their age or sexual orientation. (UNHR)

WHEREAS, the City and Borough of Juneau recognizes that the reverberations of the symptoms felt as a direct cause of systemic racism written into policies worldwide is by its very nature also within our own community. The City and Borough of Juneau recognizes within our own community historic systemic racism requires systematic change; and

WHEREAS, the nation grapples with a surge in protests and demands justice in response to the eight minute execution of George Floyd, one case of endless cases since the beginning of this nation, that has catalyzed widespread protests and calls for equality, human security, dismantling of white supremacy. Within Juneau, local Black leadership has ten demands; and

WHEREAS, Black Lives Matters is a catalyst for this change, the City and Borough of Juneau must face the unique and local history of racism; and

WHEREAS, the Juneau Human Rights Commission has named four main issues of human rights (Article 1 and Article 2): racial justice, economic justice, education justice, and health care justice; and

Now, Therefore, Be it Resolved that the Assembly of the City and Borough of Juneau unequivocally identifies, recognizes, and embraces the diversity and cultural values of our community. The Assembly of the City and Borough of Juneau must hold itself accountable to the reality of racism in our Juneau community and explores short and long-term anti-racism measures and accountability systems both systemic and individual.

Be it further Resolved that the City of Juneau embraces the ten demands presented by Juneau's Black Leadership (see addendum). How is the City and Borough of Juneau ensuring transparency and equity, while acknowledging the historical trauma and colonization affecting groups and individuals in our communities, in the planning and implementation of:

Police activity -- included but not limited to: police department hiring procedures (equity in hiring and retention), recertifications, safety trainings, equity training, de-escalation, use of force policies and practices, diverse community outreach and connections reflective of our community, equal enforcement of policies and practices - is transparent and inclusive of community involvement.

How does the City and Borough of Juneau support and fund the diversity of institutions and community members in Juneau dedicated to the resiliency of the community: education, social justice, non-profit organizations, economic equalization, coalitions (e.g. Re-entry Coalition), equity in health and social service delivery and care, law enforcement.

How is the City and Borough of Juneau strengthening and clarifying its relationship with the Department of Corrections to address the diversity within corrections, including but not limited to race, national or ethnic origin, heritage, language, lineage, cultural roots, sexual orientation, gender identity, disability, and mental health, of our population.

How do the procedures and the institutions that the City and Borough of Juneau has in place protect citizens without harm, with transparency, and with a mindset of restoration and justice and establish procedures for individuals to report use of excessive force without fear of retaliation or intimidation?

What procedures are in place to ensure that JPD police officer trainings are data-informed, timely, and the most current available? Such trainings included but are not limited to: racial sensitivity and other systemic issues such as racial bias, trauma-sensitive, domestic violence, human trafficking, sexual assault response, mental illness, gender identity, sexual orientation, mental health, and oppression.

How are police monitored and held accountable for behaviors in off duty abuse of power, conduct and situations including but not limited to domestic abuse, sexual violence (abuse, assault, harassment), use of violent and abusive discourse, and association - online or other - that engage in hateful rhetoric?

How are records on police personnel behavior regarding Missing and Murdered Indigenous and Black Women collected into a national, comprehensive registry dedicated to reporting track records of individual officers that is available and accessible to the public?

How is the Juneau School District held accountable to address racially induced incidents and behaviors among students and staff, the use of N-word and/or other racially derogatory discourse, microaggressions, or any form of verbal assault on or with our black and brown students?

How is the Juneau School District addressing the needs of students who experience the negative repercussions of racism through the delivery of services to support their racially and culturally specific identities with racially and culturally representative advocates, community partnerships, and diverse forms of healing in order to care for and address the challenges these students face?

How does the City and Borough of Juneau create platforms that include local voices and current relevant supporting data to inform anti-racist and violence prevention actions.

This is the beginning of a process with regards to systemic racial equity throughout the City and Borough of Juneau. We bring your attention to the following articles regarding this four starting points: Racial Equity: Articles 1, 2, 3; Law Enforcement: 9, 10, 11; Health Care: Article 25; and Education: Article 26, in addition to the Convention on the Rights of the Child.

Addendum 1:

Juneau Black Leadership Ten Demands - June 6,2020

1. We demand that the city establish a community oversight committee over the Juneau Police Department. This Citizen Committee will monitor police activity, hiring, procedures, and recertification.

2. We demand that the city defund the militarization of the police and reinvest that money into the resiliency of the community.
3. We demand the education of all Department of Corrections Staff regarding the complexities of the populations that they serve including experiences with racial bias, domestic violence, human trafficking, sexual assault, mental illness, substance misuse, and houselessness as well as an end to Rape Culture within the Prison and the Hiring of a Prison Rape Elimination Act Advocate by Lemon Creek Correctional Facility.
4. We demand that JPD begin using body cameras to ensure the community that chokeholds, strangleholds, and knee holds, or any other form of excessive force are not being used. Failure to use a body camera will result in immediate termination from JPD.
5. We demand that JPD require all police officers to undergo racial sensitivity training and be educated on systemic issues such as: racial bias, domestic violence, human trafficking, sexual assault response, mental illness, and oppression.
6. We demand that officers involved in domestic abuse lose their right to have and use firearms, and ultimately lose their jobs as police officers.
7. We demand the release of public records on police personnel, and the release of reports regarding cases involving Missing and Murdered Indigenous and Black Women.
8. We demand that the Juneau School District upgrade their educational and disciplinary policies to ensure that racial incidents do not occur. They must address how they handle students and staff that use the N-word, other racially derogatory terms, or any form of verbal assault on or with our black and brown children. These disciplinary policies need to directly address any incidents which can include education, workshops, and/or suspension. An oversight committee will be established to ensure that these educational and disciplinary steps are accomplished within the school system.
9. We demand that black students who experience the negative repercussions of racism, including overt acts of racism or microaggressions, are given a safe space with a trained advocate, who is black, and understands the challenges they are facing.
10. We demand that you recognize what ally-ship actually means. It means taht you are sitting with discomfort and examining your own privilege and using it to help. Ally-ship means that this is not about you and your peers. Ally-ship is not Virtue Signaling, it is about taking real recognizable action- not sad faces on Social Media. Ally-ship means a commitment to Anti-oppression work including Anti-Racism. Ally-ship means that the branding of movements is not yours to determine. Ally-ship means taking risks and holding yourself and others accountable. Ally-ship means listening. Our movements cannot be led by you. Ask for a seat at our tables, for a place in our movement for justice, and accept the answer. There is no us without us.

Addendum 2: [Universal Declaration of Human Rights](#)

Universal Declaration of Human Rights Preamble

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world, Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall

enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

Whereas it is essential to promote the development of friendly relations between nations,

Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

Whereas Member States have pledged themselves to achieve, in cooperation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge, Now, therefore, The General Assembly, Proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article I All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2 Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 3 Everyone has the right to life, liberty and the security of person.

Article 4 No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5 No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6 Everyone has the right to recognition everywhere as a person before the law.

Article 7 All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8 Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9 No one shall be subjected to arbitrary arrest, detention or exile.

Article 10 Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11 1. Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence. 2. No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12 No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13 1. Everyone has the right to freedom of movement and residence within the borders of each State. 2. Everyone has the right to leave any country, including his own, and to return to his country.

Article 14 1. Everyone has the right to seek and to enjoy in other countries asylum from persecution. 2. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15 1. Everyone has the right to a nationality. 2. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16 1. Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution. 2. Marriage shall be entered into only with the free and full consent of the intending spouses. 3. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17 1. Everyone has the right to own property alone as well as in association with others. 2. No one shall be arbitrarily deprived of his property.

Article 18 Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19 Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20 1. Everyone has the right to freedom of peaceful assembly and association. 2. No one may be compelled to belong to an association.

Article 21 1. Everyone has the right to take part in the government of his country, directly or through freely chosen representatives. 2. Everyone has the right to equal access to public service in his country. 3. The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22 Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23 1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. 2. Everyone, without any discrimination, has the right to equal pay for equal work. 3. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection. 4. Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24 Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25 1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control. 2.

Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26 1. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit. 2. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace. 3. Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits. 2. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28 Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29 1. Everyone has duties to the community in which alone the free and full development of his personality is possible. 2. In the exercise of his rights and freedoms, everyone shall be

subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society. 3. These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30 Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

Addendum 3: [Convention on the Rights of the Child](#)

Convention on the Rights of the Child Adopted and opened for signature, ratification and accession by General Assembly resolution 44/25 of 20 November 1989 entry into force 2 September 1990, in accordance with article 49 Preamble The States Parties to the present Convention,

Considering that, in accordance with the principles proclaimed in the Charter of the United Nations, recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

Bearing in mind that the peoples of the United Nations have, in the Charter, reaffirmed their faith in fundamental human rights and in the dignity and worth of the human person, and have determined to promote social progress and better standards of life in larger freedom, Recognizing that the United Nations has, in the Universal Declaration of Human Rights and in the International Covenants on Human Rights, proclaimed and agreed that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status,

Recalling that, in the Universal Declaration of Human Rights, the United Nations has proclaimed that childhood is entitled to special care and assistance,

Convinced that the family, as the fundamental group of society and the natural environment for the growth and well-being of all its members and particularly children, should be afforded the necessary protection and assistance so that it can fully assume its responsibilities within the community,

Recognizing that the child, for the full and harmonious development of his or her personality, should grow up in a family environment, in an atmosphere of happiness, love and understanding,

Considering that the child should be fully prepared to live an individual life in society, and brought up in the spirit of the ideals proclaimed in the Charter of the United Nations, and in particular in the spirit of peace, dignity, tolerance, freedom, equality and solidarity,

Bearing in mind that the need to extend particular care to the child has been stated in the Geneva Declaration of the Rights of the Child of 1924 and in the Declaration of the Rights of the Child adopted by the General Assembly on 20 November 1959 and recognized in the Universal Declaration of Human Rights, in the International Covenant on Civil and Political Rights (in particular in articles 23 and 24), in the International Covenant on Economic, Social and Cultural Rights (in particular in article 10) and in the statutes and relevant instruments of specialized agencies and international organizations concerned with the welfare of children,

Bearing in mind that, as indicated in the Declaration of the Rights of the Child, "the child, by reason of his physical and mental immaturity, needs special safeguards and care, including appropriate legal protection, before as well as after birth",

Recalling the provisions of the Declaration on Social and Legal Principles relating to the Protection and Welfare of Children, with Special Reference to Foster Placement and Adoption Nationally and Internationally; the United Nations Standard Minimum Rules for the Administration of Juvenile Justice (The Beijing Rules) ; and the Declaration on the Protection of Women and Children in Emergency and Armed Conflict,

Recognizing that, in all countries in the world, there are children living in exceptionally difficult conditions, and that such children need special consideration,

Taking due account of the importance of the traditions and cultural values of each people for the protection and harmonious development of the child,

Recognizing the importance of international cooperation for improving the living conditions of children in every country, in particular in the developing countries,

Have agreed as follows:

PART I

Article 1 For the purposes of the present Convention, a child means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier.

Article 2 1. States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status. 2. States Parties shall take all appropriate measures to ensure that the child is protected against all forms of discrimination or punishment on the basis of the status, activities, expressed opinions, or beliefs of the child's parents, legal guardians, or family members.

Article 3 1. In all actions concerning children, whether undertaken by public or private social welfare institutions, courts of law, administrative authorities or legislative bodies, the best interests of the child shall be a primary consideration. 2. States Parties undertake to ensure the child such protection and care as is necessary for his or her well-being, taking into account the rights and duties of his or her parents, legal guardians, or other individuals legally responsible for him or her, and, to this end, shall take all appropriate legislative and administrative measures. 3. States Parties shall ensure that the institutions, services and facilities responsible for the care or protection of children shall conform with the standards established by competent authorities, particularly in the areas of safety, health, in the number and suitability of their staff, as well as competent supervision.

Article 4 States Parties shall undertake all appropriate legislative, administrative, and other measures for the implementation of the rights recognized in the present Convention. With regard to economic, social and cultural rights, States Parties shall undertake such measures to the maximum extent of their available resources and, where needed, within the framework of international co-operation.

Article 5 States Parties shall respect the responsibilities, rights and duties of parents or, where applicable, the members of the extended family or community as provided for by local custom, legal guardians or other persons legally responsible for the child, to provide, in a manner consistent with the evolving capacities of the child, appropriate direction and guidance in the exercise by the child of the rights recognized in the present Convention.

Article 6 3 1. States Parties recognize that every child has the inherent right to life. 2. States Parties shall ensure to the maximum extent possible the survival and development of the child.

Article 7 1. The child shall be registered immediately after birth and shall have the right from birth to a name, the right to acquire a nationality and, as far as possible, the right to know and be cared for by his or her parents. 2. States Parties shall ensure the implementation of these rights in accordance with their national law and their obligations under the relevant international instruments in this field, in particular where the child would otherwise be stateless.

Article 8 1. States Parties undertake to respect the right of the child to preserve his or her identity, including nationality, name and family relations as recognized by law without unlawful interference. 2. Where a child is illegally deprived of some or all of the elements of his or her identity, States Parties shall provide appropriate assistance and protection, with a view to re-establishing speedily his or her identity.

Article 9 1. States Parties shall ensure that a child shall not be separated from his or her parents against their will, except when competent authorities subject to judicial review determine, in accordance with applicable law and procedures, that such separation is necessary for the best interests of the child. Such determination may be necessary in a particular case such as one involving abuse or neglect of the child by the parents, or one where the parents are living separately and a decision must be made as to the child's place of residence. 2. In any proceedings pursuant to paragraph 1 of the present article, all interested parties shall be given an opportunity to participate in the proceedings and make their views known. 3. States Parties shall respect the right of the child who is separated from one or both parents to maintain personal relations and direct contact with both parents on a regular basis, except if it is contrary to the child's best interests. 4. Where such separation results from any action initiated by a State Party, such as the detention, imprisonment, exile, deportation or death (including death arising from any cause while the person is in the custody of the State) of one or both parents or of the child, that State Party shall, upon request, provide the parents, the child or, if appropriate, another member of the family with the essential information concerning the whereabouts of the absent member(s) of the family unless the provision of the information would be detrimental to the well-being of the child. States Parties shall further ensure that the submission of such a request shall of itself entail no adverse consequences for the person(s) concerned.

Article 10 1. In accordance with the obligation of States Parties under article 9, paragraph 1, applications by a child or his or her parents to enter or leave a State Party for the purpose of family reunification shall be dealt with by States Parties in a positive, humane and expeditious manner. States Parties shall further ensure that the submission of such a request shall entail no adverse consequences for the applicants and for the members of their family. 2. A child whose parents reside in different States shall have the right to maintain on a regular basis, save in exceptional circumstances personal relations and direct contacts with both parents. Towards that end and in accordance with the obligation of States Parties under article 9, paragraph 1, States Parties shall respect the right of the child and his or her parents to leave any country, including their own, and to enter their own country. The right to leave any country shall be subject only to such restrictions as are prescribed by law and which are necessary to protect the national security, public order (*ordre public*), public health or morals or the rights and freedoms of others and are consistent with the other rights recognized in the present Convention.

Article 11 1. States Parties shall take measures to combat the illicit transfer and non-return of children abroad. 2. To this end, States Parties shall promote the conclusion of bilateral or multilateral agreements or accession to existing agreements.

Article 12 1. States Parties shall assure to the child who is capable of forming his or her own views the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child. 2. For this purpose, the child shall in particular be provided the opportunity to be heard in any judicial and administrative proceedings affecting the child, either directly, or through a representative or an appropriate body, in a manner consistent with the procedural rules of national law.

Article 13 1. The child shall have the right to freedom of expression; this right shall include freedom to seek, receive and impart information and ideas of all kinds, regardless of frontiers, either orally, in writing or in print, in the form of art, or through any other media of the child's choice. 2. The exercise of this right may be subject to certain restrictions, but these shall only be such as are provided by law and are necessary: (a) For respect of the rights or reputations of others; or (b) For the protection of national security or of public order (ordre public), or of public health or morals.

Article 14 1. States Parties shall respect the right of the child to freedom of thought, conscience and religion. 2. States Parties shall respect the rights and duties of the parents and, when applicable, legal guardians, to provide direction to the child in the exercise of his or her right in a manner consistent with the evolving capacities of the child. 3. Freedom to manifest one's religion or beliefs may be subject only to such limitations as are prescribed by law and are necessary to protect public safety, order, health or morals, or the fundamental rights and freedoms of others.

Article 15 1. States Parties recognize the rights of the child to freedom of association and to freedom of peaceful assembly. 2. No restrictions may be placed on the exercise of these rights other than those imposed in conformity with the law and which are necessary in a democratic society in the interests of national security or public safety, public order (ordre public), the protection of public health or morals or the protection of the rights and freedoms of others.

Article 16 1. No child shall be subjected to arbitrary or unlawful interference with his or her privacy, family, home or correspondence, nor to unlawful attacks on his or her honour and reputation. 2. The child has the right to the protection of the law against such interference or attacks.

Article 17 States Parties recognize the important function performed by the mass media and shall ensure that the child has access to information and material from a diversity of national and international sources, especially those aimed at the promotion of his or her social, spiritual and moral well-being and physical and mental health. To this end, States Parties shall: (a) Encourage the mass media to disseminate information and material of social and cultural benefit to the child and in accordance with the spirit of article 29; (b) Encourage international co-operation in the production, exchange and dissemination of such information and material from a diversity of cultural, national and international sources; (c) Encourage the production and dissemination of children's books; (d) Encourage the mass media to have particular regard to the linguistic needs of the child who belongs to a minority group or who is indigenous; (e) Encourage the development of appropriate guidelines for the protection of the child from information and material injurious to his or her well-being, bearing in mind the provisions of articles 13 and 18.

Article 18 1. States Parties shall use their best efforts to ensure recognition of the principle that both parents have common responsibilities for the upbringing and development of the child. Parents or, as the case may be, legal guardians, have the primary responsibility for the upbringing and development of the child. The best interests of the child will be their basic concern. 2. For the purpose of guaranteeing and promoting the rights set forth in the present Convention, States Parties shall render appropriate assistance to parents and legal guardians in the performance of their child-rearing responsibilities and shall ensure the development of institutions, facilities and services for the care of children. 3. States Parties shall take all appropriate measures to ensure that children of working parents have the right to benefit from child-care services and facilities for which they are eligible.

Article 19 1. States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child. 2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.

Article 20 6 1. A child temporarily or permanently deprived of his or her family environment, or in whose own best interests cannot be allowed to remain in that environment, shall be entitled to special protection and assistance provided by the State. 2. States Parties shall in accordance with their national laws ensure alternative care for such a child. 3. Such care could include, inter alia, foster placement, kafalah of Islamic law, adoption or if necessary placement in suitable institutions for the care of children. When considering solutions, due regard shall be paid to the desirability of continuity in a child's upbringing and to the child's ethnic, religious, cultural and linguistic background.

Article 21 States Parties that recognize and/or permit the system of adoption shall ensure that the best interests of the child shall be the paramount consideration and they shall: (a) Ensure that the adoption of a child is authorized only by competent authorities who determine, in accordance with applicable law and procedures and on the basis of all pertinent and reliable information, that the adoption is permissible in view of the child's status concerning parents, relatives and legal guardians and that, if required, the persons concerned have given their informed consent to the adoption on the basis of such counselling as may be necessary; (b) Recognize that inter-country adoption may be considered as an alternative means of child's care, if the child cannot be placed in a foster or an adoptive family or cannot in any suitable manner be cared for in the child's country of origin; (c) Ensure that the child concerned by inter-country adoption enjoys safeguards and standards equivalent to those existing in the case of national adoption; (d) Take all appropriate measures to ensure that, in inter-country adoption, the placement does not result in improper financial gain for those involved in it; (e) Promote, where appropriate, the objectives

of the present article by concluding bilateral or multilateral arrangements or agreements, and endeavour, within this framework, to ensure that the placement of the child in another country is carried out by competent authorities or organs.

Article 22 1. States Parties shall take appropriate measures to ensure that a child who is seeking refugee status or who is considered a refugee in accordance with applicable international or domestic law and procedures shall, whether unaccompanied or accompanied by his or her parents or by any other person, receive appropriate protection and humanitarian assistance in the enjoyment of applicable rights set forth in the present Convention and in other international human rights or humanitarian instruments to which the said States are Parties. 2. For this purpose, States Parties shall provide, as they consider appropriate, co-operation in any efforts by the United Nations and other competent intergovernmental organizations or nongovernmental organizations co-operating with the United Nations to protect and assist such a child and to trace the parents or other members of the family of any refugee child in order to obtain information necessary for reunification with his or her family. In cases where no parents or other members of the family can be found, the child shall be accorded the same protection as any other child permanently or temporarily deprived of his or her family environment for any reason, as set forth in the present Convention.

Article 23 7 1. States Parties recognize that a mentally or physically disabled child should enjoy a full and decent life, in conditions which ensure dignity, promote self-reliance and facilitate the child's active participation in the community. 2. States Parties recognize the right of the disabled child to special care and shall encourage and ensure the extension, subject to available resources, to the eligible child and those responsible for his or her care, of assistance for which application is made and which is appropriate to the child's condition and to the circumstances of the parents or others caring for the child. 3. Recognizing the special needs of a disabled child, assistance extended in accordance with paragraph 2 of the present article shall be provided free of charge, whenever possible, taking into account the financial resources of the parents or others caring for the child, and shall be designed to ensure that the disabled child has effective access to and receives education, training, health care services, rehabilitation services, preparation for employment and recreation opportunities in a manner conducive to the child's achieving the fullest possible social integration and individual development, including his or her cultural and spiritual development 4. States Parties shall promote, in the spirit of international cooperation, the exchange of appropriate information in the field of preventive health care and of medical, psychological and functional treatment of disabled children, including dissemination of and access to information concerning methods of rehabilitation, education and vocational services, with the aim of enabling States Parties to improve their capabilities and skills and to widen their experience in these areas. In this regard, particular account shall be taken of the needs of developing countries.

Article 24 1. States Parties recognize the right of the child to the enjoyment of the highest attainable standard of health and to facilities for the treatment of illness and rehabilitation of health. States Parties shall strive to ensure that no child is deprived of his or her right of access to

such health care services. 2. States Parties shall pursue full implementation of this right and, in particular, shall take appropriate measures: (a) To diminish infant and child mortality; (b) To ensure the provision of necessary medical assistance and health care to all children with emphasis on the development of primary health care; (c) To combat disease and malnutrition, including within the framework of primary health care, through, inter alia, the application of readily available technology and through the provision of adequate nutritious foods and clean drinking-water, taking into consideration the dangers and risks of environmental pollution; (d) To ensure appropriate pre-natal and post-natal health care for mothers; (e) To ensure that all segments of society, in particular parents and children, are informed, have access to education and are supported in the use of basic knowledge of child health and nutrition, the advantages of breastfeeding, hygiene and environmental sanitation and the prevention of accidents; (f) To develop preventive health care, guidance for parents and family planning education and services. 3. States Parties shall take all effective and appropriate measures with a view to abolishing traditional practices prejudicial to the health of children. 4. States Parties undertake to promote and encourage international co-operation with a view to achieving progressively the full realization of the right recognized in the present article. In this regard, particular account shall be taken of the needs of developing countries.

Article 25 States Parties recognize the right of a child who has been placed by the competent authorities for the purposes of care, protection or treatment of his or her physical or mental health, to a periodic review of the treatment provided to the child and all other circumstances relevant to his or her placement.

Article 26 1. States Parties shall recognize for every child the right to benefit from social security, including social insurance, and shall take the necessary measures to achieve the full realization of this right in accordance with their national law. 2. The benefits should, where appropriate, be granted, taking into account the resources and the circumstances of the child and persons having responsibility for the maintenance of the child, as well as any other consideration relevant to an application for benefits made by or on behalf of the child.

Article 27 1. States Parties recognize the right of every child to a standard of living adequate for the child's physical, mental, spiritual, moral and social development. 2. The parent(s) or others responsible for the child have the primary responsibility to secure, within their abilities and financial capacities, the conditions of living necessary for the child's development. 3. States Parties, in accordance with national conditions and within their means, shall take appropriate measures to assist parents and others responsible for the child to implement this right and shall in case of need provide material assistance and support programmes, particularly with regard to nutrition, clothing and housing. 4. States Parties shall take all appropriate measures to secure the recovery of maintenance for the child from the parents or other persons having financial responsibility for the child, both within the State Party and from abroad. In particular, where the person having financial responsibility for the child lives in a State different from that of the child, States Parties shall promote the accession to international agreements or the conclusion of such agreements, as well as the making of other appropriate arrangements.

Article 28 1. States Parties recognize the right of the child to education, and with a view to achieving this right progressively and on the basis of equal opportunity, they shall, in particular: (a) Make primary education compulsory and available free to all; (b) Encourage the development of different forms of secondary education, including general and vocational education, make them available and accessible to every child, and take appropriate measures such as the introduction of free education and offering financial assistance in case of need; (c) Make higher education accessible to all on the basis of capacity by every appropriate means; (d) Make educational and vocational information and guidance available and accessible to all children; (e) Take measures to encourage regular attendance at schools and the reduction of drop-out rates. 2. States Parties shall take all appropriate measures to ensure that school discipline is administered in a manner consistent with the child's human dignity and in conformity with the present Convention. 3. States Parties shall promote and encourage international cooperation in matters relating to education, in particular with a view to contributing to the elimination of ignorance and illiteracy throughout the world and facilitating access to scientific and technical knowledge and modern teaching methods. In this regard, particular account shall be taken of the needs of developing countries.

Article 29 1. States Parties agree that the education of the child shall be directed to: (a) The development of the child's personality, talents and mental and physical abilities to their fullest potential; (b) The development of respect for human rights and fundamental freedoms, and for the principles enshrined in the Charter of the United Nations; (c) The development of respect for the child's parents, his or her own cultural identity, language and values, for the national values of the country in which the child is living, the country from which he or she may originate, and for civilizations different from his or her own; (d) The preparation of the child for responsible life in a free society, in the spirit of understanding, peace, tolerance, equality of sexes, and friendship among all peoples, ethnic, national and religious groups and persons of indigenous origin; (e) The development of respect for the natural environment. 2. No part of the present article or article 28 shall be construed so as to interfere with the liberty of individuals and bodies to establish and direct educational institutions, subject always to the observance of the principle set forth in paragraph 1 of the present article and to the requirements that the education given in such institutions shall conform to such minimum standards as may be laid down by the State.

Article 30 In those States in which ethnic, religious or linguistic minorities or persons of indigenous origin exist, a child belonging to such a minority or who is indigenous shall not be denied the right, in community with other members of his or her group, to enjoy his or her own culture, to profess and practise his or her own religion, or to use his or her own language.

Article 31 1. States Parties recognize the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts. 2. States Parties shall respect and promote the right of the child to participate fully in cultural and artistic life and shall encourage the provision of appropriate and equal opportunities for cultural, artistic, recreational and leisure activity.

Article 32 1. States Parties recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development. 2. States Parties shall take legislative, administrative, social and educational measures to ensure the implementation of the present article. To this end, and having regard to the relevant provisions of other international instruments, States Parties shall in particular: (a) Provide for a minimum age or minimum ages for admission to employment; (b) Provide for appropriate regulation of the hours and conditions of employment; 10 (c) Provide for appropriate penalties or other sanctions to ensure the effective enforcement of the present article.

Article 33 States Parties shall take all appropriate measures, including legislative, administrative, social and educational measures, to protect children from the illicit use of narcotic drugs and psychotropic substances as defined in the relevant international treaties, and to prevent the use of children in the illicit production and trafficking of such substances.

Article 34 States Parties undertake to protect the child from all forms of sexual exploitation and sexual abuse. For these purposes, States Parties shall in particular take all appropriate national, bilateral and multilateral measures to prevent: (a) The inducement or coercion of a child to engage in any unlawful sexual activity; (b) The exploitative use of children in prostitution or other unlawful sexual practices; (c) The exploitative use of children in pornographic performances and materials.

Article 35 States Parties shall take all appropriate national, bilateral and multilateral measures to prevent the abduction of, the sale of or traffic in children for any purpose or in any form.

Article 36 States Parties shall protect the child against all other forms of exploitation prejudicial to any aspects of the child's welfare.

Article 37 States Parties shall ensure that: (a) No child shall be subjected to torture or other cruel, inhuman or degrading treatment or punishment. Neither capital punishment nor life imprisonment without possibility of release shall be imposed for offences committed by persons below eighteen years of age; (b) No child shall be deprived of his or her liberty unlawfully or arbitrarily. The arrest, detention or imprisonment of a child shall be in conformity with the law and shall be used only as a measure of last resort and for the shortest appropriate period of time; (c) Every child deprived of liberty shall be treated with humanity and respect for the inherent dignity of the human person, and in a manner which takes into account the needs of persons of his or her age. In particular, every child deprived of liberty shall be separated from adults unless it is considered in the child's best interest not to do so and shall have the right to maintain contact with his or her family through correspondence and visits, save in exceptional circumstances; (d) Every child deprived of his or her liberty shall have the right to prompt access to legal and other appropriate assistance, as well as the right to challenge the legality of the deprivation of his or her liberty before a court or other competent, independent and impartial authority, and to a prompt decision on any such action.

Article 38 1. States Parties undertake to respect and to ensure respect for rules of international humanitarian law applicable to them in armed conflicts which are relevant to the child. 2. States

Parties shall take all feasible measures to ensure that persons who have not attained the age of fifteen years do not take a direct part in hostilities. 3. States Parties shall refrain from recruiting any person who has not attained the age of fifteen years into their armed forces. In recruiting among those persons who have attained the age of fifteen years but who have not attained the age of eighteen years, States Parties shall endeavour to give priority to those who are oldest. 4. In accordance with their obligations under international humanitarian law to protect the civilian population in armed conflicts, States Parties shall take all feasible measures to ensure protection and care of children who are affected by an armed conflict.

Article 39 States Parties shall take all appropriate measures to promote physical and psychological recovery and social reintegration of a child victim of: any form of neglect, exploitation, or abuse; torture or any other form of cruel, inhuman or degrading treatment or punishment; or armed conflicts. Such recovery and reintegration shall take place in an environment which fosters the health, self-respect and dignity of the child.

Article 40 1. States Parties recognize the right of every child alleged as, accused of, or recognized as having infringed the penal law to be treated in a manner consistent with the promotion of the child's sense of dignity and worth, which reinforces the child's respect for the human rights and fundamental freedoms of others and which takes into account the child's age and the desirability of promoting the child's reintegration and the child's assuming a constructive role in society. 2. To this end, and having regard to the relevant provisions of international instruments, States Parties shall, in particular, ensure that: (a) No child shall be alleged as, be accused of, or recognized as having infringed the penal law by reason of acts or omissions that were not prohibited by national or international law at the time they were committed; (b) Every child alleged as or accused of having infringed the penal law has at least the following guarantees: (i) To be presumed innocent until proven guilty according to law; (ii) To be informed promptly and directly of the charges against him or her, and, if appropriate, through his or her parents or legal guardians, and to have legal or other appropriate assistance in the preparation and presentation of his or her defence; (iii) To have the matter determined without delay by a competent, independent and impartial authority or judicial body in a fair hearing according to law, in the presence of legal or other appropriate assistance and, unless it is considered not to be in the best interest of the child, in particular, taking into account his or her age or situation, his or her parents or legal guardians; (iv) Not to be compelled to give testimony or to confess guilt; to examine or have examined adverse witnesses and to obtain the participation and examination of witnesses on his or her behalf under conditions of equality; (v) If considered to have infringed the penal law, to have this decision and any measures imposed in consequence thereof reviewed by a higher competent, independent and impartial authority or judicial body according to law; 12 (vi) To have the free assistance of an interpreter if the child cannot understand or speak the language used; (vii) To have his or her privacy fully respected at all stages of the proceedings. 3. States Parties shall seek to promote the establishment of laws, procedures, authorities and institutions specifically applicable to children alleged as, accused of, or recognized as having infringed the penal law, and, in particular: (a) The establishment of a minimum age below which

children shall be presumed not to have the capacity to infringe the penal law; (b) Whenever appropriate and desirable, measures for dealing with such children without resorting to judicial proceedings, providing that human rights and legal safeguards are fully respected. 4. A variety of dispositions, such as care, guidance and supervision orders; counselling; probation; foster care; education and vocational training programmes and other alternatives to institutional care shall be available to ensure that children are dealt with in a manner appropriate to their well-being and proportionate both to their circumstances and the offence.

Article 41 Nothing in the present Convention shall affect any provisions which are more conducive to the realization of the rights of the child and which may be contained in: (a) The law of a State party; or (b) International law in force for that State.

PART II

Article 42 States Parties undertake to make the principles and provisions of the Convention widely known, by appropriate and active means, to adults and children alike.

Article 43 1. For the purpose of examining the progress made by States Parties in achieving the realization of the obligations undertaken in the present Convention, there shall be established a Committee on the Rights of the Child, which shall carry out the functions hereinafter provided. 2. The Committee shall consist of ten experts of high moral standing and recognized competence in the field covered by this Convention. The members of the Committee shall be elected by States Parties from among their nationals and shall serve in their personal capacity, consideration being given to equitable geographical distribution, as well as to the principal legal systems. 3. The members of the Committee shall be elected by secret ballot from a list of persons nominated by States Parties. Each State Party may nominate one person from among its own nationals. 4. The initial election to the Committee shall be held no later than six months after the date of the entry into force of the present Convention and thereafter every second year. At least four months before the date of each election, the Secretary-General of the United Nations shall address a letter to States Parties inviting them to submit their nominations within two months. The Secretary-General shall subsequently prepare a list in alphabetical order of all persons thus nominated, indicating States Parties which have nominated them, and shall submit it to the States Parties to the present Convention. 5. The elections shall be held at meetings of States Parties convened by the Secretary-General at United Nations Headquarters. At those meetings, for which two thirds of States Parties shall constitute a quorum, the persons elected to the Committee shall be those who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting. 6. The members of the Committee shall be elected for a term of four years. They shall be eligible for re-election if renominated. The term of five of the members elected at the first election shall expire at the end of two years; immediately after the first election, the names of these five members shall be chosen by lot by the Chairman of the meeting. 7. If a member of the Committee dies or resigns or declares that for any other cause he or she can no longer perform the duties of the Committee, the State Party which nominated the member shall appoint another expert from among its

nationals to serve for the remainder of the term, subject to the approval of the Committee. 8. The Committee shall establish its own rules of procedure. 9. The Committee shall elect its officers for a period of two years. 10. The meetings of the Committee shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Committee. The Committee shall normally meet annually. The duration of the meetings of the Committee shall be determined, and reviewed, if necessary, by a meeting of the States Parties to the present Convention, subject to the approval of the General Assembly. 11. The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention. 12. With the approval of the General Assembly, the members of the Committee established under the present Convention shall receive emoluments from United Nations resources on such terms and conditions as the Assembly may decide.

Article 44 1. States Parties undertake to submit to the Committee, through the Secretary-General of the United Nations, reports on the measures they have adopted which give effect to the rights recognized herein and on the progress made on the enjoyment of those rights (a) Within two years of the entry into force of the Convention for the State Party concerned; (b) Thereafter every five years. 2. Reports made under the present article shall indicate factors and difficulties, if any, affecting the degree of fulfilment of the obligations under the present Convention. Reports shall also contain sufficient information to provide the Committee with a comprehensive understanding of the implementation of the Convention in the country concerned. 3. A State Party which has submitted a comprehensive initial report to the Committee need not, in its subsequent reports submitted in accordance with paragraph 1 (b) of the present article, repeat basic information previously provided. 4. The Committee may request from States Parties further information relevant to the implementation of the Convention. 5. The Committee shall submit to the General Assembly, through the Economic and Social Council, every two years, reports on its activities. 6. States Parties shall make their reports widely available to the public in their own countries.

Article 45 14 In order to foster the effective implementation of the Convention and to encourage international cooperation in the field covered by the Convention: (a) The specialized agencies, the United Nations Children's Fund, and other United Nations organs shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their mandate. The Committee may invite the specialized agencies, the United Nations Children's Fund and other competent bodies as it may consider appropriate to provide expert advice on the implementation of the Convention in areas falling within the scope of their respective mandates. The Committee may invite the specialized agencies, the United Nations Children's Fund, and other United Nations organs to submit reports on the implementation of the Convention in areas falling within the scope of their activities; (b) The Committee shall transmit, as it may consider appropriate, to the specialized agencies, the United Nations Children's Fund and other competent bodies, any reports from States Parties that contain a request, or indicate a need, for technical advice or assistance, along with the

Committee's observations and suggestions, if any, on these requests or indications; (c) The Committee may recommend to the General Assembly to request the Secretary-General to undertake on its behalf studies on specific issues relating to the rights of the child; (d) The Committee may make suggestions and general recommendations based on information received pursuant to articles 44 and 45 of the present Convention. Such suggestions and general recommendations shall be transmitted to any State Party concerned and reported to the General Assembly, together with comments, if any, from States Parties.

PART III

Article 46 The present Convention shall be open for signature by all States.

Article 47 The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.

Article 48 The present Convention shall remain open for accession by any State. The instruments of accession shall be deposited with the Secretary-General of the United Nations.

Article 49 1. The present Convention shall enter into force on the thirtieth day following the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession. 2. For each State ratifying or acceding to the Convention after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the deposit by such State of its instrument of ratification or accession.

Article 50 1. Any State Party may propose an amendment and file it with the Secretary-General of the United Nations. The Secretary-General shall thereupon communicate the proposed amendment to States Parties, with a request that they indicate whether they favour a conference of States Parties for the purpose of considering and voting upon the proposals. In the event that, within four months from the date of such communication, at least one third of the States Parties favour such a conference, the Secretary-General shall convene the conference under the auspices of the United Nations. Any amendment adopted by a majority of States Parties present and voting at the conference shall be submitted to the General Assembly for approval. 2. An amendment adopted in accordance with paragraph 1 of the present article shall enter into force when it has been approved by the General Assembly of the United Nations and accepted by a two-thirds majority of States Parties. 3. When an amendment enters into force, it shall be binding on those States Parties which have accepted it, other States Parties still being bound by the provisions of the present Convention and any earlier amendments which they have accepted.

Article 51 1. The Secretary-General of the United Nations shall receive and circulate to all States the text of reservations made by States at the time of ratification or accession. 2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted. 3. Reservations may be withdrawn at any time by notification to that effect addressed to the Secretary-General of the United Nations, who shall then inform all States. Such notification shall take effect on the date on which it is received by the Secretary-General

Article 52 A State Party may denounce the present Convention by written notification to the Secretary-General of the United Nations. Denunciation becomes effective one year after the date of receipt of the notification by the Secretary-General.

Article 53 The Secretary-General of the United Nations is designated as the depositary of the present Convention.

Article 54 The original of the present Convention, of which the Arabic, Chinese, English, French, Russian and Spanish texts are equally authentic, shall be deposited with the Secretary-General of the United Nations. IN WITNESS THEREOF the undersigned plenipotentiaries, being duly authorized thereto by their respective governments, have signed the present Convention.

Presented by: The Manager
Introduced: 01/11/2016
Drafted by: A. G. Mead

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2738

A Resolution Reestablishing the Juneau Human Rights Commission for the Purpose of Amending the Number of Commission Members, and Repealing Resolution No. 2436.

WHEREAS, the Assembly of the City and Borough of Juneau established the Human Rights Commission in 1992, by Resolution No. 1615(am), to address the issue of discrimination and harassment within the City and Borough of Juneau; and

WHEREAS, the Assembly re-established the Commission by Resolution No. 2209 in 2003, and again in 2008 with Resolution No. 2436; and

WHEREAS, the Assembly's purpose in establishing the Human Rights Commission, as stated in Resolution Nos. 1615(am), 2209 and 2436 remains unchanged: the Assembly finds discrimination against an inhabitant of the municipality because of any characteristic unrelated to merit is a matter of public concern, threatening the peace, order, health, safety and general welfare of the municipality and its inhabitants; and

WHEREAS, it continues to be the policy of the municipality to eliminate and prevent discrimination and harassment; and

WHEREAS, it is the Assembly's intent to re-establish the Commission without change, except that the Assembly Human Resources Commission passed a motion on December 21, 2015, approving a change in the Commission's membership from seven members to five.

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Human Rights Commission re-established.

(a) There is established a human rights commission consisting of five persons, which shall be known as the City and Borough of Juneau Human Rights Commission.

(1) The Assembly shall appoint members of the Commission to staggered three-year terms. Members shall be selected to provide the most balanced representation possible. A member of the Commission shall be eligible for reappointment.

(b) The Commission is charged to:

- (1) Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination, including hate crimes;
- (2) Promote harmonious intergroup relations within the City and Borough of Juneau by making connections and enlisting the cooperation of racial, religious and nationality groups, business, community, labor and governmental organizations, fraternal and benevolent associations, education and other groups concerned with human rights.
- (3) Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the City and Borough of Juneau.
- (4) Advise the Assembly concerning solutions to specific problems of prejudice or discrimination, including hate crimes.
- (5) Recommend to the Assembly, action, policies, and legislation to be considered by state and local governments.

Section 2. Procedure. The Commission's procedure shall be governed by the Advisory Board Rules of Procedure, as such may be amended from time to time.

Section 3. Officers, Meetings, Quorum. In accordance with the Advisory Board Rules of Procedure, the Commission shall select its own officers, and shall hold regular meetings on a schedule established by the Commission, as well as such special meetings as required to conduct business. The presence of three members constitutes a quorum and any action of the Commission requires three or more affirmative votes to be approved.

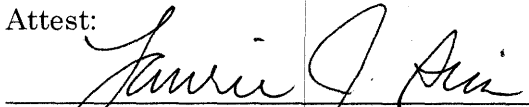
Section 4. Staff Assistance. Staff support to the Commission shall be provided by the City Manager as available and appropriate.

Section 5. Repeal of Resolution. Resolution No. 2436, adopted on February 11, 2008, is repealed.

Section 6. Effective Date. This resolution shall be effective immediately after its adoption.

Adopted this 11th day of January, 2016.


Mary E. Becker, Mayor

Attest: 
Laurie J. Sica, Municipal Clerk



City and Borough of Juneau, AK

Juneau Human Rights Commission

Board Roster



Ibn R Bailey

1st Term Dec 17, 2018 - May 31, 2020

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 3



Haifa Sadighi

2nd Term Feb 11, 2013 - May 31, 2020

Appointing Authority Assembly

Position Voting Member

Office/Role Chair

Category Public

Dais Seat 1



Britta Tonnessen

2nd Term Jun 01, 2018 - May 31, 2021

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 4



Vacancy

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 2



Vacancy

Appointing Authority Assembly

Position Voting Member

Office/Role Secretary

Category Public

Dais Seat 5

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Ibn R Bailey
First Name Middle Initial Last Name

[Redacted]
Email Address

[Redacted] [Redacted]
Home Address Suite or Apt
[Redacted] [Redacted]
City State Postal Code

[Redacted] [Redacted]
Primary Phone Alternate Phone

Self Co Owner The Northern Tea House
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

[Redacted]

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Human Rights Commission: Submitted

Are you applying for reappointment to this board?

☒ Yes ☐ No

If you are applying for more than one board, how many total boards are you willing to serve on?

☒ 2

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

My family has made Juneau our home for almost 30 years. While I grew up in a military family and have lived in various states and travelled to various countries (I was born in Banbury, UK), Juneau holds a special place for my family and I. And so, I believe that it's time to fulfill my civil responsibility to the place I now call home by serving on a committee that serves all the people of Juneau; I believe the Human Rights Commission would be such a committee. In 1998, I was selected to become a member of the National Oceanic and Atmospheric Administration (NOAA) Equal Employment Advisory Council under then Secretary of Commerce William Daley. The council was comprised of federal employees from a variety of backgrounds and experiences. Our work included but not limited to: Youth outreach and mentoring, college and university job fair participation, special emphasis month events (Disability month recognition). I would later become an Equal Employment Counselor for NOAA employees for the Western Region.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

NA

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

NA

Education/Training: Please list both formal and informal education & training experiences:

NOAA Office of Civil Rights Advisory Committee Member NOAA Equal Employment Counselor Case Manager for REACH, Inc.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

2001 NOAA Equal Employment Counselor Certification.

[Upload a Resume](#)

Demographics

The following **optional** information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

☒ African American

Gender

☒ Male



Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Haifa

First Name

Sadighi

Middle Initial

Last Name

Email Address

Home Address

City

Primary Phone

Alternate Phone

Juneau School District

Employer

FDMS Assistant Principal,
Activities Director

Job Title

Suite or Apt

State

Postal Code

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Juneau

Residence State

AK

Residence Postal Code

99801

Comments

Assistant Principal at Floyd Dryden Middle School

Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Human Rights Commission: Submitted

Are you applying for reappointment to this board?

☒ Yes ☐ No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

The Juneau Human Rights Commission provides members of our community with a platform to advocate, promote and activate human rights as inherent and basic rights to be equally respected and protected. Serving on the JHRC allows me to share a system's believe that human rights, as chartered in the Universal Human Rights Articles, are individual rights that affirm the inherent dignity of human life in the great city of Juneau. .

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

Juneau School District, District-wide Equity Committee

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

Numerous innovation and implementation committees i education

Education/Training: Please list both formal and informal education & training experiences:

Masters in Education, Education Leadership Certification

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Upload a Resume

Demographics

The following *optional* information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

None Selected

Gender

None Selected



Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

☒ I Agree

Application Form

Profile

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[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Angel Collins
First Name Middle Initial Last Name


Email Address


Home Address


Suite or Apt


City


State


Postal Code


Primary Phone


Alternate Phone

State of Alaska- Department of Administration
Employer

Human Resource Consultant I
Job Title

Residence Address if different from your Mailing "Home" Address listed above



Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Human Rights Commission: Submitted

Are you applying for reappointment to this board?

☐ Yes ☒ No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

After the protest on June 6, 2020, I realize that I wanted to see changes being made and possibly add my voice to the changes in this city. I have lived in Juneau since August of 2015 and I've noticed so many things that need to be changed. From the reaction of white audiences at the Mavis Staples show when she tried to talk about her experiences as a black woman to the number of times that I have been talked over when it comes to discussing current events, I realized that I may be able to add to the impact this committee can have for the city of Juneau, so I decided to apply. Since this committee is about education and helping others understand the rights of others, I thought my past experience as a writer, someone who works with students, as a trainer, and as a teacher would be beneficial to the community and the committee as a whole.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

N/A

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

Bragg Jam Board - Secretary, Executive Board; 2013-2015 Arts and Kids Fest Committee Co-Chair
Entertainment Committee Moonlight Miles Committee Soapbox Derby Board - 2013-2015 Social Media
Committee Chair Marketing Committee Non-board Volunteer; 2008-2013 Macon Film Festival Volunteer;
2010-2016 Marketing Committee Screener Storytellers - Organizer; 2013-2015 Crossroads Writers
Conference Board; 2011-2013 Marketing Committee Social Media Committee Leadership Macon - Class
of 2012 AmeriCorps VISTA - 1999-2001 Researched/Compiled - Report Card for Bibb County Schools
Computer Skills/Literacy Education with inner city youths

Education/Training: Please list both formal and informal education & training experiences:

The majority of my community experience has been in Georgia. I have worked with the homeless
community through both religious and non-religious organizations. I have experience conducting research
as an Americorps volunteer when I put together the School Board Report in 1999-2000. I have gone
through a leadership training in 2012 with the city of Macon and Bibb County that worked to put together
progressive leaders in our community in support of reducing poverty, working with the homeless, and
having a positive impact on the community as a whole.

**Licenses/Certifications etc... Please list any professional licenses, certifications, or
registrations that may be considered a qualifying criteria for the board to which you are
applying.**

N/A

[Upload a Resume](#)

Demographics

The following **optional** information is requested so appointments to boards and commissions
reflect the diversity of individuals within the community. If you are applying for a board with age
criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your
D.O.B. in the field below.

Ethnicity

☒ African American

Gender

☒ Female


Date of Birth

Acknowledgement/Certification

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☒ I Agree

Application Form

Profile

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[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Anita _____ I _____ Strena _____
First Name Middle Initial Last Name

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

retired _____
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Human Rights Commission: Submitted

Are you applying for reappointment to this board?

☐ Yes ☒ No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I have worked in Human Resources and home health care throughout my career and am sensitive to Human Rights issues. I believe inclusion of all people makes a more balanced community.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

none

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

none

Education/Training: Please list both formal and informal education & training experiences:

some college and 22 years working for the State of Alaska in unemployment insurance program.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

none

Upload a Resume

Demographics

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Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female

Date of Birth

Acknowledgement/Certification

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☒ I Agree

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Erika E Bergren

First Name

Middle Initial

Last Name

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Employer

Student

Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Human Rights Commission: Submitted

Are you applying for reappointment to this board?

☐ Yes ☒ No

If you are applying for more than one board, how many total boards are you willing to serve on?

☒ 1

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

None

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

During my time in Juneau I have been lucky enough to have community minded mentors and friends who value social justice and affecting positive change. I learned quickly through them about the social issues we face on a local, state, and national level. I've actively worked for the betterment of human rights through helping to organize rallies for the border crisis, canvassing for Planned Parenthood, serving as a speaker with lived experience of mental illness for the National Alliance on Mental Illness, and serving on UAS' Title IX committee. In working with Woosh Kinaadeiyi and Raincheck Magazine much of my work focuses on creating a platform for the art and voices of disenfranchised or marginalized people. I see this position as creating another platform to listen to marginalized voices, though this time to help advise Juneau's Assembly. I am fortunate to have the time and energy to dedicate to being a member of this board, if my application is accepted, and believe I can remain connected to the community I would have the privilege to serve.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

Woosh Kinaadeiyi, Vice President

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

UAS Title IX committee member: 1 year Woosh Kinaadeiyi, board member: 2 years. Vice President: 2 years.

Education/Training: Please list both formal and informal education & training experiences:

Currently pursuing a BA in English at UAS. Additionally formal education in sociology and arts. Training as a Title IX committee member. Training as a speaker with lived experience for the National Alliance on Mental Illness. Training through Planned Parenthood of the PNW. Facilitating writing workshops with Infinite Writers as part of the L.I.O.N. at Lemon Creek Correctional Facility. Training in Tlingit language. Knowledge in facilitating peaceful protests.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Upload a Resume

Demographics

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Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female

Date of Birth

Acknowledgement/Certification

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☒ I Agree

Application Form

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[When completing the application, please put your "MAILING" address in the first address block labeled "HOME." The optional secondary address field is for your "RESIDENCE" address.]

Kalino G Iha

First Name Middle Initial Last Name

[Redacted]

Email Address

[Redacted] [Redacted]

Home Address Suite or Apt

[Redacted] [Redacted] [Redacted]

City State Postal Code

[Redacted] [Redacted]

Primary Phone Alternate Phone

Terra Pratt Office Assistant 1

Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

[Redacted]

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Human Rights Commission: Submitted

Are you applying for reappointment to this board?

☐ Yes ☐ No

If you are applying for more than one board, how many total boards are you willing to serve on?

☒ 1

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

Because I wish to play a much more active role in fighting against discrimination and I would like to learn how help my fellow peers in efficient ways that benefit our community.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

I do not serve any at this time.

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

Education/Training: Please list both formal and informal education & training experiences:

I am currently a college student at UAS and have my high school diploma. I have received various medical training such as First Aid, CPR, EMT 1, and care giving for those with dementia or ALS and various other medical conditions. I have also been trained in Lifeguard water safety and have been a swimming instructor for about 2 years.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Upload a Resume

Demographics

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Ethnicity

☒ Asian or Pacific islander

Gender

☒ Male

Date of Birth

Acknowledgement/Certification

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☒ I Agree

Application Form

Profile

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[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Rachel J Riley
First Name Middle Initial Last Name

[Redacted]
Email Address

[Redacted] [Redacted]
Home Address Suite or Apt
[Redacted] [Redacted]
City State Postal Code

[Redacted] [Redacted]
Primary Phone Alternate Phone

Ecolab Territory Manager
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

[Redacted]

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Human Rights Commission: Submitted

Are you applying for reappointment to this board?

☐ Yes ☒ No

If you are applying for more than one board, how many total boards are you willing to serve on?

☒ 1

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I am concerned about prejudice and discrimination in my community. I want to learn more about, and help to address the struggles of community members who are less privileged than myself. I was raised to be aware of the problems inherent in our institutions when it comes to race and income inequality. Throughout my life I have voted, attended rallies, written a letter here and there, and argued with friends and strangers over jokes and comments based on hurtful racial assumptions. I want to do more than that. I want to set a more active example for my child, for my nieces and nephews, and every person I know. Frankly, I am applying for this board because there are empty seats and work to be done. If there are others applying, I am willing to forfeit my application to anyone who might better serve the commission. I do not have particular experience in this regard, and I am not sure what relevant skills I have to offer. I do have compassion for my fellow humans, and an understanding of historical prejudice.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

Makerspace

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

I served as PTO President at Sayeik Gastineau Community School for the last 3 years. I was also the yearbook editor for the last 5 years, and held other board positions prior to being named president. I am currently a board member at The Juneau Makerspace. I joined that board roughly a year ago.

Education/Training: Please list both formal and informal education & training experiences:

B.S. in General Biology from UAS Regular training classes specific to my employment as a sales representative and equipment technician.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

[Upload a Resume](#)

Demographics

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Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female

Date of Birth

Acknowledgement/Certification

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☒ I Agree

Application Form

Profile

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Troy M Wuyts-smith
First Name Middle Initial Last Name

[Redacted]
Email Address

[Redacted] [Redacted]
Home Address Suite or Apt
[Redacted] [Redacted]
City State Postal Code

[Redacted] [Redacted]
Primary Phone Alternate Phone

Alaska Airlines Customer Service Supervisor
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

[Redacted]

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Animal Hearing Board: Submitted
Douglas Advisory Board: Submitted
Juneau Human Rights Commission: Submitted

Are you applying for reappointment to this board?

☐ Yes ☒ No

If you are applying for more than one board, how many total boards are you willing to serve on?

☒ 3

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I'm applying to be on the Animal Board out of my love for animals. I've long been an advocate for positive reinforcement training, as well as breed acceptance. I believe that there is misinformation that deems certain dogs as dangerous (pit bulls, akitas, german shepards, etc). Breeds are not dangerous-- it's how the dogs are trained and raised. Positive reinforcement training combined with socialization with other dogs is key to combat aggression and keep dogs friendly... I don't like seeing animals fight or get hurt, so I think it's important to expand animal safety knowledge. Serving on the Animal Hearing Board is an important duty to establish facts to determine whether or not to deem an animal as dangerous or not. I would be honored to serve on this board. The Juneau Human Rights Commission would be a blessing to be a part of. As a proud member of the LGBTQ Community, I have advocated for LGBT rights for many years. While living in Iceland from 2013-2016, I was invited to the Presidential Residence and had a one on one meeting with former President, Olafur Grimsson to discuss my fight to end the ban denying gay men the right to donate blood. I also had the chance with discuss my cause with former Prime Minister, Johanna Sigurdurdottir, as well as the mayor of Reykjavik, Dagur Eggertson... I have always had a passion for speaking out against discrimination, and fighting to ensure that equality is held to the highest standard. I have a Bachelor's Degree in Political Science, and I've volunteered on several political campaigns, including political fundraisers for Alyse Galvin in Alaska... I believe it's very important to spread as much knowledge as possible in order to prevent discrimination from happening. This all starts with what our youth is taught, and how they're brought up. The more knowledge the better. Eventually, I would love to see it required for LGBTQ Studies, African American Studies, Native Studies, Women's Studies to be a mandatory part of curriculum in elementary, junior high, high schools throughout Juneau. The best way to prevent discrimination is to provide information for people to learn. Through education, anything is possible. I think I would make a great fit to this board as well. For the Douglas Advisory Board. It would be great to serve on this board to discuss issues and help unite the community in Douglas. My husband and I just bought our first home last May in Douglas, and we fell in love with the neighborhood.

Please select the type of board seat for which you are applying *

☒ General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

None.

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

I've never served on a board before. I have only worked on political campaigns canvassing, making calls, working polls, etc.

Education/Training: Please list both formal and informal education & training experiences:

I have a bachelor's degree in Political Science and a minor in English.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Bachelor's Degree in Political Science.

[Upload a Resume](#)

Demographics

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Ethnicity

☒ African American

Gender

☒ Male



Date of Birth

Acknowledgement/Certification

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☒ I Agree