

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

June 24, 2019 6:00 PM
Assembly Chambers

AGENDA

I. ROLL CALL

II. APPROVAL OF AGENDA

III. APPROVAL OF MINUTES

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. Juneau Human Rights Commission - Annual Report and Appointment

The Juneau Human Rights Commission (JHRC) consists of five public seats each for a 3 year term. There is currently one vacant seat with a term beginning immediately and ending May 31, 2021.

The Clerk's Office has received one application for the Juneau Human Rights Commission.

2. Juneau Commission on Aging - Appointments

The Juneau Commission on Aging consists of nine members appointed from the general public. Members shall be appointed to staggered two-year terms. The Assembly shall appoint members from a diverse population of people with knowledge of issues relating to aging or with expertise on health, housing, transportation, finances, insurance, and other areas of concern for seniors in Juneau. At least five public members shall be 65 years of age or older. Four public members shall serve without restriction as to age.

There are currently two vacant general public seats on the commission. One term is beginning immediately and ending December 31, 2019 and one term is beginning immediately and ending December 31, 2020.

Since the term ending December 31, 2019 is within 6 months of expiring, the HRC can appoint an applicant to serve out the remainder of the current term and then fill a full term with a term beginning January 1, 2020 and ending December 31, 2021.

The Clerk's Office has received three applications for the Juneau Commission on Aging.

3. Wetlands Review Board - Appointments

The Wetlands Review Board is composed of seven members of the public and two members from the Planning Commission. When making appointments, the Assembly is required to consider obtaining the 'broadest possible representation from those technical fields with knowledge of the values, functions and uses of wetlands, such as fish or wildlife biology, geology, hydrology, land use planning, and engineering'.

There are currently two vacant seats on the Wetlands Review Board up for renewal, each with terms beginning immediately and ending either December 31, 2020 or December 31, 2021.

The Clerk's Office has received two applications for the Wetlands Review Board.

4. Board of Equalization - Appointment

The Board of Equalization (BOE) is a nine member board. There are currently two vacant seats on the BOE. Both seats have terms beginning immediately and ending December 31, 2021.

The Clerk's Office has received one application for the Board of Equalization.

B. Other Business

1. Resolution 2854 A Resolution Changing the Methodology for Calculation of Reimbursement for Emergency Service Volunteers, and Repealing Resolution 2554.

The volunteer firefighter stipend program has been updated to more effectively meet the needs of the organization and to comply with federal and state labor laws. The proposed update was created with input from a committee of volunteers, volunteer mentors and officers. The updates are supported by the Gastineau Chapter of Alaska State Fire Fighters.

Under the proposed revisions, stipends are distributed in three parts. There is a stable fixed stipend that all volunteers in good standing receive based on their current certification level. Additional stipend amounts can be earned through responding to an emergency call. The third element of the revised program provides a predictable quarterly reimbursement to volunteers for general expenses such as vehicle maintenance and/or day care. This program also fixes inequities that are created when a volunteer rides on a 24 hour shift.

It is anticipated that the revised volunteer stipend system will cost approximately \$60,000 less in FY20. The additional \$60,000 will be used to help pay for volunteers and volunteer officers to attend additional training and relevant conferences and used for volunteer recognition and retention programs. Currently these costs are paid for through volunteer fundraising efforts. Volunteer time is a very valuable commodity; it is a benefit to the community to utilize their time in training and responding to emergencies instead of fundraising for items not normally covered in a department budget.

2. Review Draft HRC Survey

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

Juneau Human Rights Commission (JHRC)
2018 - 2019 Annual Report

- I. Overall
 - a. JHRC continues to look at what we can do to promote a harmonious relationship in the CBJ and worked to educate the citizenry about the fundamentals of human rights.
 - b. JHRC welcomed a new member, Ibn Bailey, who brought new ideas and new energy to the commission.
- II. Developing Educational Informational Programs
 - a. JHRC members dedicated time to a student art program promoting and educating students about the Declaration of Human Rights at Floyd Dryden school. We continue to expand this program to include more schools and grade levels.
- III. Promote Harmonious Relationships
 - a. JHRC held a joint meeting with the Alaska Commission on Human Rights on February 11, 2019, to discuss opportunities for joint work and work we can do to support the commission's work.
- IV. Advise the Assembly concerning solutions to specific problems of prejudice or discrimination
 - a. Thanks to the inspiration of our newest member, JHRC presented an opportunity to the Juneau Human Resources Committee for the Assembly to honor previous Assembly member Rosalie Walker. Ms. Walker was the first, and is still the only, African-American member of the Assembly. In addition to serving on the Assembly, Ms. Walker greatly contributed to the Juneau community and local human rights.
- V. What the Commission plans to do in the future:
 - a. Continue the middle school human rights project discussed above, expanding to more schools, and possibly adding more grade levels.
 - b. Create a calendar of events in which JHRC could collaborate or support with supplementary materials or information related to human rights.
 - c. Continue providing opportunities for the Assembly to honor members of the community who have significantly contributed to reducing discrimination and increasing harmonious relationships.
 - d. Increasing JHRC advisory statements to the Assembly on local issues which are related to human rights.



JUNEAU HUMAN RIGHTS COMMISSION

BOARD ROSTER



SAMANTHA WEINSTEIN

2nd Term Feb 08, 2016 - May 31, 2020

Appointing Authority Assembly

Position Voting Member

Office/Role Secretary

Category Public

Dais Seat 5



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 immediately - May 31, 2021

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.]

Michelle D Burlin
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

State of Alaska Mental Health Clinican III
Employer Job Title

[Redacted]
Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

[Redacted]
Secondary Email Address (if any)

Which Boards would you like to apply for?

Americans with Disabilities Act Committee: Submitted
Hospital Board: Submitted
Juneau Human Rights Commission: Submitted
Juneau Public Libraries Endowment Board: Submitted
Wetlands Review Board: Submitted
Youth Activities 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

None

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

Question applies to multiple boards

How many hours per month are you able to serve?

varied

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 applying to the specific boards that interest me, and that I am passionate about the subject. As far as each board is concerned, I am motivated and invested to become part of the Juneau community and involve myself with legal, ecological, medical, and teen issues of concern and/or future policies. I have an 11- year old daughter who loves the library, and we share a common passion for reading and learning. To this end, I graduate law school as a second career choice, and obtained certificates in Health and Genomics law. I value public health and ecological issues, as well as constitutionally upheld human rights for all.

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 at this time.

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

Arizona ATSA Executive Board Member, and chairperson for the Legislative committee.

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

Arizona State University Law School- certificates in Health law; Genomics and Biotechnology Santa Clara University- MA degree in Counseling Multiple legal and psychology trainings in trauma, sexually deviant behaviors, and health law.

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.

Will take the Alaska bar in February

[Michelle_Burlin_2019_CV.doc](#)

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



JUNEAU COMMISSION ON AGING

BOARD ROSTER



ALICIA HUGHES-SKANDIJS

1st Term Jan 15, 2019 - Oct 14, 2019

Position Assembly Liaison
Office/Role Assemblymember
Category Assembly Liaison



SUSAN H. WARNER

1st Term Nov 27, 2017 - Dec 31, 2019

Appointing Authority Assembly
Position Voting Member
Category Public Member over 65
Dais Seat 9



EMILY KANE

1st Term Nov 27, 2017 - Dec 31, 2019

Appointing Authority Assembly
Position Voting Member
Category Public
Dais Seat 5



EILEEN HOSEY

1st Term Nov 27, 2017 - Dec 31, 2019

Appointing Authority Assembly
Position Voting Member
Office/Role Acting Chair
Category Public Member over 65
Dais Seat 3



PAUL DOUGLAS

1st Term Nov 27, 2017 - Dec 31, 2019

Appointing Authority Assembly
Position Voting Member
Category Public Member over 65
Dais Seat 1



LISA A OBERLE

1st Term Jun 03, 2019 - Dec 31, 2020

Appointing Authority Assembly
Position Voting Member
Category Public Member over 65
Dais Seat 4



CAROL ENDE

1st Term Feb 11, 2019 - Dec 31, 2020

Appointing Authority Assembly
Position Voting Member
Office/Role Public
Category Public
Dais Seat 2



LINDA KRUGER

1st Term Aug 13, 2018 - Dec 31, 2021

Appointing Authority Assembly
Position Voting Member
Category Public Member over 65
Dais Seat 8



VACANCY immediately - Dec 31, 2019

Appointing Authority Assembly
Position Voting Member
Category Public
Dais Seat 7



VACANCY immediately - Dec 31, 2020

Appointing Authority Assembly
Position Voting Member
Office/Role Public
Category Public
Dais Seat 6

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.]

Kathleen Samalon
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

4-C
Residence Address Line 2

JUNEAU
Residence City

AK
Residence State

99801
Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Commission on Aging: 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.

It's payback time. I had a long professional career that rewarded me well with skill training and opportunities to push limits. During that time, mentors came into my life who looked out for me and made sure paths to success were open by removing obstacles. I want to do that for the senior community in Juneau and share the energy and mental focus that I have with my peers that perhaps are not as fortunate. Over the years, I have experienced first-hand the needs of many "elderly" relatives and friends, stumbling through with them to eventual solutions. Even with my business and technology skills, navigating government resources was more than challenging - and it shouldn't be. Not only is there a need for various levels of long-term care for seniors in Juneau, I would like to be an advocate for senior legal assistance, avoiding elder abuse, accessing benefits, and programs for families struggling to support dementia and Alzheimer's relatives.

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.

President, Cannery Cove Condos HOA P.E.O. (Philanthropic Educational Organization) , Chapter N, co-treasurer

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

Moved to Alaska in 1969 as a Jesuit Lay Volunteer with teaching assignments in Glennallen and Fairbanks. Worked for Kodiak Island Borough as a village school teacher. Employed by IBM in 1973 and retired from the company in 2017. During that time-span had job descriptions in Project Management, Planning, Program Management, Marketing and Event Management.

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

Master of Arts (MAT), Teaching, University of Alaska, Fairbanks, AK Bachelor of Arts (BA), Psychology / Journalism, Mundelein College of Loyola University, Chicago, IL

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 Meeting Planner (CMP), expired State of Alaska Elementary Education, expired Private Pilot License, Single Engine Land

[Kathleen Samalon Resume - JCOA.docx](#)

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

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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.]

Justin L Jones
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

Central Council Tlingit & Haida Wellness Coordinator
Employer Job Title

[Redacted]
Residence Address if different from your Mailing "Home"
Address listed above

Residence Address Line 2

Douglas
Residence City

Alaska
Residence State

99824
Residence Postal Code

Comments

[Redacted]
Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Commission on Aging: 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 oversee three grants as Tlingit & Haida's Wellness Coordinator- Older American Act Title VI (Elders Program), SAMHSA Native Connections Suicide Prevention (Youth Programming), and Boys Run I Toowu Klatseen (Youth After-School Running Program). I have grown the Elders Program from once per week lunch to a multi-day program with group exercise classes, Elders in the Schools, group field trips, and resource presentations. I would like to connect the Tlingit & Haida Elders program with all of the great programs in town and find ways to collaborate and infuse traditional values from our Elders. I am committed to providing our Elders with the best programs and services they can find and I would like to strengthen all of the Senior Services and address the needs of all of our Elders in this amazing 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.

Central Council Tlingit & Haida: employed as the Wellness Coordinator. Southeast Alaska Independent Living: board member Native Connections Community Board: board member

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

We have a community board for our SAMHSA Native Connections grant. The board provides feedback on the direction of the programming and plans outreach and collaboration for the grant. I have been on the board for nearly two years. My work with the Elders program has connected me to many of the organizations in Juneau that are focused on improving the lives of our Elders. We have started working with SAIL to offer resource presentations to our Elders and continuously communicate on upcoming events. I was recently asked to be a board member for SAIL and will attend my first board meeting at the end of June. The Glory Hall has contacted me for a board vacancy and I will be meeting with that board within the next week.

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

Master of Science in kinesiology (biomechanics) from The Pennsylvania State University Bachelor of Science in engineering physics (mechanical engineering) from Whitworth University Graduated from Juneau-Douglas High School (one of six valedictorians)

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 Personal Trainer from the American College of Sports Medicine Senior Fitness Specialist from the American Council on Exercise Adult CPR/AED/First-Aid from American Heart Association Mental Health First Aid

[JustinLJonesResume.docx](#)

Upload a Resume

Demographics

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Ethnicity

☒ American Indian/Alaskan native Aleutian

Gender

☒ Male

[REDACTED]

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

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.]

Will Muldoon
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

State of Alaska Mainframe Operator
Employer Job Title

[Redacted]

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

Residence Address Line 2

Juneau
Residence City

AK
Residence State

99801
Residence Postal Code

Comments

As a 35 year old who intends to remain in Juneau for the long haul, I am interested in serving on this board. The issues we face today are with us for some time to come. With Juneau's changing demographics I think it's important to remain engaged on these topics as we move forward. As someone who is slightly under the median age of our community I think it's important to have a wide array of engaged parties to serve on the commission. Seeing as how JCOA is finishing it's own big changes and beginning the sub-committee formation process, I felt that this was a great time to apply for the vacancies to ensure they continue to function optimally.



Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Commission on Aging: 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 serving on the special cmte for the P&R Master Plan and serving on the PRAC as the Aquatics Liaison I feel that I would be a good fit for the board and look forward to helping them continue their excellent work.

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.

P&R Advisory Council: member of the public, Aquatics Board Liaison for PRAC

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

Served on KTOO's board of directors for 2 terms for a total of six years, resigned after reaching term-limit. I have also served on CoastAlaska's Board of Directors for one term, for a total of 2.5 years, resigned to allow another Juneauite to serve one term on the regional board. I also served on the P&R special cmte for the Master Plan and currently serve on the P&R Advisory Council as the Aquatics Liaison

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

High School diploma, some college

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:

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☒ I Agree



WETLANDS REVIEW BOARD

BOARD ROSTER



KENNETH M ALPER

1st Term Jan 22, 2019 - Dec 31, 2019

Appointing Authority Planning Commission

Position Voting Member

Office/Role PC Liaison

Category Planning Commissioner

Dais Seat 9



DANIEL HICKOK

1st Term Jan 22, 2019 - Dec 31, 2019

Appointing Authority Assembly

Position Voting Member

Office/Role PC Liaison

Category Planning Commissioner

Dais Seat 1



CLAUDE (CHIP) MCMILLAN III

1st Term Jun 25, 2018 - Dec 31, 2020

Position Voting Member

Category Public



PERCY E FRISBY

1st Term Jan 01, 2019 - Dec 31, 2021

Appointing Authority Assembly

Position Voting Member

Office/Role Public

Category Public

Dais Seat 7



RYAN A BARE

1st Term Apr 01, 2019 - Dec 31, 2021

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 3



JOHN HUDSON

1st Term Mar 05, 2018 - Dec 31, 2021

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 4



LUCAS M CHAMBERS

1st Term Jan 01, 2019 - Dec 31, 2021

Appointing Authority Assembly

Position Voting Member

Office/Role Public

Category Public

Dais Seat 2



VACANCY immediately - Dec 31, 2021

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 6



VACANCY immediately - Dec 31, 2020

Position Voting Member

Category Public

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.]

Emily Haynes
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

State of Alaska - DOT&PF Environmental Impact Analyst
Employer Job Title

[Redacted]
Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Juneau
Residence City

AK
Residence State

99801
Residence Postal Code

Comments

[Redacted]
Secondary Email Address (if any)

Which Boards would you like to apply for?

Board of Equalization: Submitted

Wetlands Review 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?

☒ 2

n/a

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.

Wetland Review Board: Currently an environmental impact analyst with direct experience delineating wetlands, drafting/reviewing functional assessments, and requesting PJDs from USACE for State transportation projects within the Southeast/Kodiak/Aleutian region. Completed training in wetland delineations with Alaska Regional Supplement. Board of Equalization: Previous employment conducting waiver valuations for minor parcel acquisitions in association with State transportation projects. Required obtaining sales records and applying to find fair market value for land and structures within the Southeast Alaska region, including Juneau. Complete training for Appraisal and Relocation Under the Uniform Act. Current homeowner - substantial research of current and previous listings, sales data, and assessment information for the Juneau area.

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.

Employee with the State of Alaska, Department of Transportation & Public Facilities Secretary - ASEA/Local 52 DOT Special Issues Committee

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

Previous Secretary for the Juneau Chapter of the ASEA/AFSCME Local 52.

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

Education: High School Diploma 96 credits toward BS Training: Highway Traffic Noise - Basic Acoustics
Section 4f ANILCA Section 106 USACE Wetland Delineation & Alaska Regional Supplement AK-CESCL
Traffic Control Supervisor Appraisal and Relocation Under the Uniform Act Essentials for the Right of Way
Program Management and Negotiations Access Management, Location, and Design Residential
Relocation Assistance Intermediate GIS Alaska Land Manager Law Enforcement NIMS Intro to ICS ICS
for Single Resources National Response Framework Writing for the Workplace

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

[As_of_201904_Resume.pdf](#)

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

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.]

Michelle D Burlin
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

State of Alaska Mental Health Clinican III
Employer Job Title

[Redacted]
Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

[Redacted]
Secondary Email Address (if any)

Which Boards would you like to apply for?

Americans with Disabilities Act Committee: Submitted
Hospital Board: Submitted
Juneau Human Rights Commission: Submitted
Juneau Public Libraries Endowment Board: Submitted
Wetlands Review Board: Submitted
Youth Activities 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

None

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

Question applies to multiple boards

How many hours per month are you able to serve?

varied

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 applying to the specific boards that interest me, and that I am passionate about the subject. As far as each board is concerned, I am motivated and invested to become part of the Juneau community and involve myself with legal, ecological, medical, and teen issues of concern and/or future policies. I have an 11- year old daughter who loves the library, and we share a common passion for reading and learning. To this end, I graduate law school as a second career choice, and obtained certificates in Health and Genomics law. I value public health and ecological issues, as well as constitutionally upheld human rights for all.

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 at this time.

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

Arizona ATSA Executive Board Member, and chairperson for the Legislative committee.

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

Arizona State University Law School- certificates in Health law; Genomics and Biotechnology Santa Clara University- MA degree in Counseling Multiple legal and psychology trainings in trauma, sexually deviant behaviors, and health law.

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.

Will take the Alaska bar in February

[Michelle_Burlin_2019_CV.doc](#)

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

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☒ I Agree



BOARD OF EQUALIZATION

BOARD ROSTER



BARBARA SHEINBERG

1st Term May 02, 2016 - Dec 31, 2018

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 9



JOHN GAGUINE

4th Term Jan 01, 2016 - Dec 31, 2018

Appointing Authority Assembly

Position Voting Member

Category Public/Attorney

Dais Seat 2



KENNETH L SOLOMON-GROSS

1st Term Mar 05, 2018 - Dec 31, 2019

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 5



PAUL NOWLIN

2nd Term May 13, 2013 - Dec 31, 2019

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 4



DAVID EPSTEIN

3rd Term Mar 05, 2018 - Dec 31, 2020

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 1



STEVE MOSELEY

2nd Term Mar 05, 2018 - Dec 31, 2020

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 3



EMIL R MACKEY

1st Term Mar 04, 2019 - Dec 31, 2021

Position Voting Member

Category Public

Dais Seat 7



VACANCY immediately - Dec 31, 2021

Position Voting Member

Category Public

Dais Seat 8



VACANCY immediately - Dec 31, 2021

Position Voting Member

Category Public

Dais Seat 6

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.]

Emily Haynes
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

State of Alaska - DOT&PF Environmental Impact Analyst
Employer Job Title

[Redacted]
Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Juneau
Residence City

AK
Residence State

99801
Residence Postal Code

Comments

[Redacted]
Secondary Email Address (if any)

Which Boards would you like to apply for?

Board of Equalization: Submitted

Wetlands Review 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?

☒ 2

n/a

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.

Wetland Review Board: Currently an environmental impact analyst with direct experience delineating wetlands, drafting/reviewing functional assessments, and requesting PJDs from USACE for State transportation projects within the Southeast/Kodiak/Aleutian region. Completed training in wetland delineations with Alaska Regional Supplement. Board of Equalization: Previous employment conducting waiver valuations for minor parcel acquisitions in association with State transportation projects. Required obtaining sales records and applying to find fair market value for land and structures within the Southeast Alaska region, including Juneau. Complete training for Appraisal and Relocation Under the Uniform Act. Current homeowner - substantial research of current and previous listings, sales data, and assessment information for the Juneau area.

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.

Employee with the State of Alaska, Department of Transportation & Public Facilities Secretary -
ASEA/Local 52 DOT Special Issues Committee

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

Previous Secretary for the Juneau Chapter of the ASEA/AFSCME Local 52.

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

Education: High School Diploma 96 credits toward BS Training: Highway Traffic Noise - Basic Acoustics
Section 4f ANILCA Section 106 USACE Wetland Delineation & Alaska Regional Supplement AK-CESCL
Traffic Control Supervisor Appraisal and Relocation Under the Uniform Act Essentials for the Right of Way
Program Management and Negotiations Access Management, Location, and Design Residential
Relocation Assistance Intermediate GIS Alaska Land Manager Law Enforcement NIMS Intro to ICS ICS
for Single Resources National Response Framework Writing for the Workplace

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

[As_of_201904_Resume.pdf](#)

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

Presented by: The Manager
Introduced: 12/20/2010
Drafted by: J.W. Hartle

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2554

A Resolution Changing the Methodology for Calculation of Compensation For Emergency Service Volunteers, and Repealing Resolution 2314.

WHEREAS, emergency service volunteers expend substantial personal time and resources traveling to, and serving at, fires, training, drills, and other events; and

WHEREAS, these contributions are essential to the safety and wellbeing of the citizens of Juneau; and

WHEREAS, it has been a longstanding policy to provide emergency service volunteers with a modest compensation/reimbursement to help defray the cost of transportation, equipment, clothing, and other expenses associated with emergency service to the community; and

WHEREAS, implementation of CBJ's new computer systems, and the possibility of gaining favorable tax treatment of such compensation, requires slight changes to the existing calculation methodology.

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

Section 1. The Manager is authorized to provide compensation to emergency service volunteers. The compensation shall be calculated and distributed monthly by allocating the annual volunteer firefighter budget using a volunteer point system. Volunteers will be awarded one attendance point for each training, drill, or emergency response attended. Total attendance points will be adjusted for the volunteer's classification points multiplier in Section 2 and, if the volunteer holds multiple classifications, the points multiplier in Section 3, using the following formula.

$$\text{Attendance Points} \times [\text{Classification Points} + \text{Multiple Classification Points}] = \text{Total Volunteer Points (Per Firefighter)}$$

The total volunteer points will then be multiplied times the dollar value assigned to each point to determine a firefighter's compensation. The point dollar values will be determined by dividing the annual budget for volunteer firefighters by twelve, subtracting the officer compensation in Section 4 for that month, and dividing this result by the total of all volunteer points for that month.

$$\frac{[(\text{Annual Budget} / \text{Twelve}) - \text{Firefighter Officer Volunteer Compensation}]}{\text{Total Volunteer Points for the Month}} = \text{Point Dollar Value}$$

Section 2. Classification points will be determined by using the highest point multiplier applicable for each volunteer.

<u>Classification</u>	<u>Multiplier</u>
Captain	3.50
Lieutenant	3.00
Firefighter II	2.50
Firefighter I	2.00
Firefighter Basic	1.00
MICP	3.50
EMT III	3.00
EMT II	2.50
EMT I	2.00
ETT	1.00
Rope rescue team member	2.00
Swift water rescue team member	2.00

Section 3. Multiple classification points will be determined by using the point multiplier applicable for each volunteer's additional classifications. The volunteer's classification selected in Section 2 cannot be selected a second time (duplicated) in Section 3.

<u>Classification</u>	<u>Multiplier</u>
Engineer	0.50
MICP	1.50
EMT III	1.00
EMT II	0.50
EMT I	0.30
ETT	0.10
Rope Rescue certified	0.30
Swift water certified	0.30
Haz Mat Technician	0.50

Section 4. In addition to the volunteer point compensation specified in Section 1, firefighter officer volunteers shall be compensated for their extra duties as follows:

Captain	\$100 per month
Chaplain	\$100 per month.

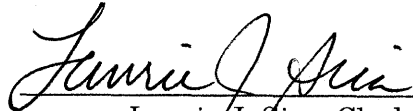
Section 5. Repeal of Resolution. Resolution 2314 is repealed.

Section 6. Effective Date. This resolution shall be effective January 1, 2011.

Adopted this 20th day of December, 2010.


Bruce Botelho, Mayor

Attest:


Laurie J. Sica, Clerk

Presented by: The Manager
Introduced:
Drafted by: R. Palmer III

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2854

A Resolution Changing the Methodology for Calculation of Reimbursement for Emergency Service Volunteers, and Repealing Resolution 2554.

WHEREAS, emergency service volunteers expend substantial personal time and resources traveling to and serving at fires, medical calls, training, drills, and other events; and

WHEREAS, these contributions are essential to the safety and wellbeing of the citizens of Juneau; and

WHEREAS, it has been a longstanding policy of this community to provide emergency service volunteers with modest reimbursement to help defray the cost of transportation, equipment, clothing, training, and other expenses associated with providing emergency service to the community; and

WHEREAS, the current reimbursement schedule needs updating to comply with labor laws and to better fit the needs of the Capital City Fire and Rescue Department.

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

Section 1. Authority to Adopt a New Emergency Service Volunteer Reimbursement Policy. The Manager is authorized to provide reimbursement to emergency service volunteers consistent with Exhibit A. The Manager, or designee, may make minor changes to the policy in Exhibit A to effectuate the purpose of this resolution without further Assembly review.

Section 2. Repeal of Resolution. Resolution 2554 is repealed.

Section 3. Effective Date. This resolution shall be effective immediately after its adoption.

Adopted this _____ day of _____, 2019.

Beth A. Weldon, Mayor

Attest:

Elizabeth J. McEwen, Municipal Clerk

CAPITAL CITY FIRE / RESCUE
STANDARD OPERATING PROCEDURE



Title:	SOP #
Date Issued:	
Date Revised:	Approved by Chief Etheridge _____

Z.100.1 Objective

Z.100.1.a To outline the volunteer pay schedule for Capital City Fire/Rescue.

Z.100.2 Definitions

Z.100.2.a Chaplin – A member or members appointed by the Fire Chief or his/her designee. This position is outlined further in SOP C.810.

Z.100.2.b Driver/Operator – Members that have passed the training and examination process to drive and operate fire pump apparatus. An Engineer and responsible Assistant Fire Chief approve the status of a member meeting these requirements.

Z.100.2.c EMT – certification by the State of Alaska as an Emergency Medical Technician. For solely the purposes of volunteer reimbursement, members will be reimbursed the same regardless of their Emergency Medical Technician level. Volunteer members with Mobile Intensive Care Paramedic licensure by the State of Alaska will be grouped here for the purposes of reimbursement only.

Z.100.2.d Firefighter I – certification by IFSAC or ProBoard as a Firefighter I. The Fire Chief may approve a member's certification with another certifying agency with similar requirements.

Z.100.2.e Firefighter II – certification by IFSAC or ProBoard as a Firefighter II. The Fire Chief may approve a member's certification with another certifying agency with similar requirements.

Z.100.2.f Hazmat Team - Members assigned to the water and/or rope special teams. Membership into the team requires prior approval from the team coordinators and responsible Assistant Fire Chief.

Z.100.2.g Instructor – A member that is certified by the State of Alaska to teach Firefighter I and/or EMT I and actively instructs. Instruction requirements may be met by teaching at drill.

Z.100.2.h Long Call – Any emergency incident that is greater than 2 hours in length.

CAPITAL CITY FIRE / RESCUE
STANDARD OPERATING PROCEDURE



Z.100.2.i EMT Precepted – A member that has successfully completed preceptorship with Capital City Fire/Rescue

Z.100.2.j Scene Support – A member that has no qualifications, certifications, or licensures recognized by Capital City Fire/Rescue such as Firefighter I, Firefighter II, EMT, etc...

Z.100.2.j.1 This is the basic level of membership in Capital City Fire/Rescue. Scene Support involves responding to all emergencies. Members may choose to be a water or rope team only member. In these cases, members will not be considered as "Scene Support."

Z.100.2.k Senior Firefighter – A Senior Firefighter is a promoted position within the volunteers. Personnel will be promoted to the position by the Fire Chief or his/her designee.

Z.100.2.l Stipend – the fixed regular sum paid monthly based upon qualification.

Z.100.2.m Water/Rope Team – Members assigned to the water and/or rope special teams. Membership into the team(s) requires prior approval from the team coordinators and responsible Assistant Fire Chief.

Z.100.3 Process

Z.100.3.a All members will be required to fill out and maintain a W-4 form with the City and Borough of Juneau. Reimbursements will be reported to the Internal Revenue Service.

Z.100.3.b Members will be reimbursed on a quarterly basis.

Z.100.3.b.1 Reimbursement periods will be as follows:

Period	Payment by
January 1 – March 31	May 1
April 1 – June 30	August 1
July 1 – September 30	November 1
October 1 – December 31	February 1

Z.100.3.c Fire certifications/qualifications are not cumulative.

Z.100.3.d EMS certifications/qualifications are not cumulative.

Z.100.3.e All other certifications/qualifications may be cumulative.

Z.100.3.f All certifications/qualifications must be approved in advance by the Fire Chief or his/her designee.

CAPITAL CITY FIRE / RESCUE
STANDARD OPERATING PROCEDURE



Z.100.3.g Capital City Fire/Rescue's Administrative Officer will be responsible for overseeing the reimbursements.

Z.100.3.h A member's chain of command will be adhered to when disputing or questioning any reimbursements.

Z.100.4 Reimbursement Schedule

Z.100.4.a Stipend

Z.100.4.a.1 Members will receive a stipend according to their qualification, certification, or licensure recognized by Capital City Fire/Rescue.

Z.100.4.a.2 Members must have met the volunteer expectations/requirements established in SOP C.100 to receive the stipend.

Z.100.4.a.2.i The responsible mentor and the Fire Chief's designee will certify the expectations/requirements have been met by signing for each volunteer member at the end of each quarter.

Z.100.4.b Per Call

Z.100.4.b.1 Volunteer members will be paid on a per call basis.

Z.100.4.b.2 Calls exceeding two hours in length will be paid according to "Station Coverage" described below.

Z.100.4.b.2.i Each volunteer member will be required to enter the "Long Call" into the Activity Form in ImageTrend.

Z.100.4.b.2.ii Special Teams members on extended special teams calls will receive the "Water/Rope Team" Block Pay.

Z.100.4.b.3 Calls attended during a Career Station ride will not be counted toward "Per Call" pay.

Z.100.4.b.3.i While conducting a Career Station ride, volunteers will be assigned to the appropriate career station apparatus in the NFIRS report.

Z.100.4.b.3.ii Volunteer members responding to emergencies while not on a Career Station ride will be assigned to the appropriate volunteer apparatus or "POV" in the NFIRS report.

Z.100.4.b.3.iii The aforementioned assignments are how incident pay will be differentiated and calculated. It is the

CAPITAL CITY FIRE / RESCUE
STANDARD OPERATING PROCEDURE



obligation of the responsible Captain or Acting
Captain to accurately record this in the NFIRS report.

Z.100.4.c Block Pay

- Z.100.4.c.1** Long Calls, Long Training Events, or Volunteer Station Coverage are included in Block Pay.
- Z.100.4.c.2** Block Pay will be recorded in the Activities Form in ImageTrend and it is the responsibility of the volunteer member to record in an accurate and timely manner.
- Z.100.4.c.3** The responsible mentor and Fire Chief designee will approve Block Pay for members at the end of each quarter.
- Z.100.4.c.4** Block Pay will be paid in 4-hour blocks.
 - Z.100.4.c.4.i** Block Pay will be capped at a maximum of 3 blocks per 24-hour period.
 - Z.100.4.c.4.ii** At the completion of the quarter, Block Pay will be rounded up to the nearest 4 hour block.

Z.100.4.d Career Station Ride

- Z.100.4.d.1** Members will receive Career Station Ride Pay for when they conduct a Career Station ride-along.
- Z.100.4.d.2** Career Station Ride Pay will be recorded in the Activities Form in ImageTrend and it is the responsibility of the volunteer member to record in an accurate and timely manner.
- Z.100.4.d.3** The responsible mentor and Fire Chief designee will approve Block Pay for members at the end of each quarter.
- Z.100.4.d.4** Career Station Ride Pay will be paid in 4-hour blocks.
 - Z.100.4.d.4.i** Career Station Ride Pay will be capped at a maximum of 3 blocks per 24-hour period.
 - Z.100.4.d.4.ii** At the completion of the quarter, Block Pay will be rounded up to the nearest 4 hour block.

CAPITAL CITY FIRE / RESCUE
STANDARD OPERATING PROCEDURE



Z.100.5 Volunteer Reimbursement Schedule

Position	Stipend	Per Call (Not coverage)	Block Pay * (4 hour block)	Career ** (4 hour block)
Scene Support	\$50	\$5	\$15	\$15
Firefighter I	\$100	\$15	\$20	\$20
Firefighter II	\$125	\$20	\$25	\$25
Senior Firefighter	\$150	\$25	\$25	\$25
EMT	\$50	\$5		
EMT - Precepted	\$100	\$5		
Water/Rope Team	\$50	\$5	\$50***	
Hazmat Team	\$25			
Driver/Operator	\$25			
Chaplin	\$100			
Instructor	\$50			

* Long Call, Long Training or Volunteer Station Coverage capped at 3 blocks per 24h hour period.

** Per Call pay does not apply to Career Station riding capped at 3 blocks per 24 hour period.

*** For Special Teams calls only, not Station coverage.

HRC Recruitment & Retention

* 1. Which boards and commissions have you served on or applied for?

- | | |
|--|--|
| ☐ Any 1% For Art Panel | ☐ Juneau Commission on Aging |
| ☐ Airport Board | ☐ Juneau Commission on Sustainability |
| ☐ ADA Committee | ☐ Juneau Human Rights Commission |
| ☐ Aquatics Board | ☐ Juneau Public Libraries Endowment Board |
| ☐ Bidding Review Board | ☐ Local Emergency Planning Committee |
| ☐ Board of Equalization | ☐ Parks & Recreation Advisory Committee |
| ☐ Building Code Advisory Committee | ☐ Personnel Board |
| ☐ Building Code Board of Appeals | ☐ Planning Commission |
| ☐ Docks & Harbors Board | ☐ Sales Tax Board of Appeals |
| ☐ Douglas Advisory Board | ☐ Sister Cities Committee |
| ☐ Eaglecrest Ski Area Board | ☐ Treadwell Arena Advisory Board |
| ☐ Historic Resources Advisory Committee | ☐ Utility Advisory Board |
| ☐ Hospital Board | ☐ Wetlands Review Board |
| ☐ Jensen-Olson Arboretum Advisory Board | ☐ Youth Activities Board |
| ☐ Juneau Affordable Housing Commission | |

* 2. What is your gender?

- ☐ Female
- ☐ Male
- ☐ Other/Non-binary
- ☐ Prefer not to say

* 3. What is your age?

- | | |
|--------------------------------|---|
| ☐ 18 to 29 | ☐ 65 or older |
| ☐ 30 to 49 | ☐ Prefer not to say |
| ☐ 50 to 64 | |

* 4. Which race/ethnicity best describes you? (Please choose only one.)

- ☐ American Indian or Alaskan Native
- ☐ Asian / Pacific Islander
- ☐ Black or African American
- ☐ Hispanic
- ☐ White / Caucasian
- ☐ Multiple ethnicity / Other
- ☐ Prefer not to say

5. How did you hear about the vacancy(ies) you applied for?

- ☐ From a friend or acquaintance
- ☐ Referral from current or former board member
- ☐ The CBJ website
- ☐ Local news or announcements
- ☐ Social media
- ☐ Other (please specify)

6. Did you feel qualified to serve on the board(s) you applied for when you applied?

7. Are there any changes you would recommend to the application process?

8. Do you feel you received adequate orientation or onboarding from fellow board members and/or CBJ staff?

- ☐ Yes
- ☐ No
- ☐ Other (please specify)

9. Are there changes you would recommend to the orientation/onboarding process?

10. Do you feel you have a clear understanding of the work your board(s) should be doing?

11. Were the time and work commitments in line with your expectations?

- ☐ Yes, about the same
- ☐ No, it is **more** time/work
- ☐ No, it is **less** time/work
- ☐ Other (please specify)

12. What challenges have you faced serving on a CBJ board?

- ☐ Time commitment
- ☐ Personal dynamics among board members or staff
- ☐ Board work not aligned with expectations
- ☐ Board composition
- ☐ Other (please specify)

13. Do you feel that your service on a board or committee has been meaningful in ways you thought it would be or in unexpected ways?

14. If you resigned from your term or did not seek reappointment, what factors led to your decision?

15. Would you serve on a board again in the future? Why or why not?

16. What are your suggestions for increasing and improving CBJ board outreach, recruitment, and retention?