

## **SALARIES AND EMOLUMENTS COMMISSION AGENDA**

January 4, 2022 at 12:00 p.m.

This meeting will be held at or hosted from the  
Mona Lisa Drexler Assembly Chambers  
Juanita Helms Administration Center  
907 Terminal Street, Fairbanks, AK

This meeting will be conducted in-person and by zoom or zoom-only with consideration given to the Borough Operational Status and if the Juanita Helms Administration Center is otherwise open to the public. Please visit <https://www.fnsb.gov/406/Boards-Commissions> or contact the Borough Clerk's Office (907) 459-1401.

### **A. CALL TO ORDER**

### **B. ROLL CALL**

### **C. MESSAGES**

C.1. Citizens' Comments - limited to three (3) minutes

C.1.a. Agenda items not scheduled for public hearing

C.1.b. Items other than those appearing on the agenda

C.2. Disclosure and Statement of Conflict of Interest

### **D. APPROVAL OF AGENDA AND CONSENT AGENDA**

Approval of consent agenda passes all routine items indicated by asterisk (\*) on agenda. Consent agenda items are not considered separately unless any Commission member or citizen so requests. In the event of such request, the item is returned to the general agenda.

### **E. MINUTES**

E.1. \*Salaries and Emoluments Commission Meeting Minutes from December 9, 2021.

Documents:

[12\\_09\\_2021\\_SAEC\\_MINUTES.pdf](#)

E.2. \*Salaries and Emoluments Commission Meeting Minutes from December 21, 2021.

Documents:

[12\\_21\\_2021\\_SAEC\\_MINUTES.pdf](#)

**F. PUBLIC HEARING**

F.1. Recommendations on the appropriate compensation including salaries, benefits, and allowances, if any, of elected officials from the Salaries and Emoluments Commission.

Documents:

[2022 SAEC Recommendation to assembly\\_DRAFT\\_V2 \(002\).pdf](#)

**G. COMMISSIONER'S COMMENTS/COMMUNICATIONS**

**H. ADJOURNMENT**

**I. AUDIO FILE - SALARIES AND EMOLUMENTS COMMISSION**

[01-04-2022 SAEC AUDIO TRACK 1](#)

**J. ACTION MEMORANDUM - SALARIES AND EMOLUMENTS COMMISSION**

Documents:

[01\\_04\\_2022\\_SAEC\\_ACTION MEMO.pdf](#)

FAIRBANKS NORTH STAR BOROUGH  
Salaries and Emoluments Commission  
December 9, 2021  
12:04 p.m.

A regular meeting of the Salaries and Emoluments Commission was held Thursday, December 9, 2021, in the Mona Lisa Drexler Assembly Chambers of the Juanita Helms Administration Center, 907 Terminal Street, Fairbanks, Alaska.

**ROLL CALL**

There were present appearing telephonically and in person:

V. Lenny Reagin	Doug Tansy
Charles Dexter	Sharon George, Chair

Comprising a quorum of the Commission, and

Alexis Fackeldey, Administrative Assistant III, Clerk  
April Trickey, CMC, Borough Clerk  
Alysha Childs, Administrative Assistant IV  
Michelle Michel, Human Resources Director

Excused

Traci Gatewood

**NEW BUSINESS**

2. Election of Commission Chair

*Clerk's Note: The rules were suspended without objection and the agenda was reordered to elect a chair.*

Commissioner George was nominated as chairperson. Commissioner George accepted the nomination and was elected through unanimous consent.

**MESSAGES**

1.a. Citizen's Comments on agenda items not scheduled for public hearing.

NONE

**MESSAGES - continued**

1.b. Citizen’s Comments on items other than those appearing on the agenda.

NONE

2. Disclosure & Statement of Conflict of Interest

NONE

**APPROVAL OF AGENDA AND CONSENT AGENDA**

DEXTER, moved to approve the agenda and consent  
Seconded by REAGIN agenda as read.

VOTE ON MOTION TO APPROVE THE AGENDA AND CONSENT AGENDA AS READ.

Yeses: Reagin, George, Tansy, Dexter

Noes: None

MOTION CARRIED 4 Yeses, 0 Noes

**APPROVAL OF MINUTES**

1. \*Salaries and Emoluments Commission Meeting Minutes from January 6, 2020.

Without objection this measure was read by title and approved under the consent agenda.

**NEW BUSINESS**

1. Open Meetings Act & Public Records Act Overview

April Trickey, Borough Clerk, provided an overview.

Questions and discussion ensued on the Public Records Act, communications, and the distribution of information to the commission.

2. Review Data/Information and discuss Commission Recommendations

Michelle Michel, Human Resources Director, provided a staff report regarding the data and information on salaries and benefits.

Discussion ensued on the Consumer Price Index (CPI) for the current year and its effect on salaries.

### **NEW BUSINESS – continued**

Commissioner Dexter inquired about the commission's previous recommendations to the assembly. Ms. Michel enumerated past recommendations and assembly action, if any.

Discussion ensued on meeting procedures and compensation.

It was requested to have an assemblymember attend the next meeting to discuss past commission recommendations.

### **EXCUSE FUTURE ABSENCES**

NONE

### **COMMISSIONER'S COMMENTS/COMMUNICATIONS**

Ms. Michel discussed the make-up of the commission.

### **ADJOURNMENT**

There being no further business to come before the Salaries and Emoluments Commission, the meeting was adjourned at 1:24 p.m.

FAIRBANKS NORTH STAR BOROUGH  
Salaries and Emoluments Commission  
December 21, 2021  
12:02 p.m.

A regular meeting of the Salaries and Emoluments Commission was held Tuesday, December 21, 2021, in the Mona Lisa Drexler Assembly Chambers of the Juanita Helms Administration Center, 907 Terminal Street, Fairbanks, Alaska.

**ROLL CALL**

There were present appearing telephonically and in person:

Lenny Reagin (left at 1:53 p.m.)	Doug Tansy (arrived 12:34 p.m.)
Charles Dexter	Sharon George, Chair

Comprising a quorum of the Commission, and

Alexis Fackeldey, Administrative Assistant III, Clerk  
Michelle Michel, Human Resources Director  
Mindy O’Neill, Assembly Presiding Officer

Excused

Traci Gatewood

**MESSAGES**

1.a. Citizen’s Comments on agenda items not scheduled for public hearing.

NONE

1.b. Citizen’s Comments on items other than those appearing on the agenda.

NONE

2. Disclosure & Statement of Conflict of Interest

NONE

## **APPROVAL OF AGENDA**

REAGIN,  
Seconded by DEXTER

moved to approve the agenda.

VOTE ON MOTION TO APPROVE THE AGENDA.

Yeses: Reagin, Dexter, George

Noes: None

MOTION CARRIED 3 Yeses, 0 Noes

## **NEW BUSINESS**

1. Discussion with assembly representative regarding past commission recommendations.

Discussion ensued with Mindy O’Neall, Assembly Presiding Officer, on previous commission recommendations and assembly action, if any. Included in this discussion was the increase in Fairbanks North Star Borough School Board stipends in 2020.

*Clerk’s Note: Commissioner Tansy arrived at 12:34 p.m.*

2. Review and finalize recommendations on the appropriate compensation including salaries, benefits, and allowances, if any, of elected officials from December 9, 2021 meeting.

Discussion ensued on the salary and benefit recommendations with the intent to control costs whenever possible.

DEXTER,  
Seconded by REAGIN

moved that in light of the huge increase in the school board stipend two years ago that we freeze the school board compensation for this year and charge the health insurance premiums to the members of the school board in order to keep the costs under control.

REAGIN,  
DIED LACK OF SECOND

moved to amend that the recommendation as presented be phased in as new school board members are elected.

The main motion without objection was withdrawn.

**NEW BUSINESS – continued**

TANSY,  
Seconded by DEXTER

moved to recommend, in regard to the Mayor’s salary, that the methodology of applying annual Cost of Living Adjustment (COLA) based upon Alaska Consumer Price Index (CPI) be used.

VOTE ON MOTION TO RECOMMEND, IN REGARD TO THE MAYOR’S SALARY, THAT THE METHODOLOGY OF APPLYING ANNUAL COST OF LIVING ADJUSTMENT (COLA) BASED UPON ALASKA CONSUMER PRICE INDEX (CPI) BE USED.

Yeses: Reagin, Tansy, Dexter, George

Noes: None

MOTION CARRIED 4 Yeses, 0 Noes

DEXTER,  
Seconded by REAGIN

moved to restate the 2020 recommendation to recommend increasing the monthly stipend for Assemblymembers from \$900 to \$1,100 and for the Presiding Officer from \$1,100 to \$1,300.

VOTE ON MOTION TO RESTATE THE 2020 RECOMMENDATION TO RECOMMEND INCREASING THE MONTHLY STIPEND FOR ASSEMBLYMEMBERS FROM \$900 TO \$1,100 AND FOR THE PRESIDING OFFICER FROM \$1,100 TO \$1,300.

Yeses: Tansy, Dexter, Reagin, George

Noes: None

MOTION CARRIED 4 Yeses, 0 Noes

Discussion ensued on which benefits, salaries, and allowances would be best for the Fairbanks North Star Borough School Board.

DEXTER,  
Seconded by REAGIN

moved to recommend freezing current stipends and eliminating subsidized health care, with the option that school board members pay the same rates as school district employees. This change is for newly elected school board members.



**NEW BUSINESS - continued**

VOTE ON MOTION TO RECOMMEND FREEZING CURRENT STIPENDS AND ELIMINATING SUBSIDIZED HEALTH CARE, WITH THE OPTION THAT SCHOOL BOARD MEMBERS PAY THE SAME RATES AS SCHOOL DISTRICT EMPLOYEES. THIS CHANGE IS FOR NEWLY ELECTED SCHOOL BOARD MEMBERS.

Yeses: Tansy, Dexter, Reagin, George

Noes: None

MOTION CARRIED 4 Yeses, 0 Noes

*Clerk's Note: Commissioner Reagin left the meeting at 1:53 p.m.*

Chair George read the commission's 2020 Interior Alaska Natural Gas Utility Board salary recommendation.

DEXTER, moved to recommend no change to the  
Seconded by TANSY current structure of no compensation and benefits.

VOTE ON MOTION TO RECOMMEND NO CHANGE TO THE CURRENT STRUCTURE OF NO COMPENSATION AND BENEFITS.

Yeses: Tansy, Dexter, George

Noes: None

MOTION CARRIED 3 Yeses, 0 Noes

**COMMISSIONER'S COMMENTS/COMMUNICATIONS**

Discussion ensued as to how justifications for the commission's recommendations were generated for the commission in past years.

**ADJOURNMENT**

There being no further business to come before the Salaries and Emoluments Commission, the meeting was adjourned at 1:57 p.m.



# Fairbanks North Star Borough

907 Terminal Street P.O. Box 71267 Fairbanks, AK 99707-1267 (907) 459-1202  
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## MEMORANDUM

TO: Mindy O'Neill, Presiding Officer, FNSB Assembly  
Jennifer Luke, President, FNSBSD School Board  
Steve Haagenson, Chair, Interior Gas Utility

FROM: Sharon George, Chair, Salaries & Emoluments Commission

SUBJECT: Salaries & Emoluments Commission Report (2022)

DATE: ????

The Salaries and Emoluments Commission met on December 9, 2021 and again on December 21, 2021. The Commission was provided salary and benefit information gathered by the Human Resources Department to include the Alaska Municipal League Salary and Benefit Survey (FY2022). Comparisons were made to the Municipality of Anchorage, Mat-Su Borough, Kenai Peninsula Borough and City and Borough of Juneau, as well as other locations.

On December 21, 2021, the Commission reviewed the material and voted on motions to recommend adjustments to the Assembly stipend and the School District School Board health benefit. The Commission recommends allowing the Mayor's annual salary to be adjusted by the Alaska CPI. No adjustment was recommended for the Interior Gas Utility (IGU) board. On January 4, 2022, the Commission reviewed and finalized the recommendation.

Both December meetings were noticed to the public. A public hearing was held at noon on January 4, 2022. **No one came to testify.**

## THE FOLLOWING ARE THE RECOMMENDATIONS OF THE SALARIES & EMOLUMENTS COMMISSION

### **Mayor's Annual Salary Level**

**MOTION:** The following motion was made by Doug Tansy seconded by Charlie Dexter:

**The Salaries and Emoluments Commission recommends the methodology of applying annual COLA based upon Alaska Urban CPI.**

Justification: The Mayor’s base salary was last raised in 2014. Since 2014, the Mayor’s annual salary has had a COLA applied to it annually but capped at 1.5%. Due to the cap, the Mayor’s salary is continuing to lose actual value compared to other Borough staff and is not keeping up with the cost of living. In 2020, the Salaries & Emoluments Commission recommended that the 1.5% cap be lifted to allow the Mayor’s salary to be adjusted based on the Alaska Urban CPI; the Commission restates that recommendation.

Motion carried unanimously.

**Assembly Monthly Salary Level**

MOTION: The following motion was made by Charles Dexter, seconded by Lenny Reagin:

**The Salaries & Emoluments Commission restates it’s 2020 recommendation, increasing the monthly stipend for Assembly Members from \$900 to \$1,100 and for the Presiding Officer from \$1,100 to \$1,300.**

Motion carried unanimously.

Justification: The Commission restates its appreciation of and the effort of the Assembly Members and the time commitment required to serve in this capacity. The compensation has not been adjusted since 2006, and while the compensation has remained the same, the workload and expectation has increased.

**School Board Monthly Salary Level**

MOTION: The following motion was made by Charles Dexter, seconded by Lenny Raegin:

**The Salaries and Emoluments Commission recommends the School Board members’ monthly stipend remain unchanged. Future elected School Board members are not eligible for subsidized health insurance but may pay the premium to participate in the plan.**

Justification: Currently all school board members earn \$850 per month. This is a significant increase from their previous stipend of \$400 per month. To control costs, the Commission believes an adjustment to the subsidized health benefit is appropriate. Current School Board members would not be impacted by this change.

Motion carried unanimously.

### **Interior Gas Utility (IGU) Monthly Salary Level**

MOTION: The following motion was made by Charles Dexter, seconded by Doug Tansy

**The Salaries & Emoluments Commission recommends no change to the current structure of no compensation and benefits.**

Motion carried unanimously.

Justification: The Commission appreciates the effort of the IGU board and agreed with their earlier decision to not be compensated, which is similar to other non-profit boards.

Thank you for your consideration of the Salaries and Emoluments Commission's recommendations as presented.

Attachments: FNSB Code 4.104 Commission on Salaries & Emoluments  
Commission Member Listing

cc: Commission Members  
Michelle Michel, Human Resources Director  
Bryce Ward, Borough Mayor  
Karen Melin, FNSBSD Superintendent of Schools  
Jomo Stewart, IGU President



# Fairbanks North Star Borough

DEPARTMENT OF THE ASSEMBLY  
Division of Boards and Commissions

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## MEMORANDUM

**TO:** Bryce J. Ward, Mayor, Fairbanks North Star Borough

**THROUGH:** April Trickey, MMC, Borough Clerk *AT*

**FROM:** Alexis Fackeldey, Administrative Assistant III *AF*

**DATE:** January 5, 2022

**SUBJECT:** **ACTION OF THE SALARIES AND EMOLUMENTS COMMISSION MEETING OF JANUARY 4, 2022**

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Regular Meeting Convened at 12:00 p.m./Adjourned at 12:08 p.m.

Members Present

Lenny Reagin  
Charles Dexter

Doug Tansy  
Sharon George, Chair

Traci Gatewood

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The following action was taken at the above-referenced meeting:

**APPROVAL OF MINUTES**

Meeting Minutes from December 9, 2021

**-Approved**

Meeting Minutes from December 21, 2021

**-Approved**

**PUBLIC HEARING**

Recommendations on the appropriate compensation including salaries, benefits, and allowances, if any, of the elected officials from the Salaries and Emoluments Commission.

**-No public comments provided. Approved the 2022 Salaries and Emoluments Commission Recommendations. (5/0)**

