

**Committee of the Whole – 6:30 P.M.**  
**Regular City Council Meeting – 7:00 P.M.**

A regular meeting of the North Pole City Council was held on Monday, September 15, 2014 in the Council Chambers of City Hall, 125 Snowman Lane, North Pole, Alaska.

**CALL TO ORDER/ROLL CALL**

Mayor Pro Tem Welch called the regular City Council meeting of Monday, September 15, 2014 to order at 7:00 p.m.

***There were present:***

**Ms. Holm**  
**Ms. Hunter**  
**Mr. McCarthy**  
**Mr. McGhee**  
**Mr. Smith**  
**Mr. Welch**  
**Mayor Ward**

***Absent/Excused***

**Excused**

**PLEDGE OF ALLEGIANCE TO THE U.S. FLAG**

Led by Mayor Pro Tem Welch

National Anthem sung by NPMS Choir members – Destiny Scott, Javeya Chandler, Kadee Nelson, Audrey Schack, Tori McGovern, Lyndsey Harrell, Cindy Castro, Hanna Moore, Cheyanna Rood, Jasmyne Rutan, and Joel Denham

**INVOCATION**

Invocation was given by Councilwoman Hunter

**APPROVAL OF AGENDA**

**Mr. McGhee moved to Approve the Agenda of September 15, 2014**

**Seconded by Ms. Holm**

**Discussion**

None

**Mr. McGhee moved to consent the following items on the agenda:**

**New Business**

- a. Approval of Edward Byrne Memorial JAG Grant Award for \$50,000

- d. Ordinance 14-19, An Ordinance of the City of North Pole amending Title 3, Chapter 3.16, Section .060, Prohibitions
- e. Ordinance 14-20, An Ordinance of the City of North Pole amending Title 4, Chapter 4.04.020 Budget Process and Chapter 4.08.015 Business Licenses Required
- f. Ordinance 14-21, An Ordinance of the City of North Pole amending Title 2, Chapter 2.36, Section .020, Scope of Coverage

**Seconded by Ms. Holm**

**Discussion**

None

On the amendment

**PASSED**

YES – 6 – McCarthy, Smith, Holm, Hunter, McGhee, Welch

NO – 0

Absent – 1 - Ward

On the main motion as amended

**Discussion**

None

**PASSED**

YES – 6 – McCarthy, Smith, Holm, Hunter, McGhee, Welch

NO – 0

Absent – 1 - Ward

**APPROVAL OF MINUTES**

**Mr. McGhee *moved to* Approve the minutes of September 2, 2014**

**Seconded by Ms. Holm**

**Discussion**

None

**PASSED**

YES – 6 – McCarthy, Smith, Holm, Hunter, McGhee, Welch

NO – 0

Absent – 1 - Ward

**COMMUNICATIONS FROM THE MAYOR**

**Proclamations**

*Childhood Cancer Awareness Week*

**Student of the Month**

*Agustin Pineda – North Pole High School*

**COUNCIL MEMBER QUESTIONS OF THE MAYOR**

None

**COMMUNICATIONS FROM DEPARTMENT HEADS, BOROUGH REPRESENTATIVE AND THE CITY CLERK**

**Police Department, Chief Dutra**

- We received three checks in the following amounts:

\$520.33 = 2001 Toyota 4Runner SUV seized on 2/28/2013 Herion Dealers

\$8,061.30 = Our portion of Cash seized \$11,054.00 Heroin Dealer

\$2,513.84 = (2) Assorted Sea-Doo Jet Skis with Double Sea-Doo Trailer, Herion Dealer

Total of \$11,095.47.

- Terri is on her way to Las Vegas for evidence conference. Very great training.
- The NPPD roof is coming along and A&A Roofing has done a fantastic job. Waiting on final pieces of steel to finish trim.
- Final touches being made with PDC Inc. and contractor Slayden plumbing for Heating and cooling. Job should commence very soon. Completion is to be delayed due to HRV special order.
- We had a door repaired and are getting quotes to fix other doors that are starting to fail. Seeking solution to server and software issues from system installed by Simplex Grunnell.
- NPPD helped with traffic control for homecoming and all went well.
- We have three quotes for video cameras for cars. I also plan on adding body cameras to this in order to assist with capturing nontraditional video.

- Officer Missimer is onboard and doing a great job. Hit the ground running he is our last person on the hiring list we will start the grueling 6month 100's of man hour search to reestablished a list just in case.
- I want to thank my officer for covering the long hours and exhausting schedules with less than minimum staffing.
- We have had several Burglaries in North Pole we put out bolos and social media advise and suspects are on the radar.
- I apologize I have been out more than I would have liked due to back injury. I am getting close to being 100% again.
- We just received the AHSO Traffic grant for next fiscal year 50/50 reimbursement is expected \$66,692. All other remaining expenses to come from general fund. OUCH I say.
- We have ordered a new desk for Teri. The hodge podge of desks and cabinets will finally be GONE.
- The new 2014 Ford Expedition came in and it is excellent. We will be placing old 2001 Dodge up for auction and we will return those funds to Fund 24, since they are restricted.
- We have seen an uptick in pursuits and we are always reevaluating our policies. I will remind the council these are dangerous and a couple of our officers we almost struck by these reckless perpetrators.
- We just completed our part in the national DUI crackdown efforts where we logged 24 hours of Overtime, 51 traffic stops, 3 arrests and 1 DUI. Funding from NHTSA and AHSO.
- Just renewed our agreement with IRS to have Detective Stewart work overtime details on investigating cases.
- I am finishing my final analysis of the proposed annexation area and the call volume is nowhere near what we expected. More details to come.
- Tach Vests... All officers now equipped with them and they are meant for rapid deployment in active shooter scenarios.
- Chena Lakes contract due to end in 2 weeks. We are glad to have Ofc. Fisher back in the rotation to ease some of the burdens on patrol.
- Specifically it will let Lt. Rathbun return to his normal duties. He covers all of his regular duties and also patrol burdens which include investigations and report taking. His tremendous efforts deserve my thanks and the public should know how hard he works for them. He has a unique job and one that I completely understand and therefor I want to make sure his efforts are acknowledged.

Mr. McGhee asked if the cameras record outside the car too.

Chief Dutra stated that the product covers front seat, back seat, prisoner cage, and side views.

Mr. McGhee asked about proposition 2 and how that would affect the City.

Chief Dutra said that there are some pretty scary stats out there. If passed, the most important thing for him would be training for his officers and have the experts in the department to handle that. The APOA is taking a huge step in educating the public about this proposition.

Mr. McGhee asked about taxation of marijuana and if there was legislation on it.

Mr. McGhee stated that he appreciates all the news and updates on thefts.

Mr. Smith asked about expanding the evidence locker at the Police Dept in the redesign.

Chief Dutra said that he felt the legislature got the picture when they saw that most of the evidence is stored in conex's and a small room for archives.

Chief Dutra explained how the proceeds from articles seized were distributed by departments.

**City Accountant, Lisa Vaughn**

- None

**Fire Department, Chief Lane**

- None

**Director of City Services, Bill Butler**

- None

**Borough Representative**

- None

**City Clerk, Kathy Weber**

- Laserfiche workflow is continuing. Michelle Myhill has been an extreme asset to us and is working diligently to get all records into Laserfiche. We will be attending a records preservation class hosted by the City of Fairbanks next week.
- City of North Pole continues to work with the FNSB and City of Fairbanks to coordinate the 2014 Preparedness Expo on Saturday, October 4, 2014 at the Carlson Center. The City of North Pole is fielding all calls from area residents on this event and provided a recording for after hours with information. Kyle Green, Deputy Fire Marshall, and

myself were on Closing Comments Thursday night putting out information regarding the Expo.

- The last day to register to vote in the local elections was Sunday, September 7, 2014. You can still register online for the State Election at <http://www.elections.alaska.gov/> or at the City of North Pole, City of Fairbanks or FNSB Clerks office.
- A copy of the sample ballot for the City of North Pole included tonight.
- We now have absentee voting at the City of North Pole from 8:00 a.m. – 5:00 p.m. for North Pole and Borough residents.
- Please let me know ASAP if you will be attending AML this year. The date for Newly elected officials is November 17 & 18 and the AML Annual Local Government Conference is November 19-21. The sooner you book your flight and hotel, the better the rate we get.
- **NOTICE OF ELECTION  
CITY OF NORTH POLE**  
The Municipal Election for the City of North Pole will be held Tuesday, October 7, 2014.  
A sample ballot for the City of North Pole is available online at [www.northpolealaska.com](http://www.northpolealaska.com) and at City Hall.
- FNSB Clerks office has asked that the City of North Pole send someone to their meetings to give updates to assembly members if the Mayor is unable to attend
- The security system for the doors are not operating in their normal mode. The Mayor is working with TekMate to get power supplies ordered and work with Symplex Grinnell to get it up and running.
- I will be out of the office this week from Wednesday through Friday as I have family in town from Canada.

## **ONGOING PROJECTS**

- None

## **CITIZENS COMMENTS**

- None

## **OLD BUSINESS**

- None

## **NEW BUSINESS**

### **REQUEST FROM CHIEF DUTRA TO HIRE NEW EMPLOYEES AT RANGE 6 ON THE UNIFIED PAY SCALE**

Chief Dutra stated that with the departure of so many officers over the last several years it has always been difficult to retain and or attract qualified individuals at the current pay rate. Their pay rates are some of the lowest in the area and they cannot compete for qualified people and cannot afford to tax their current employees when others leave for better wages. Since the recent defunding of the last position the officers they have had to bear the burden of shift coverages. Chief Dutra said that his officers are making it clear that this environment is difficult to work in especially when no solution is in sight. PERS Tier 4 added an additional layer of complexity and it offers significantly less retirement benefits than Tiers 1-3.

Chief Dutra requested that he be able to bring in all new hires at Range 6 on the police officer pay scale (\$22.14). The unified pay scale has been adjusted in other classes in order to stay competitive and attract enough qualified applicants. The difference between Range 4 and Range 6 is only \$1.24 an hour.

### **Public Comment**

None

**Mr. McGhee *moved to* Approve the request from Chief Dutra to hire new employees at range 6 on the Unified Pay Scale**

**Seconded by Mr. McCarthy**

### **Discussion**

Mr. McGhee said the 1<sup>st</sup> paragraph is a larger situation. Over the years the arguments have been the same about competing with other organizations. He said we will never be able to do that with our budget. He asked if the police department was looking at incentive methods.

Chief Dutra said that the reason most of his employees work here is because of the positive work environment and his outlook that family comes first.

Mr. McGhee said that there are a number of employees that have made it through until retirement. He appreciates the fact that we can't compete and at the same time he feels safer in North Pole

Ms. Holm asked what the Police Department hires as and how they come up with the rate of pay.

Mr. Welch stated that there are a number of factors that are taken into consideration for the Police and Fire.

Mr. Smith said that it is tough to get the grants and how they will offset the department. He is in favor of the Range 6 hire.

Ms. Hunter asked if there is an ability to offer less than Range 6.

Ms. Holm said that the Police officers are covering an area of 4 square miles and that the Fairbanks Police are asking their employees to do more than what we do. She felt that an officer hired from the military with 4 years of experience should be paid more than an officer just coming in.

Chief Dutra said that our officers are on duty by themselves.

Ms. Holm said that she would not be in favor of hiring everyone at that pay range.

Mr. McGhee said that the new hire has more experience but what about someone that has zero experience. He doesn't have a problem hiring someone who has that merit of experience.

**Mr. McGhee moved to Amend to approve Chief Dutra's request to bring in qualified new hires at Range 6.**

**Seconded by Mr. McCarthy**

**Mr. McGhee moved to recind his motion**

**Seconded by Mr. McCarthy**

**Mr. McGhee moved to bring in qualified new hires at the Range 6 police officer pay scale**

**Seconded by Mr. McCarthy**

**Discussion**

Ms. Holm stated that she felt the department only hires qualified people.

Mr. Welch said that the department should give the Police Chief the latitude to hire what he considers qualified people and we should put faith in our directors.

Ms. Holm said that she didn't have a problem with the \$1.24 but with the implication of what it costs the City and how it could affect the budget. Ms. Holm asked if there was money in the budget.

Ms. Hunter agreed with the statement made by Mr. Welch if it is because we are going to do an overhaul of the system. On an ongoing basis she didn't think it was a good idea to go with the

fact that the Police Chief said it was a good idea.

**PASSED**

YES – 5 – McCarthy, Smith, Hunter, McGhee, Welch

NO – 1 - Holm

Absent – 1 – Ward

**ORDINANCE 14-18, AN ORDINANCE AMENDING TITLE 8, SECTION 8.04.080,  
UNWHOLESOME WELLS OR GROUNDWATER AND SECTION 8.04.710  
ABATEMENT – NOTICES – COSTS – FINES**

Mayor Pro Tem Welch stated that this was an Ordinance that the Council had asked the City Attorney to draft.

**Public Comment**

None

**Mr. McGhee *moved to* Introduce and Advance Ordinance 14-18, An Ordinance Amending Title 8, Section 8.04.080, Unwholesome Wells Or Groundwater And Section 8.04.710 Abatement – Notices – Costs – Fines**

**Seconded *by* Mr. McCarthy**

**Discussion**

None

**Mr. McGhee *moved to* amend line 68 to strike \$300 and insert \$1,500**

**Seconded *by* Mr. McCarthy**

**Discussion**

None

On the amendment

**PASSED**

YES – 6 – McCarthy, Smith, Hunter, Holm, McGhee, Welch

NO – 0

Absent – 1 – Ward

On the main motion as amended

**PASSED**

YES – 6 – McCarthy, Smith, Hunter, Holm, McGhee, Welch

NO – 0 - 0

Absent – 1 – Ward

**Mr. McGhee** *moved to suspend the rules for 5 minutes*

**Seconded by Ms. Hunter**

**EXECUTIVE SESSION**

**Mr. McGhee** *moved to recess into Executive Session to discuss personnel issues regarding the pay scale at 8:15 p.m.*

**Seconded by Mr. McCarthy**

**Mayor Pro Tem Welch** *moved to close executive session at 9:23*

**Mr. McGhee** *moved to direct the City Clerk on the 1<sup>st</sup> matter to move forward with matters discussed with Chief Dutra and on the second issue discussed to proceed with matters discussed on the pay scale with council*

**Seconded by Mr. McCarthy**

**COUNCIL COMMENTS**

None

**ADJOURNMENT**

**Mr. McGhee** *adjourned the meeting at 9:33 p.m.*

**Seconded by Ms. Holm**

The regular meeting of September 15, 2014 adjourned at 9:33 p.m.

**These minutes passed and approved** by a duly constituted quorum of the North Pole City Council on Monday, October 6, 2014.



Bryce J. Ward, Mayor

**ATTEST:**

Kathryn M. Weber, MMC  
North Pole City Clerk