

**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, October 20, 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, October 20, 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**

**Excused**

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

Led by Mayor Pro Tem Welch

National Anthem sung by NPMS Choir members – McKenzie Bates, Meghan Parrish, Joel Denham, Brandon Luzan, Cheyanne Rood, Jasmine Rutan, Sierra Glade

**INVOCATION**

Invocation was given by Preston Smith

**APPROVAL OF AGENDA**

**Mr. McGhee moved to Approve the Agenda of October 20, 2014**

**Seconded by Mr. Smith**

**Discussion**

None

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

**New Business –**

- a. Approval To Purchase Two Zoll X Series Defibrillators From Zoll Medical Corporation In The Amount Of \$58,253
- d. Ordinance 14-24, An Ordinance of the City of North Pole repealing Title 4, Section 4.08.055 Senior/disabled sales tax refund

- e. Resolution 14-19, A Resolution of the North Pole City Council designating City officials authorization to sign on City of North Pole accounts

**Seconded by Mr. McCarthy**

**Discussion**

None

**On the amendment**

**PASSED**

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

NO – 0

Absent – 2 - Ward, Holm

**On the main motion as amended**

**PASSED**

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

NO – 0

Absent – 2 - Ward, Holm

**APPROVAL OF MINUTES**

**Mr. McGhee moved to Approve the minutes of October 6, 2014**

**Seconded by Mr. McCarthy**

**Discussion**

None

**PASSED**

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

NO – 0

Absent – 2 - Ward, Holm

**COMMUNICATIONS FROM THE MAYOR**

- **Student of the Month**  
    *\*Katherine Dykes - NPHS*
- **Recognition of the 2014 City of North Pole Election Board**  
    *\*Barbara Sevier*



*\*Dennis Learned*  
*\*Jo Small*  
*\*Patricia Runnion*  
*\*Dianne Doody*

**Mr. McGhee moved to Certify the October 6, 2014 City of North Pole Municipal Election**

**Seconded by Mr. McCarthy**

**PASSED**

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

NO – 0

Absent – 2 - Ward, Holm

- **Oath of Office for Newly Elected Officials**

*\*Thomas R. McGhee*

*\*Kevin McCarthy*

- **Community Reception**

**Mr. McGhee moved to suspend the rules for 15 minutes**

**Seconded by Mr. McCarthy**

**Passed Unanimously**

Mayor Pro Tem Welch called the meeting back to order at 7:30 p.m.

**COUNCIL MEMBER QUESTIONS OF THE MAYOR**

Ms. Hunter had a constituent ask if there was a way to address possible conflict of interest with the Bed Tax application process.

Mayor Pro Tem Welch said that it would be a conflict of interest if anyone served on the committee that was a part of any of the applicants and that it would be something the council would need to address.

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

**Fire Department, Chief Lane**

- There have been 13 earthquakes since the last one in August. Tonight's earthquake was 5.18 and 1.9.
- Make sure you are prepared for cold weather and earthquakes.
- October is fire prevention month. Check your batteries and look at escape plans and testing smoke detectors.
- Firefighters Ball was held last weekend.
- Kalen Middleton was awarded the Support Person of the year recognized by the Firefighter's Association.

**Police Department, Chief Dutra**

- Slayden plumbing is almost done with heating upgrades.
- Congratulations to Lt. Rathbun and Sgt. Binkley for their efforts and their presentation to parents regarding smart phones and sexting photos. We had a packed house for our first presentation somewhere in the neighborhood of 40+ people. Next meeting is October 27<sup>th</sup> at 7pm.
- Officer Missimer is onto second phase of training and is doing excellent.
- We have sought funding to host a first line supervisor course in December.
- We are going to be handing out glow sticks on Halloween as normal.
- We will also have OT available for DUI patrols that night. Funding through AHSO/NHTSA.
- Lt. Rathbun just got back from DHS&EM active shooter symposium. A lot of work going into future training objectives.
- Memorial park designs on your diocese most are going with #3 with modifications. Tomorrow at 4pm here at city hall.
- 911 calls made I need to get the phone numbers of the phones used to get logs on exactly what happened on each call.

**City Accountant, Lisa Vaughn**

September financials are available. Note: that some account titles have been slightly changed (GF, Assets – through Police). As part of the Chart of Accounts project I am renaming account titles to better reflect their meaning and to be able to group them.



I would like to point out that compared to the end of September 2013, we are ahead:

Sales Tax	\$79,006
Alcohol Tax	540
Tobacco Tax	3,321
Bed Tax	24,189

Kathy and I will be putting the budget books together this week. They should be available on Friday. If you have any questions please call me. I have classes on Tuesday, Wednesday, and Thursday nights so do not plan to attend the budget sessions. However, if you have any questions, please call me during the day.

**Director of City Services, Bill Butler**

- None

**Borough Representative**

- None

**City Clerk, Kathy Weber**

- Michelle Myhill, our Records Preparation Clerk, continues to work with Laserfiche to scan grants and legal documents for the City.
- Mayor Ward & Bill Butler will return to the office on Thursday, October 23<sup>rd</sup>.
- Currently working on obtaining documents from all departments for the budget. My goal is to have all documents ready to be included in the budget workbooks and have it out to all council members by Friday, October 24<sup>th</sup>.
- Many thanks to the people that worked the City of North Pole precinct on Tuesday, October 7<sup>th</sup>. Thank you to Jo Small, Dennis Learned, Dianne Doody, Barbara Sevier, & Patricia Runnion.
- Reminder that the following workshops on the budget will be held on :
  - Tuesday, October 28<sup>th</sup> at 6:00 p.m. – Utility, Public Works, Building Dept
  - Wednesday, October 29<sup>th</sup> at 6:00 p.m. – Administration, Police Department
  - Thursday, October 30<sup>th</sup> at 6:00 p.m. – Revenues, Fire Department

**ONGOING PROJECTS**

- None

**CITIZENS COMMENTS**

- Karen Lane – Fairbanks 2014 Arctic Winter Games
- Presented council with the 2014 Winter Games video.
- The electronic copy of the audit is available for review.



- Over 600 volunteers.
- Office will close in December.

### **OLD BUSINESS**

- None

### **NEW BUSINESS**

#### **ORDINANCE 14-22, AN ORDINANCE OF THE NORTH POLE CITY COUNCIL AMENDING TITLE 2, CHAPTER 2.36.470 PAY - B & C**

##### **Public Comment**

Chad Rathbun, NPPD

Officer Rathbun addressed the fact that it had been difficult to keep staff this past year. He stated that they are losing people to private security businesses and that by adopting this ordinance it would help the department. He said that it cost \$50,000 to train an officer only to lose them to another agency. He was in favor of the ordinance.

Sadie Fisher, Dundee Loop

Ms. Fisher said that shift work was new to their family and very traumatic. She said there was no incentive for officers to work the swing and grave shifts. They have learned to manage the shift work and move toward having a healthy and stable relationship again. She feels there needs to be a change in the system. She is in favor of the ordinance.

Jed Smith, NPPD

Officer Smith addressed the different sleep patterns of shift work. He stated that it causes health issues and it has forced his family to work two jobs. He felt the current differential pay is a joke at .25 cents an hour for mids and .50 cents for graves. Mr. Smith spoke in favor of the ordinance.

Bruce Milne, NPPD

Officer Milne described his work week on shift work, sleep patterns, and health issues. He spoke in favor of the Ordinance.

Dave Stevenson, NPPD

Officer Stevenson said that a lot of this comes from other agencies when the officers are on shift. He said that shift work is hard and with shift differential it does give incentive for other officers to work swings and graves.



Bill Bellant, NPPD

Officer Bellant said that shift differential is incentive to work the off shifts. He stated that \$10 a week for swings and \$20 a week for grave shift is not worth it.

Lisa Vaughn, City Accountant

Ms. Vaughn said that this is the lowest shift differential that she has ever seen. She stated that compared to other small towns, Palmer, Nome, and Homer, that North Pole is behind.

Kevin Haywood, NPPD

Mr. Haywood said he is embarrassed with what he has heard. He works a second job and receives \$1.75 for swings and \$2.50 for graves. He didn't realize how low the City paid.

**Mr. McGhee moved to Introduce and Advance Ordinance 14-22, An Ordinance of the North Pole City Council amending Title 2, Chapter 2.36.470 Pay - B & C**

**Seconded by Mr. McCarthy**

**PASSED**

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

No – 0

Absent – 1 - Ward, Holm

**Discussion**

Mr. McGhee said that he has heard this before and reminded everyone that the City is on a fixed budget. He said that the City has had some pretty embarrassing prior Department Heads who have not brought this forward before now. He said the shifts have always been confusing for him and realizes that the shifts are difficult. The shell shock is going from 25 cents to \$1.00. He said the council hasn't heard about this before and said he doesn't want them to compare the City to the larger communities. He has never seen a council that hasn't tried to do the best for the employees and his only objection is that there shouldn't be any officers here tonight that are on duty and not out patrolling. He said this has never come up before and he supports this ordinance and incentive to support the needs of the employees.

Mr. Smith thanked everyone for coming out and testifying. He stated that this is a start and wants to work towards a positive outcome.

Mr. McCarthy said that looking at the numbers on the ordinance he feels that they would need to relook at this and would like to see if council would like to raise the differential at this time.

Ms. Hunter said she was thankful that this was brought forward. She asked if it would be better to go by percentages instead of a fixed cost.



Chief Dutra said that it would be better to go by a percentages.

Ms. Hunter asked if he would be able to come up with an equivalent if they decided to go with a percentage.

Chief Dutra stated that he would be able to do that.

Mr. McGhee asked the Chief to describe the shift bidding.

Chief Dutra explained how it worked.

Mr. McGhee asked about the fixed cost and the percentage cost and for Chief Dutra to come back with an acceptable amount for the budget.

Chief Dutra said that it would be difficult and could be a calculation nightmare.

Mr. McGhee asked if the Chief could give the council a cost by the next meeting.

Chief Dutra said that the percentage is the most popular with his staff.

**ORDINANCE 14-23, AN ORDINANCE OF THE CITY OF NORTH POLE  
AMENDING TITLE 2, CHAPTER 2.36.470 PAY**

Mayor Pro Tem Welch introduced the ordinance and stated that council had instructed the Clerk to put together a pay scale at 3%.

**Public Comment**

Chief Dutra stated that he is thankful for the revision and it makes the City look more competitive. He said they can now offer a good wage to start and carry over the 20 years. He stated that the Mayors budget is a balanced budget with 3% and would like to see another 1% for COLA now or at a later date. The code does require council to look at the pay scale each year. He thanked council for looking into this and encouraged them to pass it.

Chief Lane,

Mr. Lane echoed a lot of what Chief Dutra said. He said the current pay scale is based on longevity and that we should look at COLA. He also said the mayor is bringing forth a balanced budget with the 3%. He also said that it has been discussed with previous Mayors and it's likely that it didn't make it out of that office. Chief Dutra has made sacrifices and this issue has been talked about but the pie is only so big and it forces department heads to make sacrifices. Over the last 5 years they have had to cut equipment and over hires. Our



budgets have been flat. With 3% the departments have made sacrifices within their departments and encourages the council to pass this.

Chad Rathbun, NPPD

Mr. Rathbun clarified some question that were asked and said that the departments have come forward in the past with increases. He spoke to grave shifts and those issues and encouraged the council to pass this ordinance.

Dave Stevenson, NPPD

Thanked the council and said that the 3% is welcomed by the employees.

Renee Beckman, 369 Parkway

Ms. Beckman said that she was grateful when she was offered the position and would appreciate if the council would pass this ordinance. She stated that you get a quality of people with what you pay and she loves her job.

**Mr. McGhee moved to Introduce and Advance Ordinance 14-23 An Ordinance of the City of North Pole amending Title 2, Chapter 2.36.470 Pay**

**Seconded by Mr. McCarthy**

**Discussion**

Mr. McGhee said this is something that the council has already discussed and that we need to move this forward. He said that we have budget meetings at the end of the month and that employees deserve it and have earned it and we need to move forward.

**PASSED**

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

No – 0

Absent – 2 – Ward, Holm

**Mr. McGhee moved to suspend the rules for 2 minutes.**

**Seconded by Mr. McCarthy**

**Passed Unanimously**

The meeting was reconvened at 9:15 p.m.

**Mr. McGhee moved to Recess into Executive Session**

**Seconded by Mr. McCarthy**

**Passed Unanimously**

The regular meeting was reconvened at 9:54 p.m.

**Mr. McGhee *moved to* Instruct the Mayor to sign the Contingent Fee Contract with Cook, Schumann & Groseclose, Inc.**

**Seconded by Mr. McCarthy**

**Passed**

Yes: 5 - McGhee, McCarthy, Smith, Hunter Welch

No: 0

Absent: Holm, Ward

**COUNCIL COMMENTS**

None

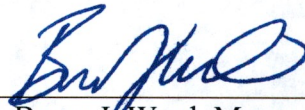
**ADJOURNMENT**

**Mr. McGhee adjourned the meeting at 9:54 p.m.**

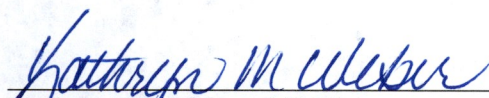
**Seconded by Mr. McCarthy**

The regular meeting of October 20, 2014 adjourned at 9:54 p.m.

**These minutes passed and approved** by a duly constituted quorum of the North Pole City Council on Monday, November 3, 2014.

  
Bryce J. Ward, Mayor

**ATTEST:**

  
Kathryn M. Weber, MMC  
North Pole City Clerk

