



## SPECIAL POLICY COMMITTEE MEETING

State of Alaska DOT&PF

2301 Peger Road, Director's Conference Room, Fairbanks, AK

Meeting Minutes – May 28, 2014

### 1. Call to Order

Mayor Luke Hopkins, Chair, called the meeting to order at 10:00 a.m.

### 2. Introduction of Members and Attendees

#### Attendee

\*Mayor Luke Hopkins, Chair  
 \*Mayor Bryce Ward, Vice Chair  
 \*Mayor John Eberhart  
 \*Rob Campbell (absent)  
 \*Guy Sattley  
 \*Perry Walley  
 \*Alice Edwards (absent)  
 \*\*+Donna Gardino (via telephone)  
 \*\*Deborah Todd  
 \*\*Aaron Buckley  
 \*\*Margaret Carpenter  
 +Glenn Miller  
 Jim Williams  
 Janice Golub  
 Brenda Hewitt (via telephone)

#### Representative Organization

Mayor, Fairbanks North Star Borough  
 Mayor, City of North Pole  
 Mayor, City of Fairbanks  
 Acting Northern Region Director, DOT&PF  
 FNSB Assembly Member  
 City Council Member, City of Fairbanks  
 DEC, Air Quality  
 FMATS MPO Coordinator  
 FMATS Administrative Assistant  
 FMATS Transportation Planner  
 DOT&PF Planning  
 FNSB  
 Chief of Staff, City of Fairbanks  
 FNSB Assembly  
 Representative Doug Isaacson's Office

*\*FMATS Policy Committee Members, \*\*FMATS Staff Members, +FMATS Technical Committee Members*

### 3. Public Comment Period (3 minute limit)

No public comment.

### 4. New Business

#### a. Discussion of MPO Coordinator Position (Action Item)

Mayor Hopkins stated that there had been a previous Executive Session at the May 21, 2014 Policy Committee meeting and no action had been taken at that Executive Session. Mayor Hopkins stated that he had requested that Ms. Gardino schedule this meeting for the purpose of discussing the MPO Coordinator's position.

Mayor Hopkins stated that he would like to request a motion to make a retention offer in terms of a salary adjustment to retain Ms. Gardino as the FMATS Coordinator.

**Motion:** To offer an additional salary increase of a \$20,000 to Ms. Gardino for FMATS. (Ward/Walley).

**Discussion:** Mr. Sattley stated that he wanted to offer a justification for Ms. Gardino's vast experience as the FMATS Coordinator. Mr. Sattley stated Ms. Gardino had shown she was a master at her job and that he was in awe of how Ms. Gardino managed to do all the things that she did.

Mr. Sattley stated he had been present when the Policy Committee decided to hire a Coordinator and that there had been discussions of where FMATS would be housed. Mr. Sattley stated that FMATS had ended up housing the MPO Coordinator at the City of Fairbanks. Mr. Sattley stated that he remembered no discussion that the person hired as the MPO Coordinator would become a City employee and a member of the City of Fairbanks labor union. Mr. Sattley stated that in past discussions with Ms. Gardino, she had commented that if she had known that joining the labor union had been part of the job, she would not have taken the position. Mr. Sattley stated that he felt it was very relevant to the current discussion of compensating Ms. Gardino for her work and the added expense of having had to become a member of the City of Fairbanks labor union. Mr. Sattley stated that it was an out of pocket expense for Ms. Gardino and that a portion of the \$20,000 increase was to compensate Ms. Gardino for the added out of pocket expense of being in the union.

Mayor Eberhart stated that he met with an IBEW Business Representative the day before and there had been no clear history of how the FMATS position had become part of the union and it appeared that the position was in the union contract.

Mayor Eberhart stated that the issue of the rising health care costs to the employee was discussed. Mayor Eberhart stated that he and his Chief of Staff were looking at the current issue with respect to lessening the burden on employees by allowing employees with other insurance coverage the possibility of opting out of the insurance. Mayor Eberhart stated that the City of Fairbanks was cognizant of the fact that it affected their ability to attract and retain employees. Mayor Eberhart stated that he thought that Ms. Gardino had done a terrific job from what he had seen so far and he hoped she would consider staying.

Mayor Ward stated that Ms. Gardino had done a wonderful job for FMATS and it would be in their best interest to retain her and she brought a wealth of knowledge to the position. Mayor Ward stated that it would be difficult to fill the position and being a relatively new MPO he thought very highly of Ms. Gardino's ability to understand and explain the Federal, state, and local issues and help them all work together as a team. Mayor Ward stated that he wanted to thank Ms. Gardino for all the work she had done toward the MPO.

Mayor Hopkins stated that he would like to ask for some clarification regarding the funding source for the position. Mayor Hopkins stated that he had been chair of the subcommittee that created the position of FMATS coordinator. Mayor Hopkins stated that he knew it was not an easy job and there had been only one merit adjustment to Ms. Gardino's salary since her employment. Mayor

Hopkins stated that a salary adjustment was appropriate for her position since they wanted to retain her and compensate her for the costs she had paid out to be a union employee of the City of Fairbanks.

Mayor Hopkins stated that until a new contract was passed or a Letter of Agreement changing that fact was agreed upon, he would like to retain Ms. Gardino as the FMATS Coordinator.

Mayor Hopkins asked Ms. Gardino if there was 381 funding money left from the original FMATS Coordinator position adequate to cover the position until the new budget kicked in. Ms. Gardino stated that there was sufficient funds to cover the position until the August meeting when a new budget was considered.

**Amendment to the Motion:** And the salary allocation is from 381 money. (Sattley/Ward).

Ms. Gardino thanked them all for their compliments and stated that she would continue to do her best in the future.

**Vote on Motion:** None opposed. Approved.

**Amendment to the Motion:** To make the salary increase effective June 1, 2014. (Sattley/Ward).

**Discussion:** Mr. Sattley stated that it needed to be clarified for the record that the Coordinator did not work for the City Mayor, but worked for the Policy Committee of the MPO, and the Policy Committee had no relationship with any local union.

Mr. Sattley stated that he appreciated that the Coordinator received a City of Fairbanks paycheck as well as her two employees and as a result had to be member of the IBEW, but wanted it to be in the minutes so if anyone was reading it they would be aware of that fact.

**Amended Motion:** To offer an additional salary increase of \$20,000 to Ms. Gardino for FMATS and the salary allocation is from 381 money to be effective June 1, 2014. (Ward/Walley).

**Vote on Amended Motion:** None opposed. Approved.

## 5. Public Comments

Ms. Hewitt commented that she just wanted to say: "Hallelujah!"

Ms. Gardino stated that she had submitted her letter of resignation to the Policy Committee but there had been no action taken on it.

Mayor Hopkins stated that he did not accept Ms. Gardino's resignation and the retention offer was probably putting the cart before the horse, but so be it.

Ms. Gardino inquired if the offer would be put in writing.

Mayor Hopkins stated that the offer would be put in writing as soon as possible.

**Motion:** For immediate reconsideration. (Sattley/Eberhart).

**Vote on Motion:** All opposed. Motion failed.

**Discussion:** Mr. Sattley stated that he greatly appreciated the action of the DOT Acting Northern Region Director and thought that DOT had been very generous about giving up Ms. Gardino after hiring her into the new position at DOT. Mr. Sattley stated that he appreciated the fact that Mr. Campbell and DOT had been gracious and accommodating.

**6. Policy Committee Comments**

- Mr. Walley said he wanted to echo a previous statement of "Hallelujah".
- Mayor Ward commented "Amen".
- Mayor Hopkins thanked Ms. Gardino and stated that he was happy to have her remain and hoped to see Ms. Gardino as Chair at the June 4<sup>th</sup> Technical Committee meeting.

**7. Adjourn**

**Motion to Adjourn:** (Sattley/Ward). The meeting was adjourned at 10:25 a.m.

The next Policy Committee Meeting is scheduled for Wednesday, June 18, 2014 at 10 a.m. in the DOT&PF Main Conference Room, 2301 Peger Road, Fairbanks, Alaska.

Approved:   
Mayor Luke Hopkins, Chair  
FMATS Policy Committee

Date: 6/18/14