



**MAYOR**

Dianne M. Keller

**COUNCIL**

Greg Koskela, Seat A

Douglas W. Holler, Seat B

Steven Menard, Seat C

Marty Metiva, Seat D

Ron Cox, Deputy Mayor, Seat E

Mark A. Ewing, Seat F

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**WASILLA CITY COUNCIL  
MEETING AGENDA**

WASILLA CITY COUNCIL CHAMBERS

Wasilla City Hall, 290 E. Herning Avenue, Wasilla, AK 99654 (907) 373-9090

**SPECIAL MEETING**

**5:15 P.M.**

**MARCH 1, 2007**

**I. CALL TO ORDER**

**II. ROLL CALL**

**III. PLEDGE OF ALLEGIANCE**

**IV. APPROVAL OF AGENDA**

**V. NEW BUSINESS**

A. Matters Of Interest With Employees Pursuant To WMC 3.90.080,  
Employee Meetings.

**VI. AUDIENCE COMMENTS**

**VII. MAYOR, CLERK, AND COUNCIL COMMENTS**

**VIII. ADJOURNMENT**

**I. CALL TO ORDER**

The special meeting of the Wasilla City Council was held on Monday, March 1, 2007 at the Wasilla City Council Chambers, Wasilla, Alaska. Mayor Dianne M. Keller called the meeting to order at 5:15 p.m.

**II. ROLL CALL**

Council Members present and establishing a quorum were:

Mr. Greg Koskela, Seat A  
Mr. Doug Holler, Seat B  
Mr. Marty Metiva, Seat D  
Mr. Mark Ewing, Seat F

Mayor Keller announced that Deputy Mayor Ron Cox, Seat D, and Council Member Steve Menard, Seat C, were absent from the meeting and asked if there was objection to excusing their absence. No objection was raised.

Staff in attendance were:

Ms. Kristie Smithers, City Clerk  
Ms. Jamie Newman, Deputy Clerk  
Ms. Sandra Garley, Deputy Administrator  
Ms. Marilyn Frankel, Human Resources Generalist

**III. PLEDGE OF ALLEGIANCE**

Marilyn Frankel led the Pledge of Allegiance.

**IV. APPROVAL OF AGENDA**

The agenda was approved as presented.

**V. NEW BUSINESS**

A. Matters Of Interest With Employees Pursuant To WMC 3.90.080,  
Employee Meetings.

The council agreed to limit comments to 5-minutes per person. No objection was raised.

Ms. Kelly Caldwell, Payroll:

- noted she appreciates the opportunity to address the Council;
- spoke favorably about the Employee Relations Committee;
- expressed thanks for the First Choice Health Program and the walking pass;
- stated that speaking at an employee meeting is an intimidating process due to the formal nature of the meeting;
- requested that lighting in the parking lot be improved before next winter; and
- suggested that the city construct a windproof smoking area for employees that smoke.

Mr. Jared Hamlin, Business Agent, the International Union of Operating Engineers, Local 302:

- introduced himself as the business agent for the International Union of Operating Engineers, Local 302;
- stated he possesses proof that a majority of the workers in the Department of Public Works have selected Local 302 as their bargaining representative;
- requested certification from the City of Wasilla that the Local 302 is the bargaining agent for these employees; and
- requested to immediately enter into negotiations with the City of Wasilla and requested a date or list of dates to enter into a contract to cover public works employees.

Discussion moved to the council regarding whether dialog between those making comments and members of the council should occur at this time. It was decided to continue with employee comments.

Ms. Jill Carricaburu, Planning Office:

- stated employee meetings provide a great opportunity for employees to address council members; and
- stated she resents the fact that people other than employees are allowed to participate in the employee meeting.

Ms. Jana Griffin, Public Works:

- stated she supports others having an opportunity to comment;
- stated she supports exploring other avenues for employees; and
- stated she would like to work together in another manner to see the outcome.

Discussion followed regarding dialog between those making comments and the Council. It was agreed to enter into dialog with those making comments provided no action was taken by the body. No objection was raised.

Council Member Ewing requested that Mr. Hamlin come forward to answer questions from the Council.

Questions were asked of Mr. Hamlin.

Ms. Jamie Newman, Clerk's Office:

- thanked the city for benefits offered to employees; and
- expressed frustration over union officials stating they represent employees when not all employees have been approached.

Questions were asked of Ms. Newman.

Mr. Lynn Follett, Public Works:

- stated working for the city is one of the best jobs he has ever held;
- expressed frustration with the term "meet and confer" with respect to employee meetings; and
- stated the council represents the interests of residents of the city and not necessarily the interests of employees.

Questions were asked of Mr. Follett.

The council talked about the Employee Relations Committee and how the Committee might assist employees with employee related matters.

Discussion continued between the Council and Mr. Follett.

Ms. Kelly Caldwell, Payroll:

- commented on the Employee Relations Committee and suggested that the Council reconsider the composition of the committee to allow classified employees an opportunity to serve;
- suggested that the grievance process be revisited;
- stated she sees both sides of the employment issue; and
- stated the gap between employees and the council needs to be bridged.

Discussion followed on the Employee Relations Committee.

## **VI. AUDIENCE COMMENTS**

Ms. Jana Griffin:

- stated she likes her job and is thankful for the position, but there are problems which are never resolved;
- expressed concern over her wage and placement on the salary grades and wages chart;
- stated her wage increases equal to about 60 cents per year over the last six or seven years;
- shared her frustration with the city's compensation system; and
- stated employees are uncomfortable testifying at employee meetings because of the formality of the meeting.

Mr. Bill Miller, Purchasing Contracting Officer:

- stated city employees are hard working;
- stated employee meetings foster a “you versus us” atmosphere; and
- stated the safety program for the city serves to protect employees not punish them.

## **VII. MAYOR, CLERK, AND COUNCIL COMMENTS**

Kristie Smithers, City Clerk:

- reminded the Council that they only have one scheduled meeting in March; and
- commended everyone who testified before the Council as it can be a nerve racking experience.

Mayor Keller:

- talked about the role of council members versus the role of the mayor;
- thanked employees for attending the meeting and expressed disappointment that more employees did not attend;
- expressed disappointment with employees who say nothing ever gets done and pointed out policy changes and incentives that have been instituted as a result of suggestions made by employees;
- talked about the compensation program and noted it is market driven;
- stated that city employees are among the best in the State; and
- encouraged employees to share specific concerns.

Council Member Holler:

- thanked employees for attending the meeting;
- spoke about his experience with employee representation;
- encouraged employees to contact him with their concerns; and
- noted that concerns of certain departments can be very different from other departments.

Council Member Koskela:

- thanked employees for attending the meeting;
- shared his vision of the employee relations committee;
- thanked employees for their comments;
- invited employees to attend Employee Relations Committee meetings; and
- encouraged employees to contact him with their specific concerns.

Council Member Ewing:

- stated he is appalled at the low wage increase given to Jana Griffin over the last several years;
- stated that employees were not informed about the Employee Relations Committee meeting held today;
- spoke about this dissatisfaction with the way employee issues are handled by the City;
- shared his dissatisfaction with the composition of the Employee Relations Committee;
- read an e-mail received from a city employee who shared his frustration and dissatisfaction with the way employment issues are handled by the City; and
- thanked everyone for attending the meeting.

Council Member Metiva:

- agreed that testifying before the Council is an intimidating process;
- talked about how the employee meeting atmosphere might be improved upon;
- stated it is important for the employees and Council to work together;
- thanked employees for their testimony and honesty;
- shared his vision of the Employee Relations Committee;
- thanked everyone for attending the meetings; and
- expressed his disappointment with comments made by Council Member Ewing in regard to the Employee Relations Committee.

**VIII. ADJOURNMENT**

With no further business at hand, Mayor Keller adjourned the meeting at 6:37 p.m.

  
DIANNE M. KELLER, Mayor

ATTEST:

  
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KRISTIE L. SMITHERS, MMC  
City Clerk

Adopted by the Wasilla City Council on April 9, 2007