



FULL ASSEMBLY AS THE HUMAN RESOURCES COMMITTEE AGENDA

July 01, 2024 at 5:15 PM

Zoom Webinar (Some Assemblymembers in Chambers)

<https://juneau.zoom.us/j/95241164899> or 1-253-215-8782 Webinar ID: 952 4116 4899

A. CALL TO ORDER

B. LAND ACKNOWLEDGEMENT

C. ROLL CALL

D. APPROVAL OF AGENDA

E. AGENDA TOPICS

1. Docks & Harbors Board Applicant Interviews

Per [CBJ Code 85.02.010](#); the Docks and Harbors Board is a nine member board appointed by the Assembly to serve without compensation for staggered three-year terms. To the extent possible, appointments to the board shall include persons having marine, engineering, financial, or other skills relevant to port and harbor matters.

There are five seats up for appointments; three seats with full terms running July 1, 2024 through June 30, 2027 and two vacant seats for unexpired terms beginning immediately through June 30, 2026.

Interview Time Applicant

5:20pm James 'Jim' Becker - Incumbent

5:30pm Matthew Leither - Incumbent

5:40pm Nicolas Orr

5:50pm Clayton Hamilton

6:00pm Karl Leis

6:10pm Shane Krause

(No Time) Thomas 'Tyler' Emerson (unable to attend due to commercial fishing)

F. EXECUTIVE SESSION

Suggested Motion: *"I move we recess into executive session to discuss matters which may tend to prejudice the reputation or character of any person, specifically to deliberate on the qualifications of applicants and ask for unanimous consent"*

G. NEXT MEETING DATE

July 2 - Full Assembly as the HRC for Airport & Eaglecrest Board Interviews at 5:30pm via Zoom

H. ADJOURNMENT

ADA accommodations available upon request: Please contact the Clerk's office 36 hours prior to any meeting so arrangements can be made for closed captioning or sign language interpreter services depending on the meeting format. The Clerk's office telephone number is 586-5278, TDD 586-5351, e-mail: city.clerk@juneau.gov.

Chapter 85.02 DOCKS AND HARBORS BOARD¹

85.02.010 Board of directors.

There is established the board of directors of the City and Borough docks and harbors which shall be known as the City and Borough docks and harbors board and shall consist of nine members appointed by the assembly to serve without compensation for staggered three-year terms. City and Borough docks and harbors board members shall serve at the pleasure of the assembly. Terms shall commence on July 1. No board member, or member of a board member's immediate family or household, may be employed by the Harbors Department. To the extent possible, appointments to the City and Borough docks and harbors board shall include persons having marine, engineering, financial, or other skills relevant to port and harbor matters. Appointments to fill vacancies shall be for the unexpired term. In the event a seat has six months or less remaining to the unexpired term, the assembly, at its discretion, may choose to appoint the member to the remainder of the current term as well as to the full term immediately following the expiration date of the unexpired term. No member of the docks and harbors board who has served for three consecutive terms or nine years shall again be eligible for appointment until one full year has intervened, provided, however, that this restriction shall not apply:

- (1) If there are no other qualified applicants at the time reappointment is considered by the assembly human resources committee, or
- (2) To qualified board members serving in board seats for which a specific occupation or expertise is set forth by ordinance.

(Serial No. 2004-03b, § 2, 3-9-2004; Serial No. 2004-08, § 10, 3-22-2004; Serial No. 2005-03(d), § 9, 6-13-2005)

85.02.020 Organization.

The City and Borough Docks and Harbors Board shall elect annually from its members a chair and vice chair and such other officers as it deems necessary. The board may appoint such committees as it deems necessary.

(Serial No. 2004-03b, § 2, 3-9-2004)

85.02.030 Vacancies.

- (a) A vacancy in the City and Borough Docks and Harbors Board shall exist under the following conditions:
- (1) If a person appointed to membership fails to qualify and take office within 30 days of appointment;
 - (2) If a member departs from the City and Borough with the intent to remain away for a period of 90 or more days;
 - (3) If a member submits his or her resignation to the board or assembly;

¹Charter reference(s)—Docks and harbors board, § 3.21.

State law reference(s)—Port facilities grants, § 30.15.010 et seq.; boat harbor, dike, jetty, and breakwater facilities, AS 35.10.090 et seq.

- (4) If a member fails to attend three consecutive regular board meetings, unless excused by the board;
 - (5) If a member misses more than 40 percent of the regular board meetings in a 12-month period; or
 - (6) If a member is removed by the assembly, in its sole discretion, for the convenience of the City and Borough.
- (b) For the purposes of counting attendance, a member participating telephonically in accordance with the Assembly Rules of Procedure shall be counted as present.
- (c) The chair of the City and Borough Docks and Harbors Board shall notify the clerk's office of any vacancy on the board. Upon notification, the assembly shall appoint a new member for the unexpired term.
- (Serial No. 2004-03b, § 2, 3-9-2004; Serial No. 2005-03(d), § 10, 6-13-2005; Serial No. 2010-36, § 2, 1-10-2011)

85.02.040 Meetings.

The City and Borough Docks and Harbors Board shall meet at least once each month at a place and time to be designated by the chair.

(Serial No. 2004-03b, § 2, 3-9-2004)

85.02.045 Coordination.

- (a) The City and Borough Docks and Harbors Board shall, no later than November 30 each year, provide the assembly with a written review of docks and harbors department operations during the preceding fiscal year. The review shall include fee schedules, revenues by source, operating expenditures, customers served, and any recommended amendments to the Downtown Waterfront Development Plan. The manager shall review and comment on the recommendations.
- (b) The board shall submit to the assembly committee of the whole at least semi-annually a report on port and harbor operations and pending issues.
- (c) The assembly shall appoint a member to serve as liaison to the board.
- (d) The board shall adopt safety policies acceptable to the City and Borough risk manager or such other officer as the manager may designate.
- (e) In emergencies, the harbor shall, to the extent necessary to resolve the emergency, be under the control of the fire chief or such other officer as the manager may designate.
- (f) Reserved.

(Serial No. 2004-03b, § 2, 3-9-2004; Serial No. 2017-13, § 2, 6-26-2017, eff. 7-27-2017)

85.02.050 Membership in associations.

The City and Borough Docks and Harbors Board may maintain membership in any local, state or national group or association organized and operated for the promotion, improvement or assistance in the administration of port and harbor facilities and, in connection therewith, pay dues and fees thereto.

(Serial No. 2004-03b, § 2, 3-9-2004)

85.02.060 General powers.

- (a) Subject to state laws and City and Borough ordinances, the City and Borough Docks and Harbors Board shall generally exercise all powers necessary and incidental to operation of all port and harbor facilities in the public interest and in a sound business manner. In particular, and without limitation on the foregoing, the board shall:
- (1) Be responsible for the operation, development and marketing of municipally owned and operated port and harbors, including such facilities as boat harbors, docks, ferry terminals, boat launching ramps, and related facilities except as designated by the assembly by resolution.
 - (2) Adopt pursuant to CBJ 01.60 and enforce regulations necessary for the administration of the facilities under its management.
 - (3) Prescribe the terms under which persons and vessels may use the facilities and shall establish and enforce standards of operation.
 - (4) (A) Within the docks and harbors appropriation and in conformity with the rates of pay established for municipal positions of similar responsibility, establish, and may amend, the pay plan for harbor employees.
 - (B) The Docks and Harbors Department shall conform to the City and Borough Personnel Management Code, the City and Borough Personnel Rules, Personnel Classification Plan, and the manager's policies relating to personnel. The Docks and Harbors Department shall utilize the services of the Human Resources and Risk Management Department when hiring or terminating any employee, when responding to grievances, in labor agreement negotiation, and in substantial disciplinary matters. The City and Borough Human Resources and Risk Management Director shall annually certify that the Harbor Department Classification Plan conforms to that utilized for employees of the manager.
 - (5) Administer and dispose of City and Borough tideland, submerged land, and other land as provided by the assembly by resolution as subject to docks and harbors board administration, subject to the following limitations:
 - (A) No sale, purchase, or trade of land shall be made without prior review by the assembly lands committee and approval by the assembly by resolution.
 - (B) Unless otherwise designated in advance by the assembly by resolution, any lease of land shall be limited to marine-related uses, and those uses accessory to tenancy on the boat harbor or use of the port.
 - (C) All land transactions by the board in accordance with this section shall be consistent with the land management plan developed under CBJ 85.02.063.
 - (i) Land shall be leased as provided in title 53, provided that the provisions of section 53.20.020 relating to a declaration of availability and identification in the land management plan shall not apply.
 - (ii) For purposes of applying title 53 pursuant to this subsection (C), any action required by title 53 of the manager may be performed by the port director.
 - (6) Shall administer the design and construction of all capital improvements on lands managed by the docks and harbors board unless otherwise specified by the assembly by resolution. The board may propose capital improvement projects to and apply for funding from state and federal agencies; provided, that such requests shall be subject to prioritization by the assembly with other municipal capital improvement funding requests prior to application for funds. The board shall, no later than

November 30 each year advise the assembly of its recommendations for capital improvements to be included in the six-year capital improvement plan prepared by the manager.

- (7) (A) Shall enter into memoranda of understanding and similar agreements with public agencies for port or harbor purposes. Notwithstanding chapter 53.50, the City and Borough Docks and Harbors Board may negotiate and enter into contracts for goods and services; provided, that all legal services shall be provided by, or under the supervision of, the City and Borough Attorney, and further provided that all purchases shall be consistent with the requirements set forth in CBJ 53.50. All services provided by a City and Borough agency other than the City and Borough Attorney shall be pursuant to a memorandum of understanding or other instrument providing for payment or such other settlement as the manager and the board may approve.
- (B) Contracts for public improvements and, whenever practicable, other purchase of supplies, materials, equipment, and services, except professional services and services of officers and employees of the municipality, shall be subject to the competitive bidding and property standards and procedures established in chapter 53.50, provided that the board may, for all contracts, a class of contracts, or a particular contract, specify prior to issuance of a public solicitation that for purposes of applying chapter 53.50, all actions required thereby of the manager or the purchasing officer shall be performed by the port director, and provided further that any appeal of any protest of a contract so administered shall be from the bidding review board to the docks and harbors board and thereafter to the superior court.
- (C) All contracts and purchases exceeding \$100,000.00 shall require prior assembly approval.
- (b) *Private dock reservations.* The docks and harbors board is authorized to execute a reservation agreement for private docks with the following essential terms:
- (1) *Scope.* The docks and harbors department may manage reservations, including moorage services, for any privately owned docks within the City and Borough of Juneau.
 - (2) *Priority.* Docks and harbors shall prioritize reservations at municipally owned facilities.
 - (3) *Compensation.* Docks and harbors shall receive fair market value for its services, which shall be determined by the docks and harbors port director.
 - (4) *Liability.* The City and Borough of Juneau is not assuming control, maintenance, or responsibility of any of private property, including, but not limited to, vessels using a private dock or private docks and associated facilities. The City and Borough of Juneau is not responsible for the inability to make a reservation, reservation disruptions, reservation changes, market fluctuations, or vessel relocations.
 - (5) *Public records.* All records received by the docks and harbors department related to public-private agreements are public records and subject to the Alaska Public Records Act and CBJC 01.70.

(Serial No. 2004-03b, § 2, 3-9-2004; Serial No. 2006-06, § 4, 4-3-2006; Serial No. 2013-29, § 5, 1-6-2014, eff. 2-5-2014 ; Serial No. 2019-19, § 5, 7-22-2019, eff. 8-22-2019 ; Serial No. 2022-02, § 2, 2-7-2022, eff. 3-10-2022)

85.02.063 Land management plan.

- (a) After public hearing and deliberation, the docks and harbors board shall draft and forward to the planning commission and assembly a land management plan. The plan shall address the retention, use, disposal, and development of City and Borough land under the jurisdiction of the docks and harbors board. After public hearing and deliberation, the planning commission shall forward its recommendation to the assembly. Recommended changes to the land management plan shall be developed using the same procedure.

- (b) Development of the land management plan, or a change to the plan, shall be guided by the following principles:
- (1) Multiple use should be encouraged;
 - (2) A sound local economy will be promoted;
 - (3) Adequate lands for public development and public use, including recreational beaches with appropriate uplands, should be reserved;
 - (4) Tidelands should be leased only for specific water-dependent and water-related uses and not sold;
- (c) In developing the land management plan to implement the policies outlined in this section, the following issues, without limitation, shall be considered:
- (1) The supply of publicly owned lands to meet public needs;
 - (2) The supply of privately owned lands to meet the private-sector needs of the community;
 - (3) The comprehensive plan, the long-term capital improvements program, and other plans adopted by the assembly;
 - (4) Restrictions created by written instruments, zoning, and state and federal regulations;
 - (5) Physical, economic, resource, population and social factors affecting the area under consideration;
 - (6) Comments of the general public, affected landowners, state and federal agencies and local advisory groups;
 - (7) Ownership patterns and waterfront development plans of private landowners and state and federal agencies;
 - (8) The development and growth patterns and potentials of different areas of the City and Borough and waterfront services that may be needed as a result of that development and growth;
 - (9) The requirements of public access to and along public and navigable bodies of water;
 - (10) The protection of other public values including recreational, scenic, wildlife, and other environmental qualities; and
 - (11) Other matters which are relevant to a land use management plan.
- (d) The plan shall contain the following elements:
- (1) Proposed land acquisitions;
 - (2) A listing of those lands to be retained for public use;
- (e) The plan shall be reviewed by the Docks and Harbors Board and the Planning Commission if a major unanticipated development affecting basic assumptions occurs, and in any case at least every five years.
- (f) Any lease, disposal, or use of land shall conform to the Long Range Waterfront Plan, the land management plan adopted above, Juneau Coastal Management Plan, and all other adopted City and Borough land use plans.
- (g) Upon receipt of a land management plan or a change recommended by the Docks and Harbors Board and Planning Commission, the assembly shall consider the plan, or change, and may adopt the plan or change only after it conducts a public hearing on the matter.

(Serial No. 2004-03b, § 2, 3-9-2004)

85.02.065 Limitation on authority.

The Board of Directors of the City and Borough Docks and Harbors Board may commit the City and Borough to long-range port development or capital improvement plans or projects only as authorized in advance by the assembly by ordinance or resolution.

(Serial No. 2004-03b, § 2, 3-9-2004)

85.02.070 Reserved.**85.02.080 Port director designated; appointment.**

The chief executive officer of the municipal port and harbors shall be the port director appointed by the City and Borough Docks and Harbors Board only upon the affirmative vote of a majority of the entire board. The port director serves at the pleasure of the board. For purposes of Chapter 44.05, the port director shall have the status of a department director. The board shall establish the compensation and benefits to be provided to the port director. Personnel actions regarding the port director, including hiring, evaluation, discipline, and termination, shall be after consultation with the city manager.

(Serial No. 2004-03b, § 2, 3-9-2004; Serial No. 2005-32(b), § 5, 10-10-2005)

85.02.090 Duties and responsibilities of port director.

- (a) The port director is responsible for the overall supervision and direction of the operation of the municipal port and harbors. The authority and duties of the port director shall include the following:
- (1) To be responsible for carrying out all applicable laws, ordinances, rules and regulations.
 - (2) To be responsible for carrying out policies established by the board of directors.
 - (3) In consultation with the City and Borough Personnel Director and consistent with that utilized by other City and Borough departments, to prepare and submit a plan of organization and a job classification plan for the personnel employed in the docks and harbors department to the docks and harbors board for approval.
 - (4) To prepare an annual budget as required by City and Borough ordinance.
 - (5) To select, employ, control and discharge all port and harbor employees and such other employees as the assembly by ordinance hereafter places under the supervision of the port director subject to the provisions of the City and Borough personnel ordinance.
 - (6) To prepare such reports as may be required on any phase of harbor activity.
 - (7) To attend all meetings of the board of directors and of standing committees except where otherwise authorized by the board.
 - (8) To perform any other duty that may be necessary in the interest of the port and harbor area.

(Serial No. 2004-03b, § 2, 3-9-2004)

85.02.100 Schedule of fees and charges.

- (a) The board shall, by regulations adopted pursuant to CBJ 01.60, impose a schedule of fees and charges for use of ports and harbors, and facilities designated by the assembly by resolution.

(Serial No. 2004-03b, § 2, 3-9-2004)

85.02.105 Port dues.

- (a) Every vessel carrying passengers for compensation and utilizing the port facilities, and not otherwise exempted by subsection (d) of this section, shall be assessed and pay port dues for each port visit. The port dues shall be in addition to other port facility fees and charges, provided, however, that port dues paid to the CBJ Docks and Harbors Department may be taken as a credit against port dues owed under this chapter. Port dues shall be calculated on the basis of registered net tonnage of the vessel as follows:

[Base rate per registered net ton] X [Registered net tonnage]

= Port dues per vessel per use of port facilities

- (b) Rate schedule. The base rate per registered net ton shall be established by the city manager by regulation pursuant to CBJ 01.60 utilizing the services of an independent appraiser. The rate shall be the market rate for facilities with like amenities and services. The manager shall determine the market rate every five years, or from time to time as he or she shall determine. The market rate shall then be adjusted annually by the manager based on the Anchorage Cost of Living Index.
- (c) Port dues collected pursuant to this chapter shall be deposited in the port development fund.
- (d) Exemptions. The port dues shall not apply to:
- (1) vessels having accommodations for 12 or fewer passengers;
 - (2) vessels traveling only between the City and Borough and points within 100 miles of the City and Borough port facilities; and
 - (3) noncommercial vessels, or vessels owned and operated by the state, the United States government, or a foreign government.
- (e) Administration and disposition of port dues. The proceeds of the port dues shall be placed in the port development fund. The port development fund shall be used for projects that benefit the cruise industry as outlined in the long-range waterfront development plan as it may be amended from time to time.

(Serial No. 2005-02, § 2, 3-14-2005)

85.02.108 Reserved.

85.02.110 Preparation and submission of budget.

The port director shall prepare the budget in accordance with approved City and Borough procedure and format and shall submit it to the City and Borough Docks and Harbors Board for approval. The board shall modify the budget as it deems necessary and forward it to the City and Borough Manager for transmittal to the assembly. The operating portion of the budget submitted by board shall be for a self-sustaining operation without a general fund subsidy and with all harbor revenues and all interest earned thereon, and shall include reasonable additional

revenues to fund harbor facilities replacements; such additional revenues shall be computed using accepted accounting principles and the estimated remaining useful life of harbor facilities owned by the City and Borough. The board may include in its operating budget projections for additional revenues to provide funds for the expansion or construction of new harbor facilities in future years as well as replacement of harbor facilities leased to the City and Borough.

(Serial No. 2004-03b, § 2, 3-9-2004)

85.02.120 Other fiscal matters.

All other fiscal matters, including custody of and expenditure of funds, accounting and collection, shall be governed by general City and Borough ordinance.

(Serial No. 2004-03b, § 2, 3-9-2004)

85.02.130 Employee relations.

Employees of the harbors shall be subject to Chapter 44.10 of this Code. For purposes of that chapter, the port director is a management employee who formulates, determines or effectuates management policies. Wherever in chapter 44.10 a duty, responsibility, or authority falls to the City and Borough Manager, such duty, authority, or responsibility shall fall to the port director. The City and Borough Docks and Harbors Board must ratify any collective bargaining agreement; provided, no such ratification may occur unless there are, or will be, adequate funds available to fund the initial fiscal year or portion thereof affected by the contract. The contract ratified by the board and the employees shall be immediately submitted to the assembly for assembly ratification under section 44.10.120.

(Serial No. 2004-03b, § 2, 3-9-2004)

85.02.140 Reserved.

Information	Members	
<p>Docks & Harbors Webpage</p> <p>Contact Info: Email the Docks & Harbors Board at harborboard@juneau.gov</p> <p>Port Director Carl Uchytel 907-586-0294 or carl.uchytel@juneau.gov</p> <p>Meeting Frequency: 4th Thursday of the month</p> <p>Term Lengths: 36 months</p> <p>Number of Positions: 7</p>	Current	Past
	<p>Don Etheridge Position: Voting Member Term End: 06/30/2026 edit</p>	<p>James Becker Position: Voting Member Term End: 06/30/2024 edit</p>
	<p>Annette Smith Position: Voting Member Term End: 06/30/2025 edit</p>	<p>Deborah Hart Position: Voting Member Term End: 06/30/2025 edit</p>
	<p>Matthew Leither Position: Voting Member Term End: 06/30/2024 edit</p>	<p>Shem Sooter Position: Voting Member Term End: 06/30/2026 edit</p>
	<p>Ella Adkison Position: Assembly Liaison Term End: N/A edit</p>	<p>Paul Grant Position: Voting Member Term End: 06/30/2024 edit</p>
	<p>Vacant Seat Position: Voting Member Term End: 06/30/2026 edit</p>	<p>Vacant Seat Position: Voting Member Term End: 06/30/2026 edit</p>

FY 24 OPS/Planning Attendance

Operations/Planning												
FY24	July 19	August 23	Sept 20	Oct 19	Nov 15	Dec 20	Jan	Feb	Mar	Apr	May/Cxl	Jun
Jim Becker	Y	N	Y	N	Y	Y	Y	Y	Y	N		
Shem Sooter	Y	Y	N	Y	Y	Y	Y	Y	Y	Y		
Don Etheridge	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Paul Grant	Y	N	Y	Y	Y	N	N	N	Y	Y		
Mark Ridgway/Resigned	Y	Y	Y	Y	Y	Y	Y	Y	N	Y		
Annette Smith	Y	Y	Y	Y	Y	Y	Y	Y	N	Y		
Albert Wall/Resigned	Y	N	N	N	N	N						
Debbie Hart	Y	N	Y	Y	Y	Y	Y	N	N	Y		
Matthew Leither	Y	Y	Y	Y	Y	N	Y	Y	Y	Y		

FY24 Board Attendance

Regular Board												
FY24	July 27	August 31	Sept 28	Oct 26	Nov 30	Dec 28	Jan	Feb	Mar	Apr	May	Jun
Jim Becker	Y	Y	Y	Y	Y	Y	Y	N	Y	N		
Shem Sooter	Y	Y	N	Y	Y	Y	N	Y	Y	Y		
Don Etheridge	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Matthew Leither	Y	Y	N	N	Y	Y	Y	Y	Y	N		
Mark Ridgway/Resigned	Y	N	Y	Y	Y	N	Y	Y	Y	Y		
Annette Smith	Y	Y	Y	Y	Y	N	Y	Y	N	Y		
Albert Wall/Resigned	Y	N	N	N	N	N						
Debbie Hart	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Paul Grant	Y	Y	Y	Y	Y	N	N	N	Y	Y		

Special Board Meeting FY24

Meeting	10/4/2023										
Jim Becker	Y										
Shem Sooter	Y										
Don Etheridge	Y										
Paul Grant	N										
Matthew Leither	Y										
Albert Wall/Resigned	N										
Mark Ridgway/Resigned	Y										
Annette Smith	Y										
Debbie Hart	Y										

Enterprise Board Appointment Process

Docks and Harbors Board Comments

June 2024

Duties and Responsibilities of the Docks and Harbors Board Defined

The duties and responsibilities of the Docks and Harbors (D&H) Board are defined in the D&H Board Bylaws and Title 85. Recently, the Board has undertaken the task of reviewing and updating its Bylaws. The revised Bylaws were approved by the Assembly in December 2023. Changes to Title 85 were approved by the Assembly on April 29th, 2024.

The pandemic significantly affected Docks & Harbors. The Board has taken on the task of evaluating expenditures and looking for opportunities for revenue growth. All code/regulation revisions are forwarded to the Assembly for approval.

Overall, the duties and responsibilities of the Docks and Harbors Board are well defined.

Skills and Knowledge Sets Required

An effective Docks and Harbor Board member must have the following attributes:

- Cares about what is going on with Juneau's D&H with a balanced, non-biased perspective.
- Wants to be involved and is committed to helping make a difference for all D&H users and the community.
- Committed to an open public process.
- A good listener and active participant in Board discussions.
- Capable of critical thinking.
- Analytical and forward focused.
- Good communication skills - both written and spoken.
- Active in some aspect of maritime activity – such as boating in general, sport fishing, commercial fishing, diving, tourism, marine service and supply, marine engineering and construction, etc.
- Mind reading skills highly desirable

The Board is **not** well served by an individual with a personal agenda regardless of their level of knowledge or experience.

Current Docks and Harbors Board Membership (2023 – 2024)

The current members of the Docks and Harbors Board are a diverse group of long time Juneau residents. All have experience in boating and individual members have the following professional experience:

- ~~1. Lawyer vacant~~
2. Retired marine construction and maintenance journeyman and tour boat captain
- ~~3. Downtown merchant with a day job vacant~~
4. Director of non-profit maritime organization
5. Retired commercial fisherman
6. SEARHC Employee
- ~~7. BRH Employee vacant~~
8. Captain of whale watching charter
9. Small business owner – service station

These Board members represent a well-rounded group that possesses skills and knowledge needed to be an effective board. In addition to what is apparent from their profession/resumes, each board member has gained, through Board work, varying degrees of knowledge pertaining to Juneau's docks and harbors.

**Full CBJ Assembly Sitting as the Human Resources Committee
Docks & Harbors Board
Advanced Interview Questions-2024**

Section E, Item 1.

Applicant Name: _____

1. Why are you applying/reapplying for the Docks & Harbors Board? Please be specific on issues leading to your application and what specific experience or background do you have that would help the Docks & Harbors Board do its work.

2. How could Docks & Harbors best serve the community?

3. What do you think is the biggest challenge(s) facing Docks & Harbors?

4. What is your vision for Juneau's Docks & Harbors facilities as well as the Downtown waterfront?

5. What is your vision and/or understanding of the role and appropriate balance of the major user groups in our harbors including live-a-boards, transient users, fishing fleet, and commercial users?



Published on *City and Borough of Juneau Alaska Meetings* (<https://juneau-ak.municodemeetings.com>)

[Home](#) > [CBJ Board Application](#) > [Webform results](#) > CBJ Board Application

Submission information

Form: [CBJ Board Application](#) [1]
Submitted by Visitor (not verified)
Tue, 05/14/2024 - 4:15pm
192.245.44.86

First Name

James (Jim)

Last Name

Becker

Residence Address

[REDACTED]

Mailing Address

Same

Primary Phone Number

[REDACTED]

Secondary Phone Number

Email

[REDACTED]

Board, Commission, Committee

Docks & Harbors Board

Current of Prior Experience on CBJ Boards/Commissions/Committees

Currently on Docks and Harbors Board

Reasons for Applying

Reapplying

Qualifications

I was the Chair of the Fisheries Development Committee (FDC) until it was disbanded. The Docks and Harbors Board can deal with many of the issues that FDC did not finish such as: a second haul-out facility for larger vessels and a drive down float for loading and unloading gear and selling fresh fish. These and other issues were included in the Bridge to Norway Point Study. I would like to continue working on these important issues.

Civic Activities, Memberships or Non-profits Involved With

I am a founding member of Douglas Island Pink and Chum (DIPAC). I am a life-time member of the Fisherman of Alaska. Past President of Norther Southeast Regional Aquaculture Association; Past President Juneau Chamber of Commerce; Pacific Salmon Commission Member of the Transboundary River Panel; United Southeast Alaska Gillnetters; Northern Light United Church, past Moderator of the Council; Former Chair of the Fisheries Development Committee.

Working with a Group

Currently on the Docks and Harbors Board. Involved in many other organizations (see above).

Meeting Schedule and Attendance

Yes

Date of Birth (Optional)**Ethnicity (Optional)****Gender (Optional)****Acknowledgement/Certification**

Jim Becker

Resume, Education, etc. (Optional)



Published on *City and Borough of Juneau Alaska Meetings* (<https://juneau-ak.municodemeetings.com>)

[Home](#) > [CBJ Board Application](#) > [Webform results](#) > CBJ Board Application

Submission information

Form: [CBJ Board Application](#) [1]
Submitted by Visitor (not verified)
Sat, 06/01/2024 - 8:43pm
166.205.117.41

First Name

Matthew

Last Name

Leither

Residence Address

Juneau AK 99801

Mailing Address

Juneau AK 99801

Primary Phone Number

Secondary Phone Number

Email

Board, Commission, Committee

Docks & Harbors Board

Current of Prior Experience on CBJ Boards/Commissions/Committees

I have been on CBJ Docks and Harbors Board for the last three years.

Reasons for Applying

As a liveaboard, I have seen how the harbors work every day, and I believe that provides me with an important perspective. I have enjoyed learning about a variety of docks and harbors issues over the last term, and I hope that I've been able to assist in shaping the board's actions and thoughts through some of my contributions. I will be moving to a land based home this year, though I will continue to keep my boat in the city harbors. I hope that my experiences as a previous liveaboard, as a recreational user of the harbors for multiple activities, and now as an incumbent member who understands the challenges we face will allow me to better serve Juneau.

One of my desires over my last term was to help the board move forward with necessary price increases in a fair and responsible way, and I think we've done well with the changes that have been made. I hope to continue with

board service with an eye towards fair and responsible budgeting. I also appreciate how difficult sea
been in the harbors at times, and my hope is that the new gate that is being installed in Harris Harbor is
successful
in curbing crime, and that this strategy can potentially be spread to the other harbors.

Qualifications

I've been a liveaboard on a sailboat in Statter Harbor for the last five years. I frequently use my boat to go
fishing, hunting, and sailing. I work as a family physician at SEARHC.

Civic Activities, Memberships or Non-profits Involved With

Current member of CBJ Docks and Harbors Board.

Working with a Group

I often work with diverse groups in my employment, and at times I have colleagues and patients with whom I
disagree. I've also been in conflict with other members of the Docks and Harbors Board regarding board
proposals. I would hope that those with whom I've disagreed would say that I am passionate about what I
believe, while at the same time I am respectful of other opinions. I have good relationships with staff and other
board members,, and I hope to continue these relationships. My overarching approach is that listening and
attempting to understand alternate opinions is the most important part of any conflict. Often we agree more often
than we disagree.

Meeting Schedule and Attendance

Yes

Date of Birth (Optional)**Ethnicity (Optional)****Gender (Optional)****Acknowledgement/Certification**

Matt Leither

Resume, Education, etc. (Optional)



Published on *City and Borough of Juneau Alaska Meetings* (<https://juneau-ak.municodemeetings.com>)

[Home](#) > [CBJ Board Application](#) > [Webform results](#) > CBJ Board Application

Submission information

Form: [CBJ Board Application](#) [1]
Submitted by Visitor (not verified)
Tue, 05/14/2024 - 1:54pm
158.145.15.26

First Name

Nicholas

Last Name

Orr

Residence Address

[REDACTED]

Mailing Address

same

Primary Phone Number

[REDACTED]

Secondary Phone Number

Email

[REDACTED]

Board, Commission, Committee

Docks & Harbors Board

Current of Prior Experience on CBJ Boards/Commissions/Committees

I have attended docks and harbors boards as an interested community member for Territorial Sportsmen for the last year or so.

Reasons for Applying

As someone who performs care-taking duties for 2 boats during the winter in Aurora Harbor and has a boat on a trailer, I am interested in docks and harbors and how infrastructure and policy can improve.

Qualifications

I have worked for almost 20 yrs for the state of Alaska in their portfolio management section. This area is responsible for managing state and pension fund money. You are measured constantly (daily / quarterly / annually +) and as such you are constantly assessing whether your strategy is working and how things can be done better. I feel that approach could benefit the CBJ D&H board.

Civic Activities, Memberships or Non-profits Involved With

I am on the local Juneau Douglas Advisory Committtee (past 6+ years), I am a board member of Territorial Sportsmen Inc (1yr) and I have applied to be on the Southeast Alaska Regional Advisory Committee (this is a federal wildlife regulation committee that sits under the federal subsistence board).

Working with a Group

There are many different perspectives on the Juneau Douglas Advisory Committee. I find it best to hear what people have to say. If they are persuasive, then I may change my position on something. It's best to let people talk and feel heard, then vote.

Meeting Schedule and Attendance

Yes, I am aware and can attend.

Date of Birth (Optional)**Ethnicity (Optional)**

white

Gender (Optional)

male

Acknowledgement/Certification

Nicholas Orr

Resume, Education, etc. (Optional)



Published on *City and Borough of Juneau Alaska Meetings* (<https://juneau-ak.municodemeetings.com>)

[Home](#) > [CBJ Board Application](#) > [Webform results](#) > CBJ Board Application

Submission information

Form: [CBJ Board Application](#) [1]
Submitted by Visitor (not verified)
Wed, 05/29/2024 - 6:46pm
137.83.37.87

First Name

Clayton

Last Name

Hamilton

Residence Address

[REDACTED]

Mailing Address

[REDACTED]

Primary Phone Number

[REDACTED]

Secondary Phone Number

Email

[REDACTED]

Board, Commission, Committee

Docks & Harbors Board

Current of Prior Experience on CBJ Boards/Commissions/Committees

N/A

Reasons for Applying

As a fisherman and business owner I see the harbors as a particularly vital public service for our local economy. I have been participating in harbor board meetings for some time and feel obligated to participate further.

Qualifications

Over ten years as a captain and deckhand in Alaska, harbor patron, U.S.C.G. 100-ton license holder, Able Seaman certified.

Civic Activities, Memberships or Non-profits Involved With

Board Member, Juneau Makerspace 2020-present
Board Member, River City Housing Collective, 2005-2009

Section E, Item 1.

Working with a Group

Working on the Juneau Makerspace board requires effective interpersonal communication, consideration of differing opinions, understanding of small board mechanics and cooperation.

Working with and directing fishing crews requires effective communication and the ability to navigate diverse personalities and balance objectives productively.

Meeting Schedule and Attendance

I currently attend many of the meetings as a public participant and am aware of the time commitment involved.

Date of Birth (Optional)**Ethnicity (Optional)****Gender (Optional)****Acknowledgement/Certification**

Clayton Hamilton

Resume, Education, etc. (Optional)

[REDACTED]



Published on *City and Borough of Juneau Alaska Meetings* (<https://juneau-ak.municodemeetings.com>)

[Home](#) > [CBJ Board Application](#) > [Webform results](#) > CBJ Board Application

Submission information

Form: [CBJ Board Application](#) [1]
Submitted by Visitor (not verified)
Fri, 05/31/2024 - 9:17am
24.237.3.170

First Name

Karl

Last Name

Leis

Residence Address

AK 99801

Mailing Address

AK 99821

Primary Phone Number

Secondary Phone Number

Email

Board, Commission, Committee

Docks & Harbors Board

Current of Prior Experience on CBJ Boards/Commissions/Committees

None

Reasons for Applying

I will be able to apply insight on many issues based on my over 45 years of experience in the marine industry in Juneau.

Qualifications

I have worked in the marine industry for over 45 years. I have been a business owner in the marine industry in Juneau for over 37 years. I have been a user of all of the docks and harbors in Juneau for a very long time. I run the Auke Bay boatyard and have daily observations of issues and concerns, good and bad, involving the Auke Bay Boatyard. I have lived in Juneau for most of my life and know the vast majority of people in the marine industry.

Civic Activities, Memberships or Non-profits Involved With
None**Working with a Group**

I have worked with groups of all different types during my business ownership in the auto and marine industries, from users to owners, to small and large businesses and corporations, including the fishing and tourism industries. I approach situations with a direct approach and like to apply facts and knowledge to discussions, and try to temper emotions of those involved.

Meeting Schedule and Attendance

Yes

Date of Birth (Optional)**Ethnicity (Optional)****Gender (Optional)****Acknowledgement/Certification**

Karl P. Leis

Resume, Education, etc. (Optional)



Published on *City and Borough of Juneau Alaska Meetings* (<https://juneau-ak.municodemeetings.com>)

[Home](#) > [CBJ Board Application](#) > [Webform results](#) > CBJ Board Application

Submission information

Form: [CBJ Board Application](#) [1]
Submitted by Visitor (not verified)
Fri, 06/07/2024 - 8:44pm
139.64.186.76

First Name

Shane

Last Name

Krause

Residence Address

[REDACTED] Douglas AK 99824

Mailing Address

[REDACTED] Douglas AK 99824

Primary Phone Number

[REDACTED]

Secondary Phone Number

Email

[REDACTED]

Board, Commission, Committee

Docks & Harbors Board

Current of Prior Experience on CBJ Boards/Commissions/Committees

None

Reasons for Applying

Harbor customer and liveaboard interested in contributing to Docks and Harbors and the associated community of boaters.

Qualifications

Former Port of Friday Harbor staff responsible for organizing Port Commissioner meetings. Juneau harbor customer and resident for 5 years, personally familiar with many other customers in multiple Juneau harbors. Lifelong boater with two vessels in Juneau harbors. 20 years employment experience in management of professional staff and student employees in higher education including leadership training.

Civic Activities, Memberships or Non-profits Involved With

Director of safety for Juneau MakerSpace.

Working with a Group

Experienced with Robert's Rules of Order for meeting proceedings. Fair and equal opportunity for board members to discuss agenda items and vote on actions/resolutions regardless of differences of opinion.

Meeting Schedule and Attendance

Yes

Date of Birth (Optional)**Ethnicity (Optional)****Gender (Optional)****Acknowledgement/Certification**

Shane Krause

Resume, Education, etc. (Optional)



Published on *City and Borough of Juneau Alaska Meetings* (<https://juneau-ak.municodemeetings.com>)

[Home](#) > [CBJ Board Application](#) > [Webform results](#) > CBJ Board Application

Submission information

Form: [CBJ Board Application](#) [1]
Submitted by Visitor (not verified)
Thu, 05/23/2024 - 5:41pm
75.213.52.243

First Name

Thomas "Tyler"

Last Name

Emerson

Residence Address

[REDACTED] Juneau, AK 99801

Mailing Address

[REDACTED] Juneau AK 99803

Primary Phone Number

[REDACTED]

Secondary Phone Number

Email

[REDACTED]

Board, Commission, Committee

Docks & Harbors Board

Current of Prior Experience on CBJ Boards/Commissions/Committees

No current or past CBJ specific board or commission experience.

Reasons for Applying

In applying, my aim is to represent the interests of the commercial fishing fleet, as well as those involved in sport fishing and other recreational activities within the community that utilize harbors. With my experience as a long-time harbor user and permanent slip holder, I bring knowledge and insight into the needs and concerns of these stakeholders.

Qualifications

I am a lifelong salmon troller. I spent many years as crew aboard my father's fishing vessel in my younger years and making my way through school. I purchased my own vessel and permit in 2015 and have been involved independently in the fishery since then. I now hold a permanent slip in Aurora harbor. I also own a trailered

recreational fishing boat. As such I am relatively familiar with the user side of harbor facilities. I hold a 100 ton Master captain's license.

I earned a Bachelor of Business with an emphasis in accounting from UAS in 2016.

I am a licensed CPA and have been involved in the accounting field for the past ~10 years for the 9 months of the year I am not engaged in fishing. I am currently a senior accountant at Elgee Rehfeld, LLC. Currently I focus on individual and business taxation, but historically I had spent some time on the audit and attest side. Part of which included assisting in a limited capacity with the audit of CBJ and related entities. I would not consider myself an expert in governmental accounting but would surmise I am more familiar than most.

Civic Activities, Memberships or Non-profits Involved With

DIPAC - Board Member - Present

Haven House - Board Treasurer - Present

Sons of Norway Svalbard Lodge - Board Treasurer - Present

Alaska Trollers Association - Member

Juneau Rotary Club - Member

Working with a Group

I have served on a number of non-profit boards which often have different differing opinions or approaches to topics of interest and goals. I feel like I am a good listener. I feel like I am good at trying to put myself in the shoes of others to try and understand their viewpoints, giving them the respect they deserve while forming and presenting my own opinions which may or may not conflict with others. I feel like I am amenable to most solutions as long as they are a good compromise between all interested parties and further the goal at hand.

Meeting Schedule and Attendance

I am aware. I anticipate only being able to attend remotely during the summer months while away from town pursuing comm. fishing

Date of Birth (Optional)

██████████

Ethnicity (Optional)

Gender (Optional)

Acknowledgement/Certification

Thomas Emerson

Resume, Education, etc. (Optional)