



SYSTEMIC RACISM REVIEW COMMITTEE AGENDA

November 22, 2022 at 12:00 PM

Zoom Webinar

<https://juneau.zoom.us/j/92303909454> or: 1-253-215-8782 Webinar ID: 923 0390 9454

A. CALL TO ORDER

B. LAND ACKNOWLEDGEMENT

We acknowledge that the City and Borough of Juneau is on Tlingit land, and wished to honor the people of this land, the Auk Kwaan and Taku Kwaan. For more than ten thousand years, Alaska Native people have been and continue to be integral to the well-being of our community. We are grateful to be in this place, a part of this community, and to honor the culture, traditions, and resilience of the Tlingit people. Gunalchéesh!

C. ROLL CALL

Present:

Absent:

Staff/Other:

D. APPROVAL OF AGENDA

E. APPROVAL OF MINUTES

1. September 13, 2022 SRRC Minutes

2. October 25, 2022 SRRC Minutes

F. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

G. CONSENT AGENDA

The following ordinances were up for introduction on the consent agenda at the November 21, 2022 Regular Assembly Meeting. The SRRC checklists associated with the ordinances are in this SRRC packet. Legislation and materials associated with the legislation are located in the Assembly packet: <https://juneau-ak.municodemeetings.com/>

Recommended Motions:

"I move to approve the consent agenda as presented and ask for unanimous consent" OR "I move to approve the consent agenda as amended and ask for unanimous consent: [use this motion when items are pulled off consent for further discussion]"

3. **Legislation for Review by SRRC**

Ordinance 2022-06(b)(V) An Ordinance Transferring \$200,000 from CIP W75-061 Douglas Highway Water - David to I St. to CIP R72-141 Hospital Drive Improvements.

Ordinance 2022-21 An Ordinance Related to Property Tax Appeals and Codifying the Board of Equalization Rules of Procedure.

Ordinance 2022-40 An Ordinance Authorizing the Manager to Lease Space at the Juneau Police Department Headquarters to L3Harris Technologies, Inc. for Aircraft and Air Traffic Control Safety Equipment.

Ordinance 2022-54 An Ordinance Amending the Investments and Collateral Chapter of Title 57 Related to Investment Policies.

Ordinance 2022-61 An Ordinance Amending the Uniform Sales Tax Code to Allow Very Small Businesses to File Sales Taxes Annually.

Ordinance 2022-06(b)(W) An Ordinance Appropriating \$3,984,400 to the Manager for the City and Borough of Juneau's Fiscal Year 2023 Employee Negotiated Wage and Health Increases; Funding Provided by Various Sources.

Ordinance 2022-06(b)(X) An Ordinance Appropriating \$116,400 to the Manager as Funding for Eaglecrest's Fiscal Year 2023 Pay Plan Adjustment; Funding Provided by Eaglecrest Revenue.

H. LEGISLATION PULLED FROM CONSENT FOR DISCUSSION

Legislation pulled from the consent agenda during the meeting for further discussion, questions or to walk through the SRRC checklist on a particular piece of legislation.

Sample Motions:

"I move to forward Ordinance xxxx-xx (or Resolution xxxx) to the full Assembly as presented and ask for unanimous consent" or "I move the SRRC recommend to the Assembly it {fill in the recommendation} prior to taking action on proposed legislation"

I. STAFF REPORTS

J. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

K. NEXT MEETING DATE

SRRC Worksession Meeting - December 2, 2022 @ Noon

SRRC Regular Meeting - December 13, 2022 @ Noon

L. 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.org.

SYSTEMIC RACISM REVIEW COMMITTEE MINUTES

September 13, 2022 at 12:00 PM



Zoom Webinar

<https://juneau.zoom.us/j/92303909454> or 1-253-215-8782 Webinar ID: 923 0390 9454

A. CALL TO ORDER

Acting Chair Lee called the Systemic Racism Review Committee to order at 12:00 p.m.

B. LAND ACKNOWLEDGEMENT

B. ROLL CALL

Present: Acting Chair Grace Lee, Ephraim Froehlich, Kelli Patterson, Ivan Nance

Absent: Gail Cheney

Staff/Other: Robert Barr, Robert Palmer, Adam Gottschalk

Others in Attendee Mode: None

C. APPROVAL OF AGENDA

Agenda approved as presented.

E. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

None

F. AGENDA TOPICS

- The following ordinances were up for introduction on the consent agenda at the September 12, 2022 Regular Assembly Meeting. The SRRC checklists associated with the ordinances are in this SRRC packet. Legislation and materials associated with the legislation are located in the Assembly packet (copy/paste link into preferred browser for access to the Assembly agenda page):
<https://juneau.org/assembly/assembly-minutes-and-agendas>

Ordinance 2022-42 An Ordinance Providing for a Property Tax Abatement Program to Incentivize the Development of Higher Density Housing.

Ordinance 2022-49 An Ordinance Authorizing the Manager to Convey Approximately One Acre of City and Borough of Juneau Property Located Near 3145 Fritz Cove Road to Chelsy and Brian Maller at Fair Market Value.

Ordinance 2022-51 An Ordinance Authorizing an Alternative Procurement Method Related to the Emergency Department Addition and Renovation at Bartlett Regional Hospital.

Ordinance 2022-06(b)(P) An Ordinance Appropriating \$700,000 to the Manager for a Pre-Development Loan for Gastineau Lodge Apartments, LLC; Funding Provided by the Affordable Housing Fund.

Ordinance 2022-06(b)(R) An Ordinance Appropriating \$12,253.50 to the Manager for a Grant to The Glory Hall; Funding Provided by the Affordable Housing Fund.

Ordinance 2022-06(b)(S) An Ordinance Appropriating \$128,200 to the Manager for a Grant to the Alaska Development Corporation for Medical Respite Care; Funding Provided by General Funds and Hospital Funds.

Ordinance 2022-06(b)(T) An Ordinance Transferring up to \$500,000 from CIP P44-089 Deferred Building Maintenance to CIP F21-041 Downtown and Glacier Fire Stations Mechanical and Electrical Upgrades.

Mr. Barr read the ordinances into the record and gave a brief summary on each item.

Ms. Patterson noted for the record that if Ordinance 2022-49 was pulled for further discussion she would need to recuse herself as she has a personal relationship with the applicant. Chair Lee asked committee members if they wished to pull that ordinance, or any others, from the consent agenda for further discussion. Mr. Froehlich stated that Ordinance 2022-49 did bring up questions for him not specific to this ordinance but the nature of it. Conveying CBJ property to individuals at fair market value and feel there is a process that can be examined about historically disenfranchised groups particularly those who are our first peoples of the area (Auk Kwan). He brought forth the question of how these types of actions can continue a legacy of systemic racism in our community. If it is conveyances of land to individual parties could CBJ look at creating policy that would allow the various tribal communities in Juneau "right of first refusal" or purchasing that property at fair market value. Chair Lee asked Mr. Barr if he had additional information on the process of land sales and transfers that happen between CBJ and individuals or organizations. Mr. Barr stated it would be good for our Lands Manager to come before the committee and give the committee a briefing on that topic. Mr. Barr gave an overview of how disposal follows the policies outlined in the Land Management Plan and recommended the committee read through the plan and noted the final decision lies with the Assembly.

Chair Lee asked when would be a good time to speak to the topic brought forward by Mr. Froehlich, perhaps during a future SRRC meeting which the Lands Manager could come and give a presentation.

Mr. Nance appreciated Mr. Froehlich's comments and wondered if, as a committee, they were reactive or proactive and that Mr. Froehlich's comments were proactive. Do we look through all the CBJ codes for issues and be proactive or wait until it comes before us and be reactive; most of what the committee has done so far has been reactive.

Mr. Barr shared his screen to show where Gastineau Lodge Apartments would go per Mr. Froehlich's question of where the apartments would be located.

MOTION: by Mr. Froehlich to approve the consent agenda as presented and ask for unanimous consent.
Hearing no objection, motion passed.

2. For legislation pulled for further discussion or to walk-through the SRRC checklist on particular legislation.

G. STAFF REPORTS

H. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

Chair Lee recommended the committee hold a work session to have a deeper discussion on the roles of the committee. Staff will send out a doodle poll to the committee with potential dates to hold a work session.

Assemblymember Woll appreciated hearing the discussion today regarding land disposal. This is a timely discussion as the Assembly just heard at last night's meeting the potential for two large land negotiations on Pedersen Hill, one with Tlingit & Haida Regional Housing Authority and the other with a private developer. Ms. Woll reported that she had updated the Assembly on the larger discussion that is beginning in the SRRC with review of its charge and looking at the bigger picture of systemic racism, where it begins and how to address that vs. only reviewing legislation. The Assembly would appreciate hearing back on what the SRRC recommends and perhaps hold a joint meeting between the Assembly and the SRRC for possible charge changes.

I. NEXT MEETING DATE

Tuesday, October 25, 2022 at Noon via Zoom Webinar

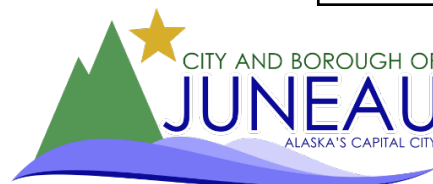
J. ADJOURNMENT

There being no further business to come before the committee, meeting adjourned at 12:44 p.m.

SYSTEMIC RACISM REVIEW COMMITTEE MINUTES

October 25, 2022 at 12:00 PM

Zoom Webinar



<https://juneau.zoom.us/j/92303909454> or: 1-253-215-8782 Webinar ID: 923 0390 9454

A. CALL TO ORDER

Chair Lee called the Systemic Racism Review Committee to order at 12:12 p.m.

B. LAND ACKNOWLEDGEMENT

We acknowledge that the City and Borough of Juneau is on Tlingit land, and wished to honor the people of this land, the Auk Kwaan and Taku Kwaan. For more than ten thousand years, Alaska Native people have been and continue to be integral to the well-being of our community. We are grateful to be in this place, a part of this community, and to honor the culture, traditions, and resilience of the Tlingit people. Gunalchéesh!

C. ROLL CALL

Present: Chair Grace Lee, Ephraim Froehlich, Gail Cheney and Kelli Patterson

Absent: Ivan Nance

Staff/Other: Robert Barr, Robert Palmer, Adam Gottschalk, Di Cathcart, Jill MacLean

Others in attendee mode: Sherri Layne, Adrien Speegle, Deb Senn, Andi Hirsh

D. APPROVAL OF AGENDA

Agenda Approved as presented.

E. APPROVAL OF MINUTES

1. September 6, 2022 SRRC Minutes

Minutes approved as presented.

F. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

None

G. CONSENT AGENDA

2. Legislation for Review by SRRC

The following ordinances were up for introduction on the consent agenda at the October 24, 2022 Assembly Reorganization Meeting. The SRRC checklists associated with the ordinances are in this SRRC packet. Legislation and materials associated with the legislation are located in the Assembly packet (copy/paste link into preferred browser for access to the Assembly agenda page): <https://juneau-ak.municodemeetings.com/>

Ordinance 2022-06(b)(U) An Ordinance Appropriating \$500,000 to the Manager for the Aurora Harbor Improvements Capital Improvement Project; Funding Provided by Harbors Funds.

Ordinance 2022-39 An Ordinance Amending Prohibited Acts within the Boat Harbor Related to Dogs and Other Domestic Animals.

Ordinance 2022-43 An Ordinance Amending Boat Harbor Regulations Relating to Vessel Identification.

Ordinance 2022-56 An Ordinance Amending the Land Use Code Regarding Alternative Residential Subdivision Requirements.

~~**Ordinance 2022-57**~~ An Ordinance Amending the Land Use Code Regarding Planning Commission Meetings. This ordinance was pulled from the October 24, 2022 Assembly agenda.

Resolution 3002 A Resolution Expressing Support for the United State Department of Justice, Office of Justice Program, FY22 Edward Byrne Memorial Justice Assistance Grant (JAG).

The following ordinances were up for introduction on the consent agenda at the September 26, 2022 Special Assembly Meeting. The SRRC checklists associated with the ordinances are in this SRRC packet. Legislation and materials associated with the legislation are located in the Assembly packet (copy/paste link into preferred browser for access to the Assembly agenda page): <https://juneau-ak.municodemeetings.com/>

Ordinance 2021-08(b)(am)(AU) An Ordinance Appropriating \$7,127,047 to the Manager to Fund the City and Borough of Juneau and Bartlett Regional Hospital's Fiscal Year 2022 Public Employees' Retirement System (PERS) Contribution; Funding Provided by the Alaska Department of Administration.

Ordinance 2021-08(b)(am)(AV) An Ordinance Appropriating \$28,226,000 to and Deappropriating \$2,495,600 from the Manager for the City and Borough of Juneau's Fiscal Year 2022 Operating Costs; Funding Provided by Various Sources.

Recommended Motions:

"I move to approve the consent agenda as presented and ask for unanimous consent"

"I move to approve the consent agenda as amended and ask for unanimous consent: [use this motion when items are pulled off consent for further discussion]"

MINUTES:

Mr. Barr read the ordinances and resolution into the record and gave a brief summary of each piece of legislation. Ordinance 2022-57 was pulled from last night's Assembly meeting consent agenda so it is not ready for SRRC review.

Chair Lee asked committee members if there is any legislation they would like pulled for further discussion. Mr. Froehlich requested further discussion on Resolution 3002 and Ms. Cheney requested Ordinance 2022-56 for further questions.

MOTION: by Chair Lee, I move to approve the consent agenda as amended by pulling Ordinance 2022-56 and Resolution 3002 and ask for unanimous consent; **hearing no objections, motion passed.**

H. AGENDA TOPICS

3. Placeholder for legislation pulled for further discussion or to walk-through the SRRC checklist on particular legislation.

Mr. Froehlich asked about the resolution supporting the Department of Justice funding for police equipment and training and like more detail on this resolution; and any funding that is going to the police department he would like to see where specifically those funds are going towards.

Mr. Barr responded that if it's the will of the body, we can have someone from JPD come to a future meeting to answer specific questions the committee may have. Generally resolutions are not reviewed by the SRRC since they are one meeting items, vs. ordinances that take two meetings to approve. Mr. Froehlich stated he would like to see the Assembly receive more detail before they approve grants or funds for JPD.

Ms. Cheney had a question on Ordinance 2022-56 on what was being modified. Mr. Palmer highlighted the change to the ordinance under Section 2 Amendment of Section 49.80.120 Definitions.

MOTION: by Ms. Patterson to forward Ordinance 2022-56 to the full Assembly as presented and ask for unanimous consent. **Hearing no objection, motion passed.**

I. STAFF REPORTS

‘Waahal Giidaak is the new Assembly Liaison for the SRRC.

J. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

K. NEXT MEETING DATE

Committee needs to determine a work session meeting date to discuss potential adjustments to original charge of the SRRC.

Regular SRRC to review legislation: Tuesday, November 22, 2022 @ Noon via Zoom Webinar

L. ADJOURNMENT

There being no further business to come before the committee, meeting adjourned at 12:45 p.m.

Systemic Racism Review Committee Legislation Review Summary

Serial Number/Title: **Ordinance 2022-06(b)(V)** An Ordinance Transferring \$200,000 from CIP W75-061 Douglas Highway Water - David to I St. to CIP R72-141 Hospital Drive Improvements.

Introduced: 11/21/22 Public Hearing Date: 12/12/22 SRRC Review Date: 11/22/22

Presented By: Manager Drafted By: Finance

Department/Division: Water/ENG Lead Staff Contact: John Bohan

Purpose of Legislation (background/summary of intent):

This request would provide \$200,000 in funding to remedy a conflict with the existing water system and the proposed Bartlett Regional Hospital Emergency Department (ED) Addition. The funding will allow the waterline to be upgraded and relocated away from the proposed ED Addition. This work will connect the new water systems completed from other recent projects. The Douglas Highway water project is complete and in the process of being closed out.

Connection to existing legislation:

As a supplemental appropriation, this ordinance amends FY23 CBJ Budget Ordinance 2022-06(b).

Connection to adopted planning documents:

Capital Improvement Plan

Step One: What is the impact of the proposed legislation?

- a. Does the proposed legislation negatively impact or unduly advantage a particular racial/ethnic group or otherwise perpetuate systemic racism?

If No, review is completed. If yes, go on to the next question:

YES	NO

- b. Does the legislation work to mitigate and/or eliminate structural racism
If Yes, review is completed. If No, or Undetermined, continue through the remaining steps.

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Step Two: How does the legislation perpetuate systemic racism?

- What are potential unintended consequences?
- What benefits may result?
- What is the potential long term impact of the proposed legislation?

Details:

- What quantitative and qualitative evidence of inequality exists?

Details:

- e. What steps has the department or legislation sponsor taken to notify those impacted of the proposed changes?
- f. Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details: The Public Works and Facilities Committee reviewed this request at the November 7, 2022 meeting.

- g. Has public input been received?
- h. If public comment has been received, what is the substance of that comment?

Details: Public comment on this ordinance will be held on December 12, 2022.

Step Three: Who is affected by the Proposed Legislation?

- a. Who are the impacted group(s)?

- ☐ White ☐ Black or African American ☐ American Indian or Alaska Native
☐ Asian ☐ Native Hawaiian or Pacific Islander ☐ Two or more races ☐ Other

- b. Are there impacts on specific geographic areas?

Race Considerations - Total Community is 69.7% White Only - 30.3% Minority						Economic Considerations	
Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Elementary School Boundaries	
CT 1: Auke Bay/Out the Road		CT 3: Mendenhall Valley Airport/ East Valley		CT 5: Downtown		Gastineau	Title 1
BG1: Out the road	11.9%	BG1: N. of Jennifer	42.5%	BG 1: Highlands	20.6%	Harborview	Title 1
BG2: Lena area	15.5%	BG 2: Glacier Valley S	39.8%	BG2: DT/Starr Hill	24.8%	Glacier Valley	Title 1
BG3: Montanna Creek	14.5%	BG 3: Airport	40.8%	BG 3: Flats/Village	30.8%	Mendenhall River	
BG4: Fritz Cove area	10.1%	BG 4: Radcliffe	24.6%			Riverbend	Title 1
						Auke Bay	
CT 2: Mendenhall Valley withn the Loop		CT 4: Salmon Creek/Lemon Creek				Lower Income Housing Areas	
BG1: Mendenhall Taki	27.8%	BG 1: DZ/Freds	60.9%	CT 5: Douglas Island		Chinook/Coho	
BG2: Upper Riverside	23.1%	BG 2: Davis	45.0%	BG 1: North Douglas	15.9%	Cedar Park Area	
BG 3: Portage/McGinr	33.7%	BG 3: Belardi Costco	63.8%	BG 2: West Juneau	28.0%	Gruening Park Area	
BG 4: Long Run	19.6%	BG 4: Twin Lakes	25.9%	BG 3: Crow Hill/ DT D	27.6%	Switzer Area	
BG 5: Glacierwood/Vir	41.2%					Kodzhoff Area	
						Douglas Hwy Corridor	

- c. Is there a benefit to a specific census block district/neighborhood/school zone?
If Yes, does it come at the detriment of another?

Details:

YES	NO

- d. Is there a benefit to an individual, group of individuals, or business/organization?
If yes, does that come at a detriment of others?

Details:

Step Four: What solutions could remedy the legislation's implications in perpetuating systemic racism? Check all that apply:

<input type="checkbox"/>	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)
<input type="checkbox"/>	Recommend that the legislation move forward with accountability measures (sunset provisions, 6 mo./annual review of impacts/implications for system racism.) to monitor impact.
<input type="checkbox"/>	Propose revised language to strengthen the legislation or the legislation or regulations cross-referenced within the proposed legislation.
<input type="checkbox"/>	Recommend the proposed legislation not move forward.
<input type="checkbox"/>	Other: (explain)

Step Five: Further Feedback to the Assembly on systemic racism implications

The SRRC will forward to the Assembly any additional questions that arose during the legislation review that the committee feels may be important for the Assembly to consider.

If a systemic racism implication is identified, the SRRC will provide a written report to the Assembly that includes consideration of the provisions below:

What are the indicators and progress benchmarks?
 Program strategies?
 Policy Strategies?
 Partnership Strategies?

Systemic Racism Review Committee Legislation Review Summary

Serial Number/Title: **Ordinance 2022-21** An Ordinance Related to Property Tax Appeals and Codifying the Board of Equalization Rules of Procedure.

Introduced: 11/21/22 Public Hearing Date: TBD SRRC Review Date: 11/22/22

Presented By: Manager Drafted By: Law

Department/Division: Finance/Law Lead Staff Contact: Jeff Rogers/Rob Palmer

Purpose of Legislation (background/summary of intent):

This ordinance would put longstanding Board of Equalization (BOE) hearing procedures into CBJ Code, which will make these procedures more readily available to all interested persons—not just appellants. Additionally, this ordinance will establish a consistent process for exchanging information between appellants and the Assessor that will ensure the BOE has more time to thoroughly review parties' evidence prior to hearings.

Connection to existing legislation:

This will expand on CBJC 15.05.041-.210, which regard assessments and the Board of Equalization. State statute AS 29.45.200(b) requires the BOE's proceedings to be governed by "rules adopted by ordinance...."

Connection to adopted planning documents:

This relates to the 2022 Assembly Goals regarding a sustainable budget and organization.

*****BELOW IS FOR SRRC MEMBERS TO COMPLETE*****

Step One: What is the impact of the proposed legislation?

- a. Does the proposed legislation negatively impact or unduly advantage a particular racial/ethnic group or otherwise perpetuate systemic racism?

If No, review is completed. If yes, go on to the next question:

YES	NO

- b. Does the legislation work to mitigate and/or eliminate structural racism
If Yes, review is completed. If No, or Undetermined, continue through the remaining steps.

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Step Two: How does the legislation perpetuate systemic racism?

- What are potential unintended consequences?
- What benefits may result?
- What is the potential long term impact of the proposed legislation?

Details:

d. What quantitative and qualitative evidence of inequality exists?

Details:

e. What steps has the department or legislation sponsor taken to notify those impacted of the proposed changes?

f. Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details:

g. Has public input been received?

h. If public comment has been received, what is the substance of that comment?

Details:

Step Three: Who is affected by the Proposed Legislation?

a. Who are the impacted group(s)?

- ☐ White ☐ Black or African American ☐ American Indian or Alaska Native
☐ Asian ☐ Native Hawaiian or Pacific Islander ☐ Two or more races ☐ Other

b. Are there impacts on specific geographic areas?

Race Considerations - Total Community is 69.7% White Only - 30.3% Minority						Economic Considerations	
Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Elementary School Boundaries	
CT 1: Auke Bay/Out the Road		CT 3: Mendenhall Valley Airport/ East Valley		CT 5: Downtown		Gastineau	Title 1
BG1: Out the road	11.9%	BG1: N. of Jennifer	42.5%	BG 1: Highlands	20.6%	Harborview	Title 1
BG2: Lena area	15.5%	BG 2: Glacier Valley	39.8%	BG2: DT/Starr Hill	24.8%	Glacier Valley	Title 1
BG3: Montanna Creek	14.5%	BG 3: Airport	40.8%	BG 3: Flats/Village	30.8%	Mendenhall River	
BG4: Fritz Cove area	10.1%	BG 4: Radcliffe	24.6%			Riverbend	Title 1
						Auke Bay	
CT 2: Mendenhall Valley withn the Loop		CT 4: Salmon Creek/Lemon Creek		CT 5: Douglas Island		Lower Income Housing Areas	
BG1: Mendenhall Taki	27.8%	BG 1: DZ/Freds	60.9%	BG 1: North Douglas	15.9%	Chinook/Coho	
BG2: Upper Riverside	23.1%	BG 2: Davis	45.0%	BG 2: West Juneau	28.0%	Cedar Park Area	
BG 3: Portage/McGinnr	33.7%	BG 3: Belardi Costco	63.8%	BG 3: Crow Hill/ DT C	27.6%	Gruening Park Area	
BG 4: Long Run	19.6%	BG 4: Twin Lakes	25.9%			Switzer Area	
BG 5: Glacierwood/Vir	41.2%					Kodzhoff Area	
						Douglas Hwy Corridor	

c. Is there a benefit to a specific census block district/neighborhood/school zone?
 If Yes, does it come at the detriment of another?

Details:

d. Is there a benefit to an individual, group of individuals, or business/organization?
 If yes, does that come at a detriment of others?

Details:

YES	NO

Step Four: What solutions could remedy the legislation's implications in perpetuating systemic racism? Check all that apply:

<input type="checkbox"/>	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)
<input type="checkbox"/>	Recommend that the legislation move forward with accountability measures (sunset provisions, 6 mo./annual review of impacts/implications for system racism.) to monitor impact.
<input type="checkbox"/>	Propose revised language to strengthen the legislation or the legislation or regulations cross-referenced within the proposed legislation.
<input type="checkbox"/>	Recommend the proposed legislation not move forward.
<input type="checkbox"/>	Other: (explain)

Step Five: Further Feedback to the Assembly on systemic racism implications

The SRRC will forward to the Assembly any additional questions that arose during the legislation review that the committee feels may be important for the Assembly to consider.

If a systemic racism implication is identified, the SRRC will provide a written report to the Assembly that includes consideration of the provisions below:

What are the indicators and progress benchmarks?

Program strategies?

Policy Strategies?

Partnership Strategies?

Systemic Racism Review Committee Legislation Review Summary

Serial Number/Title: **Ordinance 2022-54** An Ordinance Amending the Investments and Collateral Chapter of Title 57 Related to Investment Policies

Introduced: 11/21/2022 Public Hearing Date: 12/12/2022 SRRC Review Date: 11/22/2022

Presented By: Manager Drafted By: Finance

Department/Division: Finance Lead Staff Contact: Jeff Rogers

Purpose of Legislation (background/summary of intent):

This ordinance, and a companion resolution (#3022) that will be presented on December 12, 2022, would update the City and Borough of Juneau Investment Policy. Specifically, this ordinance would clarify how the investment policy is updated, would add sustainability to the investment objectives, and would add two more authorized investment instruments.

Connection to existing legislation:

CBJC 57.25.015

Connection to adopted planning documents:

Step One: What is the impact of the proposed legislation?

- a. Does the proposed legislation negatively impact or unduly advantage a particular racial/ethnic group or otherwise perpetuate systemic racism?

If No, review is completed. If yes, go on to the next question:

YES	NO

- b. Does the legislation work to mitigate and/or eliminate structural racism
If Yes, review is completed. If No, or Undetermined, continue through the remaining steps.

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Step Two: How does the legislation perpetuate systemic racism?

- What are potential unintended consequences?
- What benefits may result?
- What is the potential long term impact of the proposed legislation?

Details:

- What quantitative and qualitative evidence of inequality exists?

Details:

Section G, Item 3.

- e. What steps has the department or legislation sponsor taken to notify those impacted of the proposed changes?
- f. Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details: On September 7, 2022, the Assembly Finance Committee recommended these changes to the investment policy.

- g. Has public input been received?
- h. If public comment has been received, what is the substance of that comment?

Details: Public comment on this ordinance will be held on December 12, 2022.

Step Three: Who is affected by the Proposed Legislation?

- a. Who are the impacted group(s)?

- ☐ White ☐ Black or African American ☐ American Indian or Alaska Native
☐ Asian ☐ Native Hawaiian or Pacific Islander ☐ Two or more races ☐ Other

- b. Are there impacts on specific geographic areas?

Race Considerations - Total Community is 69.7% White Only - 30.3% Minority						Economic Considerations	
Census Tract/Block Groups	Minority Pop.		Census Tract/Block Groups	Minority Pop.		Census Tract/Block Groups	Minority Pop.
CT 1: Auke Bay/Out the Road			CT 3: Mendenhall Valley Airport/ East Valley			CT 5: Downtown	
BG1: Out the road	11.9%		BG1: N. of Jennifer	42.5%		BG 1: Highlands	20.6%
BG2: Lena area	15.5%		BG 2: Glacier Valley	39.8%		BG2: DT/Starr Hill	24.8%
BG3: Montanna Creek	14.5%		BG 3: Airport	40.8%		BG 3: Flats/Village	30.8%
BG4: Fritz Cove area	10.1%		BG 4: Raddcliffe	24.6%			
CT 2: Mendenhall Valley within the Loop			CT 4: Salmon Creek/Lemon Creek				
BG1: Mendenhall Taki	27.8%		BG 1: DZ/Freds	60.9%		CT 5: Douglas Island	
BG2: Upper Riverside	23.1%		BG 2: Davis	45.0%		BG 1: North Douglas	15.9%
BG 3: Portage/McGinn	33.7%		BG 3: Belardi Costco	63.8%		BG 2: West Juneau	28.0%
BG 4: Long Run	19.6%		BG 4: Twin Lakes	25.9%		BG 3: Crow Hill/ DT C	27.6%
BG 5: Glacierwood/Vir	41.2%						
						Elementary School Boundaries	
						Gastineau	Title 1
						Harborview	Title 1
						Glacier Valley	Title 1
						Mendenhall River	
						Riverbend	Title 1
						Auke Bay	
						Lower Income Housing Areas	
						Chinook/Coho	
						Cedar Park Area	
						Gruening Park Area	
						Switzer Area	
						Kodzhoff Area	
						Douglas Hwy Corridor	

- c. Is there a benefit to a specific census block district/neighborhood/school zone?
If Yes, does it come at the detriment of another?

Details:

YES	NO

- d. Is there a benefit to an individual, group of individuals, or business/organization?
If yes, does that come at a detriment of others?

Details:

Step Four: What solutions could remedy the legislation's implications in perpetuating systemic racism? Check all that apply:

	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)
	Recommend that the legislation move forward with accountability measures (sunset provisions, 6 mo./annual review of impacts/implications for system racism.) to monitor impact.
	Propose revised language to strengthen the legislation or the legislation or regulations cross-referenced within the proposed legislation.
	Recommend the proposed legislation not move forward.
	Other: (explain)

Step Five: Further Feedback to the Assembly on systemic racism implications

The SRRC will forward to the Assembly any additional questions that arose during the legislation review that the committee feels may be important for the Assembly to consider.

If a systemic racism implication is identified, the SRRC will provide a written report to the Assembly that includes consideration of the provisions below:

What are the indicators and progress benchmarks?

Program strategies?

Policy Strategies?

Partnership Strategies?

Systemic Racism Review Committee Legislation Review Summary

Serial Number/Title: **Ordinance 2022-61** An Ordinance Amending the Uniform Sales Tax Code to Allow Very Small Businesses to File Sales Taxes Annually.

Introduced: 11/21/2022 Public Hearing Date: 11/30/2022 SRRC Review Date: 11/22/2022

Presented By: Manager Drafted By: Finance

Department/Division: Finance Lead Staff Contact: Jeff Rogers

Purpose of Legislation (background/summary of intent):

This ordinance would allow businesses that have less than \$20,000 in gross sales per year the ability to file sales tax returns annually instead of quarterly. If a business opts-in to the annual filing option, the business would be required to file quarterly returns if gross annual sales exceed \$20,000.

Connection to existing legislation:

CBJC 69.05.070

Connection to adopted planning documents:

Step One: What is the impact of the proposed legislation?

- a. Does the proposed legislation negatively impact or unduly advantage a particular racial/ethnic group or otherwise perpetuate systemic racism?
If No, review is completed. If yes, go on to the next question:

YES	NO

- b. Does the legislation work to mitigate and/or eliminate structural racism
If Yes, review is completed. If No, or Undetermined, continue through the remaining steps.

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Step Two: How does the legislation perpetuate systemic racism?

- What are potential unintended consequences?
- What benefits may result?
- What is the potential long term impact of the proposed legislation?

Details:

- d. What quantitative and qualitative evidence of inequality exists?

Details:

- e. What steps has the department or legislation sponsor taken to notify those impacted of the proposed changes?
- f. Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details: The Assembly Finance Committee reviewed this topic on November 2, 2022.

- g. Has public input been received?
- h. If public comment has been received, what is the substance of that comment?

Details: Public comment on this ordinance will be held on November 30, 2022.

Step Three: Who is affected by the Proposed Legislation?

- a. Who are the impacted group(s)?

☐ White ☐ Black or African American ☐ American Indian or Alaska Native
☐ Asian ☐ Native Hawaiian or Pacific Islander ☐ Two or more races ☐ Other

- b. Are there impacts on specific geographic areas?

Race Considerations - Total Community is 69.7% White Only - 30.3% Minority						Economic Considerations	
Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Elementary School Boundaries	
CT 1: Auke Bay/Out the Road		CT 3: Mendenhall Valley Airport/ East Valley		CT 5: Downtown		Gastineau	Title 1
BG1: Out the road	11.9%	BG1: N. of Jennifer	42.5%	BG 1: Highlands	20.6%	Harborview	Title 1
BG2: Lena area	15.5%	BG 2: Glacier Valley	39.8%	BG2: DT/Starr Hill	24.8%	Glacier Valley	Title 1
BG3: Montanna Creek	14.5%	BG 3: Airport	40.8%	BG 3: Flats/Village	30.8%	Mendenhall River	
BG4: Fritz Cove area	10.1%	BG 4: Radcliffe	24.6%			Riverbend	Title 1
						Auke Bay	
CT 2: Mendenhall Valley within the Loop		CT 4: Salmon Creek/Lemon Creek		CT 5: Douglas Island		Lower Income Housing Areas	
BG1: Mendenhall Taki	27.8%	BG 1: DZ/Freds	60.9%	BG 1: North Douglas	15.9%	Chinook/Coho	
BG2: Upper Riverside	23.1%	BG 2: Davis	45.0%	BG 2: West Juneau	28.0%	Cedar Park Area	
BG 3: Portage/McGinn	33.7%	BG 3: Belardi Costco	63.8%	BG 3: Crow Hill/ DT D	27.6%	Gruening Park Area	
BG 4: Long Run	19.6%	BG 4: Twin Lakes	25.9%			Switzer Area	
BG 5: Glacierwood/Vir	41.2%					Kodzhoff Area	
						Douglas Hwy Corridor	

- c. Is there a benefit to a specific census block district/neighborhood/school zone?
 If Yes, does it come at the detriment of another?

Details:

YES	NO

- d. Is there a benefit to an individual, group of individuals, or business/organization?
 If yes, does that come at a detriment of others?

Details:

Step Four: What solutions could remedy the legislation's implications in perpetuating systemic racism? Check all that apply:

	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)	Section G, Item 3.
	Recommend that the legislation move forward with accountability measures (sunset provisions, 6 mo./annual review of impacts/implications for system racism.) to monitor impact.	
	Propose revised language to strengthen the legislation or the legislation or regulations cross-referenced within the proposed legislation.	
	Recommend the proposed legislation not move forward.	
	Other: (explain)	

Step Five: Further Feedback to the Assembly on systemic racism implications

The SRRC will forward to the Assembly any additional questions that arose during the legislation review that the committee feels may be important for the Assembly to consider.

If a systemic racism implication is identified, the SRRC will provide a written report to the Assembly that includes consideration of the provisions below:

What are the indicators and progress benchmarks?
 Program strategies?
 Policy Strategies?
 Partnership Strategies?

Systemic Racism Review Committee Legislation Review Summary

Serial Number/Title: **Ordinance 2022-06(b)(W)** An Ordinance Appropriating \$3,984,400 to the Manager for the City and Borough of Juneau's Fiscal Year 2023 Employee Negotiated Wage and Health Increases; Funding Provided by Various Sources.

Introduced: 11/21/22 Public Hearing Date: 11/30/22 SRRC Review Date: 11/22/22

Presented By: Manager Drafted By: Finance

Department/Division: CBJ-Wide Lead Staff Contact: Jeff Rogers

Purpose of Legislation (background/summary of intent):

This ordinance would appropriate \$3,984,400 for CBJ's fiscal year 2023 employee negotiated wage and health increases for the Marine Engineers Beneficial Associations (MEBA), Public Safety Employees Association (PSEA), International Association of Fire Fighters (IAFF), and un-represented employees. This appropriation funds a 5.5% wage increase for all employees in fiscal year 2023 and a 5% increase to the employer health contribution. Additionally, this ordinance appropriates authority for a 15% increase to attorney salaries and compensation increases for the City Manager and City Attorney, as approved by the Assembly during the September 12, 2022 Regular Assembly meeting.

Connection to existing legislation:

- Resolution 2995 ratified the labor agreement between CBJ and the Public Safety Employees Association (PSEA) for FY23-FY25.
- Resolution 2996 ratified the labor agreement between CBJ and the Marine Engineers Beneficial Association (MEBA) for FY23-FY25.
- Resolution 3006 ratified the labor agreement between CBJ and the International Association of Fire Fighters (IAFF) for FY23-FY25.
- As a supplemental appropriation, this ordinance amends CBJ FY23 Budget Ordinance 2022-06(b).

Connection to adopted planning documents:

Step One: What is the impact of the proposed legislation?

- a. Does the proposed legislation negatively impact or unduly advantage a particular racial/ethnic group or otherwise perpetuate systemic racism?

If No, review is completed. If yes, go on to the next question:

YES	NO

- b. Does the legislation work to mitigate and/or eliminate structural racism
If Yes, review is completed. If No, or Undetermined, continue through the remaining steps.

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Step Two: How does the legislation perpetuate systemic racism?

- a. What are potential unintended consequences?
- b. What benefits may result?
- c. What is the potential long term impact of the proposed legislation?

Details:

- d. What quantitative and qualitative evidence of inequality exists?

Details:

- e. What steps has the department or legislation sponsor taken to notify those impacted of the proposed changes?
- f. Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details: The Assembly approved the MEBA and PSEA negotiated labor contracts during the Regular Assembly meeting on July 11, 2022. The Assembly will consider the IAFF negotiated labor contract during the November 21, 2022 Regular Assembly meeting.

- g. Has public input been received?
- h. If public comment has been received, what is the substance of that comment?

Details: Public comment on this ordinance will be held on November 30, 2022.

Step Three: Who is affected by the Proposed Legislation?

- a. Who are the impacted group(s)?

☐ White ☐ Black or African American ☐ American Indian or Alaska Native
☐ Asian ☐ Native Hawaiian or Pacific Islander ☐ Two or more races ☐ Other

- b. Are there impacts on specific geographic areas?

Race Considerations - Total Community is 69.7% White Only - 30.3% Minority						Economic Considerations	
Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Elementary School Boundaries	
CT 1: Auke Bay/Out the Road		CT 3: Mendenhall Valley Airport/ East Valley		CT 5: Downtown		Gastineau	Title 1
BG1: Out the road	11.9%	BG1: N. of Jennifer	42.5%	BG 1: Highlands	20.6%	Harborview	Title 1
BG2: Lena area	15.5%	BG 2: Glacier Valley	39.8%	BG2: DT/Starr Hill	24.8%	Glacier Valley	Title 1
BG3: Montanna Creek	14.5%	BG 3: Airport	40.8%	BG 3: Flats/Village	30.8%	Mendenhall River	
BG4: Fritz Cove area	10.1%	BG 4: Raddcliffe	24.6%			Riverbend	Title 1
						Auke Bay	
CT 2: Mendenhall Valley within the Loop		CT 4: Salmon Creek/Lemon Creek		CT 5: Douglas Island		Lower Income Housing Areas	
BG1: Mendenhall Taki	27.8%	BG 1: DZ/Freds	60.9%	BG 1: North Douglas	15.9%	Chinook/Coho	
BG2: Upper Riverside	23.1%	BG 2: Davis	45.0%	BG 2: West Juneau	28.0%	Cedar Park Area	
BG 3: Portage/McGinn	33.7%	BG 3: Belardi Costco	63.8%	BG 3: Crow Hill/ DT C	27.6%	Gruening Park Area	
BG 4: Long Run	19.6%	BG 4: Twin Lakes	25.9%			Switzer Area	
BG 5: Glacierwood/Vir	41.2%					Kodzhoff Area	
						Douglas Hwy Corridor	

- c. Is there a benefit to a specific census block district/neighborhood/school zone?
If Yes, does it come at the detriment of another?

Details:

- d. Is there a benefit to an individual, group of individuals, or business/organization?
If yes, does that come at a detriment of others?

Details:

Step Four: What solutions could remedy the legislation’s implications in perpetuating systemic racism? Check all that apply:

	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)
	Recommend that the legislation move forward with accountability measures (sunset provisions, 6 mo./annual review of impacts/implications for system racism.) to monitor impact.
	Propose revised language to strengthen the legislation or the legislation or regulations cross-referenced within the proposed legislation.
	Recommend the proposed legislation not move forward.
	Other: (explain)

Step Five: Further Feedback to the Assembly on systemic racism implications

The SRRC will forward to the Assembly any additional questions that arose during the legislation review that the committee feels may be important for the Assembly to consider.

If a systemic racism implication is identified, the SRRC will provide a written report to the Assembly that includes consideration of the provisions below:

- What are the indicators and progress benchmarks?
- Program strategies?
- Policy Strategies?
- Partnership Strategies?

Systemic Racism Review Committee Legislation Review Summary

Serial Number/Title: **Ordinance 2022-06(b)(X)** An Ordinance Appropriating \$116,400 to the Manager as Funding for Eaglecrest's Fiscal Year 2023 Pay Plan Adjustment; Funding Provided by Eaglecrest Revenue.

Introduced: 11/21/22 Public Hearing Date: 11/30/22 SRRC Review Date: 11/22/22

Presented By: Manager Drafted By: Finance

Department/Division: Eaglecrest Lead Staff Contact: Dave Scanlan

Purpose of Legislation (background/summary of intent):

This ordinance would appropriate \$116,400 for Eaglecrest's FY23 pay plan adjustment. The pay plan adjustment increases employee wages by 7%. This adjustment follows two previous pay plan increases Eaglecrest implemented in calendar year 2022 in an effort to increase employee wages over minimum wage and align pay with ski industry standards. The most recent pay adjustment, approved by the Eaglecrest Board on September 15, 2022, is intended to promote employee recruitment and retention. This appropriation also provides for sign-on and returning employee bonuses for seasonal employees.

Connection to existing legislation:

As a supplemental appropriation, this ordinance amends FY23 CBJ Budget Ordinance 2022-06.

Connection to adopted planning documents:

Step One: What is the impact of the proposed legislation?

- a. Does the proposed legislation negatively impact or unduly advantage a particular racial/ethnic group or otherwise perpetuate systemic racism?

If No, review is completed. If yes, go on to the next question:

YES	NO

- b. Does the legislation work to mitigate and/or eliminate structural racism
If Yes, review is completed. If No, or Undetermined, continue through the remaining steps.

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Step Two: How does the legislation perpetuate systemic racism?

- What are potential unintended consequences?
- What benefits may result?
- What is the potential long term impact of the proposed legislation?

Details:

d. What quantitative and qualitative evidence of inequality exists?

Details:

e. What steps has the department or legislation sponsor taken to notify those impacted of the proposed changes?

f. Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details: The Eaglecrest Board approved the pay scale adjustment at the September 15, 2022 meeting.

g. Has public input been received?

h. If public comment has been received, what is the substance of that comment?

Details: Public comment on this ordinance will be held on November 30, 2022.

Step Three: Who is affected by the Proposed Legislation?

a. Who are the impacted group(s)?

- ☐ White ☐ Black or African American ☐ American Indian or Alaska Native
☐ Asian ☐ Native Hawaiian or Pacific Islander ☐ Two or more races ☐ Other

b. Are there impacts on specific geographic areas?

Race Considerations - Total Community is 69.7% White Only - 30.3% Minority						Economic Considerations	
Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Elementary School Boundaries	
CT 1: Auke Bay/Out the Road		CT 3: Mendenhall Valley Airport/ East Valley		CT 5: Downtown		Gastineau	Title 1
BG1: Out the road	11.9%	BG1: N. of Jennifer	42.5%	BG 1: Highlands	20.6%	Harborview	Title 1
BG2: Lena area	15.5%	BG 2: Glacier Valley	39.8%	BG2: DT/Starr Hill	24.8%	Glacier Valley	Title 1
BG3: Montanna Creek	14.5%	BG 3: Airport	40.8%	BG 3: Flats/Village	30.8%	Mendenhall River	
BG4: Fritz Cove area	10.1%	BG 4: Radcliffe	24.6%			Riverbend	Title 1
						Auke Bay	
CT 2: Mendenhall Valley withn the Loop		CT 4: Salmon Creek/Lemon Creek				Lower Income Housing Areas	
BG1: Mendenhall Taki	27.8%	BG 1: DZ/Freds	60.9%	CT 5: Douglas Island		Chinook/Coho	
BG2: Upper Riverside	23.1%	BG 2: Davis	45.0%	BG 1: North Douglas	15.9%	Cedar Park Area	
BG 3: Portage/McGinnr	33.7%	BG 3: Belardi Costco	63.8%	BG 2: West Juneau	28.0%	Gruening Park Area	
BG 4: Long Run	19.6%	BG 4: Twin Lakes	25.9%	BG 3: Crow Hill/ DT D	27.6%	Switzer Area	
BG 5:Glacierwood/Vir	41.2%					Kodzhoff Area	
						Douglas Hwy Corridor	

c. Is there a benefit to a specific census block district/neighborhood/school zone?
 If Yes, does it come at the detriment of another?

Details:

YES	NO

d. Is there a benefit to an individual, group of individuals, or business/organization?
 If yes, does that come at a detriment of others?

Details:

Step Four: What solutions could remedy the legislation's implications in perpetuating systemic racism? Check all that apply:

<input type="checkbox"/>	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)
<input type="checkbox"/>	Recommend that the legislation move forward with accountability measures (sunset provisions, 6 mo./annual review of impacts/implications for system racism.) to monitor impact.
<input type="checkbox"/>	Propose revised language to strengthen the legislation or the legislation or regulations cross-referenced within the proposed legislation.
<input type="checkbox"/>	Recommend the proposed legislation not move forward.
<input type="checkbox"/>	Other: (explain)

Step Five: Further Feedback to the Assembly on systemic racism implications

The SRRC will forward to the Assembly any additional questions that arose during the legislation review that the committee feels may be important for the Assembly to consider.

If a systemic racism implication is identified, the SRRC will provide a written report to the Assembly that includes consideration of the provisions below:

What are the indicators and progress benchmarks?
 Program strategies?
 Policy Strategies?
 Partnership Strategies?