

ALASKA LEGISLATURE COMMITTEE FILES 2007-2008 SL&C 12599

25th
ALASKA STATE LEGISLATURE

Senator Johnny Ellis, Chair
Senator Gary Stevens, Vice Chair
Senator Bettye Davis
Senator Lyman Hoffman
Senator Con Bunde



State Capitol, Room 9
465-3704

Senate Labor & Commerce Committee

March 22, 2007

Senator Lyda Green
Senate President
State Capitol

Dear Senator Green:

In accordance with AS.39.05.080, the Senate Labor and Commerce Committee reviewed the following appointments and recommends they be forwarded to a joint session for consideration.

Alaska State Board of Public Accountancy

Bruce Gabrys - Eagle River

Appointed: 3/1/2007 Term Expires: 3/1/2011

Rebecca Jensen - Pedro Bay

Appointed: 3/1/2007 Term Expires: 3/1/2011

Alcoholic Beverage Control Board

Shirley A. Gifford - Soldotna

Appointed: 10/11/2005 Reappointed: 3/1/2007

Term Expires: 3/1/2010

State Assessment Review Board

Don (Marty) M. McGee - Anchorage

Appointed: 10/26/2006

Alaska Labor Relations Agency

Ken Peltier - Palmer

Appointed: 3/1/2007 Term Expires: 3/1/2010

Board of Marine Pilots

Joseph W. Miller - Fairbanks

Appointed: 3/1/2007 Term Expires: 3/1/2011

Michael J. O'Hara - Anchorage

Appointed: 3/1/2007 Term Expires: 3/1/2011

Board of Certified Real Estate Appraisers

April Moore - Trapper Creek

Appointed: 3/1/2007 Term Expires: 3/1/2011

Real Estate Commission

Brad Cole - Girdwood

Appointed: 3/1/2007 Term Expires: 3/1/2011

F. Lee Sherman - Wasilla

Appointed: 3/1/2007 Term Expires: 3/1/2011

David B. Somers - Fairbanks

Appointed: 4/25/2003 Reappointed: 3/1/2007

Term Expires: 3/1/2011

Regulatory Commission of Alaska

Kate Giard - Anchorage

Appointed: 6/1/2003 Reappointed: 3/1/2007

Term Expires: 3/1/2013

Board of Veterinary Examiners

Martin Buser - Big Lake

Appointed: 3/1/2007 Term Expires: 3/1/2008

Dr. David J. Hunt - Sitka

Appointed: 5/28/2003 Reappointed: 3/1/2007

Term Expires: 3/1/2011

Workers' Compensation Appeals Commission

Stephen T. Hagedorn - Anchorage

Appointed: 3/1/2007 Term Expires: 3/1/2012

Alaska Workers' Compensation Board

Mark A. Crutchfield - Anchorage

Appointed: 10/11/2006 Term Expires: 3/1/2009

Gloria O'Neill - Anchorage

Appointed: 3/1/2007 Term Expires: 3/1/2010

Janet L. Waldron - Chugiak

Appointed: 9/8/2006 Reappointed: 3/1/2007

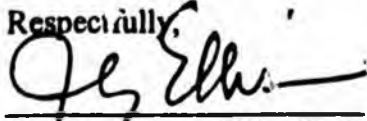
Term Expires: 3/1/2010

William (Bill) K. Williams - Ketchikan

Appointed: 3/1/2007 Term Expires: 3/1/2010

This report does not reflect intent by any of the members to vote for or against any of these appointments during any future sessions.

Respectfully,



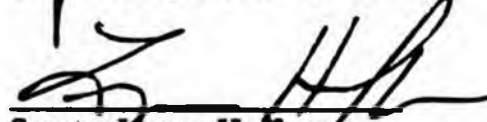
Senator Johnny Ellis, Chair



Senator Gary Stevens, Vice-Chair



Senator Bettye Davis



Senator Myman Hoffman



Senator Con Bunde

25th
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Senator Johnny Ellis, Chair
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State Capitol, Room 9
465-3704

Senate Labor & Commerce Committee

AGENDA

Thursday, March 1, 2007

1:30 PM – Call to Order

Note time

Note members present and any excused.

(You may want to note that we will not be hearing bills today, that bills heard on Tuesday will be carried over to next week.)

Confirmation of Governor's Appointees:

- ~~Shirley A. Gifford to the Alcoholic Beverage Control Board~~
 - ~~Stephen T. Hagedorn to the Workers' Compensation Appeals Board~~
 - ~~Mark A. Crutchfield to the Alaska Workers' Compensation Board~~
 - MS. ~~Gloria O'Neill to the Alaska Workers' Compensation Board~~
 - MS. ~~Janet L. Waldron to the Alaska Workers' Compensation Board~~
 - ~~William (Bill) K. Williams to the Alaska Workers' Compensation Board~~
- Handwritten notes:*
- "labor 2003" with a line pointing to the first two items.
- "Commission" with a line pointing to the second item.
- "3" in a box next to the last three items.
- "4 CIRC" next to the last three items.

Adjourn

*Strike balance
betw. employee & employe*

25th
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Senator Johnny Ellis, Chair
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Adjourn

Questions for Shirley Gifford, ABC Board

- 1. How does the ABC board currently weigh the views of a community in considering a package store license, particularly rural communities? Is there a formal procedure for considering such views?**

Follow up: In your opinion, how much weight do you think the Board *should* give to community views, and do you think the Board should change the way it deals with such views.

- 2. Does the Board consider such factors as public safety or the presence or lack of health care facilities when deciding to award a package store license in communities, especially rural communities?**
- 3. Do you think there would be any advantage to relocating the ABC from the Department of Public Safety to another agency, perhaps back to Revenue?**

CITY OF GUSTAVUS

P.O. BOX 1 • GUSTAVUS, ALASKA 99826 • 907-697-2451 • 907-697-2136 FAX

March 1, 2007

**Senator Johnny Ellis
State Capitol, Room 9
Juneau, Alaska 99801-1182**

Dear Senator Ellis:

It has come to our attention that Ms. Shirley Gifford is appearing before the Senate Labor and Commerce Committee on March 1, 2007, for consideration of reappointment to the Alcohol Beverage Control Board. Given that the City of Gustavus has appeared before that body twice in the past 4 months we are in an excellent position to offer our wholehearted endorsement of Ms. Gifford to that position.

Without going into burdensome details, the City of Gustavus, in September 2006 – at that point having been incorporated as a second class city for a little over 17 months – was notified that an application for a package liquor store license had been filed with the ABC Board to open a first-ever package liquor store in our small community. There ensued a 5 month period during which the young Gustavus City Council began an intense period of learning, consulting repeatedly with the ABC Director and his staff as to what our responsibility was in the matter, what differences exist between the different kinds of liquor licenses, what the ABC issuance and appeal process is, and on and on. We also received an overwhelming amount of public comment on the matter, the majority of it weighing in strongly against issuance of a license. The fundamental concerns we heard is that Gustavus lacks law enforcement and we do not have adequate health care to deal with the effects that increased access to alcohol might have. To complicate matters, one of our City Council members (our Mayor) currently holds a beer and wine license as owner of one of our local lodges, and another council member had announced intentions to apply in the future for a similar license for his restaurant business. So we had to navigate through that tangle of potential conflicts versus our obligations as elected officials, and through repeated consultation with the ABC staff we felt we had the issues resolved. Boy, were we ever wrong. In February 2006 the Gustavus City Council voted to protest issuance of the package liquor store license. However, given the intense public interest in the matter we also felt that the matter could best be decided by our citizens through a local option election.

At their April 2006 meeting the ABC Board voted to table a decision on issuance of the license, with concurrence of the applicants, pending the outcome of the local option election. In the meantime several citizens took it upon themselves to initiate the local option petition process. Utilizing printed material provided by the ABC Director, and in

consultation with him, they followed the procedures necessary to have the local option election placed on the October ballot. As it turned out, the information provided by ABC was dated and out of compliance with State law. The application was nullified upon review at the State level, and the matter did not appear on the October ballot. Our citizens were denied their say in the matter, and the Gustavus City Council has borne the brunt of the criticism since.

At their November 19, 2006, the ABC Board voted 3-2 to deny the Gustavus City Council protest on the grounds that the Council was arbitrary, capricious and unreasonable. The basis of that decision was that three of the Council members were conflicted based on the fact that one held a liquor license, one intended to apply for one, and one was related to the one who intended to apply for one. Ms. Gifford voted to support our protest, and in her argument displayed a complete understanding of the role of ABC Board and the Gustavus City Council in this matter.

The Gustavus City Council in January, 2007 asked for reconsideration of the ABC Board decision, and we were granted a hearing on February 21 of last week. Again, the ABC Board voted 3-2 to find the Gustavus City Council arbitrary, capricious and unreasonable. Again, Ms. Gifford voted to support the protest of the City of Gustavus, and in her comments displayed not just an understanding of the role of the ABC Board in this matter, but also the difficulty of administering municipal government in rural Alaska. So, it is without hesitation that we encourage you to appoint Ms. Gifford to the ABC Board. Alaska will be well served.

We will also use this opportunity to advise the Senate Labor and Commerce Committee that it is our experienced opinion that the ABC Board has failed the citizens of Alaska in its decision regarding the City of Gustavus. Though we do not find fault with any individuals currently on the board or staff, we encourage your committee to open an investigation of the ABC Board to resolve the following issues:

1. It is our opinion that the ABC Board does not understand its role as it relates to municipal government. In our case we feel the ABC Board ignored the advice of their legal counsel, discarded the position of the Gustavus City Council on minor technicalities, and in so doing superseded our responsibility and authority.
2. It is our opinion that the ABC Board does not understand the differences between the different liquor licenses issued by the State, how those licenses relate to one another, nor of the social consequences that flow from them.
3. It is our opinion that there are some inconsistencies, or at least puzzlements, in how ABC Board meetings are run. A case in point occurred at the February 21 meeting when Board member Mr. Billy Andrews voted "Yes" to not reconsider the Gustavus protest, and ABC Director Mr. Doug Griffin was immediately heard blurting out "No". This seems an unusual procedural protocol and we would like an explanation as to what purpose it serves. If it is not a part of an established procedure, or has no purpose, then we will offer that from our vantage point it appeared that Mr. Andrews perhaps did not understand the

complexity of the motion and voted incorrectly, and that Mr. Griffins "No" was an inadvertent expression of a mistaken vote. We believe we deserve an explanation.

4. It is our opinion that any ABC Board member has an obligation to express a reason why they are voting a certain way. Case in point: at the November 19, 2006 hearing ABC Board member Mr. Billy Andrews voted to support the Gustavus protest, clearly stating the need to support the role of local government in the matter. However, at the February 21 meeting he asked no questions and made no statement, but voted against local government without the slightest indication as to why. We are left to wonder what changed, and given the importance of this issue in this matter we believe we deserve an explanation.
5. It is our opinion that the ABC Director and his staff, though sincere, respectful and in every way seemingly competent, have proven inadequately prepared to serve the purposes for which they have been hired. The faulty local option information which they provided us and which has caused us such grief is a case in point. Though we painfully accept our failure to serve our constituents in this matter, we very much believe our failure is directly a product of the system, and that the system is clearly in need of repair.

We do not ask this committee to intervene in any way in the issuance of a package liquor store license in Gustavus. Our dogged citizens are again initiating a local option petition, this time in consultation with the Department of Community Advocacy, so whether or not Gustavus will have a package liquor store may ultimately be decided by the voters. We ask that you take our request regarding investigation of the ABC Board into consideration. And please, do reappoint Ms. Shirley Gifford to the ABC Board.

Sincerely,



Sandi Marchbanks
Mayor, City of Gustavus

Cc: Senator Lyman Hoffman
Senator Albert Kookesh
Representative Bill Thomas
Mr. Doug Griffin, Alcohol Beverage Control Board

MARK A. CRUTCHFIELD

Home: 2208 W 46th Ave
Anchorage AK 99517

Work: Alaska Millwrights & Machine Erectors Local 1501
407 Denali St, Suite 101
Anchorage, AK 99501

HOMEP
CELL

WORK (907) 276-3534

For more information see: www.alaskamillwrights.org and www.uboalaska.org

EDUCATION AND SKILLS

AUBURN UNIVERSITY, Auburn, AL. 1998-1991. English major.

MONTGOMERY AREA JOB TRAINING CORPS, Opelika, AL. 1991. Welding cluster.

GMAW (mig), GTAW (tig) and SMAW (stick).

MILLWRIGHT APPRENTICESHIP, United Brotherhood of Carpenters and Joiners L. U. #1544. Nashville, TN. Entered as a third year apprentice because of previous experience and tested out to journeyman in May 2000.

JOURNEYMAN CHARTER MEMBER of United Brotherhood of Carpenters and Joiners, Alaska Millwrights and Machine Erectors L.U. #1501 Anchorage, AK

JOB RELATED COURSES, CERTIFICATIONS AND QUALIFICATIONS

Business Writing Seminar 4/06

MSN Excel Seminar 9/06

UBC Millwright Marketing Seminar 8/03

UBC Goal setting Seminar 10/05

Millwright 16 Hr Health and Safety

OSHA 10

UBC Millwright Qualification

UBC Hytorq Bolting Technician

UBC Powered Industrial Forkcruck Operator

UBC Rigging Qualification

GE Gas Turbine Qualification

Aerial Lift Operator

UBC Machinery Alignment

First Aid CPR

Boom Truck 25 Ton Crane Operator

UBC Precision Optical Alignment

JOB HISTORY

ALASKA REGIONAL COUNCIL OF CARPENTERS 410 Denali St, Suite 100
Anchorage AK 99501 (907) 274-2722 06/03 to present. Starting position of Full time Council Organizer/Business Development promoted to Business Manager/ARCC Representative of Alaska Millwrights & Machine Erectors Local Union 1501. Duties include all Business Development, Recruiting, Service, Management, and Recordkeeping for Local 1501 in addition to Training Development, and ARCC tasks and duties.

MUNICIPAL LIGHT & POWER 1200 E 1st Ave Anchorage AK 99519 (907) 263-5422
1/02 to 11/02 then 12/02 to 3/03. Duties included Heavy Maintenance, Welding, Major Overhauls, Combustion Inspection, Hot Gas Path Inspections, Generator Overhaul on GE Frame 7s, Westinghouse 251 B&L, DeLaval Steam Turbine, and ancillary equipment

CHUGACH ELECTRIC, 5601 Minnesota Dr. Anchorage, AK. 99519. (907) 762-4428.
8/00 to 9/00. Overhaul of 80 Mw ABB combustion turbine at the Beluga plant.

ALASKA PETROLEUM CONTRACTORS, INC. 200 E 100th Ave. Anchorage, AK.
99515. (907) 348-4450. 7/00 to 8/00. Structural fabrication and welding for Northstar project.

BAE AUTOMATED SYSTEMS, INC. 2525 Carter Dr. Carrollton, TX. 75006. (972)389-6448. 4/00 to 6/00. Mechanical installation of conveyor systems for Northwest Airlines at Memphis International Airport in Memphis, TN.

PORTNA. 293 Plus Park Blvd. Nashville, TN. 37217. (615)361-5933. 2/00 to 3/00. Mechanical installation of Siemens conveyors for the Nashville Post Office.

OSCAR J. BOLDT CONSTRUCTION. 5570 Old Hwy 78. Memphis, TN. 38117. (901)363-1306. 1/00. Plant maintenance and upgrade of Yankee doctor and drive at Global Tissue in Memphis, TN.

ADA MAINTENANCE. 3225 Pasadena Blvd. Pasadena, TX. 77503. 12/99 to 1/00. Conversion of GE frames 5 turbines from diesel to natural gas for TVA at New Johnsonville plant.

NPS ENERGY SERVICES. 1818 Market St. Philadelphia, Pa. 19103. (215)299-8330. 10/99 to 12/99. Maintenance and upgrade of ball mill which pulverizes coal for the boilers for the steam turbines for TVA at the New Johnsonville plant.

OLDHAM CONSTRUCTION CO. 992 Stage Ave. Memphis, TN. 38127. (901)358-5000. 9/99. Maintenance of the boiler room and upgrade of screw conveyor/digester for Buckeye Consolidated in Memphis, TN.

CONTRACTORS RESOURCES INC. 1955 Sleepy Dr. Yuba City, Ca. 95991. 6/99 to 8/99. Mechanical installation of conveyors for Buschmann Inc. at Sears Logistics Center in Memphis, TN.

In the interest of brevity, I am only including these last few jobs. If needed I can supply a ten year work history which includes: welding and fabrication of conveyors, structural steel, handrails and ornamental steel, industrial maintenance, welding of heavy equipment, cabinet and furniture making, owning and operating a small business, and other odd jobs.

PERSONAL REFERENCES

MYRNA GARDNER, President and CEO of Kakivik Asset Management, LLC (907) 770-9403 www.kakivik.com

GARY RATLIFF, West Coast Area Manager of Atlantic Plant Maintenance an arm of General Electric (209) 538-0330 www.apmdelivers.com

MIKE VLAMING, President of Scarth-Lyons & Associates and Millwright Employers Association, Inc. (707) 552-6040

GLORIA O'NEILL
16551 Chasewood Lane
Anchorage, Alaska 99516-4830

(907) 793-3401 work
(907) 345-1827 home
(907) 230-0346 cell

QUALIFICATIONS

- During my tenure as President/CEO of Cook Inlet Tribal Council (CITC), the organization's annual operating budget has expanded from \$8 million to \$37 million, and from less than 70 employees to 300 staff and 50+ programs, significantly increasing resources for Alaska Native people.
- Provided vision, inspiration and leadership to multiple groups of people with diverse interests to build a unified mission.
- Implemented and promoted a paradigm shift from the concept of clients as passive recipients of services to participants who are responsible for their own lives and realize their own potential.
- Integrated a for-profit model of business and leadership into a non-profit structure while continually achieving the core mission.
- Transitioned CITC into an organization that acts as an ambassador of Native interests on a regional, statewide and national level.
- Provided leadership focusing on building innovative, fiscally sound and accountable infrastructure to create and maintain high employee morale, energy and organizational effectiveness.
- Developed a national network of business, community and political leaders.
- Recognized as a leader within the statewide Native and non-Native community.

EMPLOYMENT

President and CEO, Cook Inlet Tribal Council, Inc. Anchorage, Alaska 1998-Present

- Responsible for daily operations of organization and carrying out the corporate mission.
- Oversee 300 employees and a \$37 million dollar operating budget.
- Developed and achieved a vision for a new 75,000 square-foot multi-use community facility, the Nonprofit Services Center, which houses 4 Cook Inlet Region Inc. (CIRI) non-profits. Raised and negotiated funding and financing for the project cost of \$18 million.
- Within 6 years, increased the organization's budget by over 300 percent through competitive grant awards, creative partnerships, fundraising, establishment of for-profit enterprises, and government appropriations; with fixed assets increasing by over \$20 million.
- With CFO, initiated a shared services concept for community nonprofits to provide information technology and accounting resources to 40 local organizations managing nearly \$85 million in assets.
- Consistently achieved annual unqualified audit opinions.
- Developed effective working relationships with federal, state and local officials for contract management.
- Negotiated several significant contracts with federal, state and local governments resulting in increased revenue to the CIRI region.
- Negotiated federal legislative appropriations in excess of \$35 million which includes an annual Temporary Assistance to Needy Families (TANF) program.
- Partnered with congressional and legislative leaders through educational efforts to develop new legislation increasing opportunity and resources to the Alaska Native community.
- Testified before U.S. Congress and the Alaska State Legislature on behalf of CITC and CIRI.
- Developed operating procedures and performance standards and implemented an ethical code of conduct with the support of senior staff to professionalize the organization.
- Implemented progressive values-centered management philosophy to foster innovation and efficiency.
- Established comprehensive 5-year strategic plan reframing corporate values and operating principles.
- Built collaborative working relationship with 17-member Board of Directors resulting in a highly functional and cohesive board representing the entire Cook Inlet Region. All tribal representatives are seated for the first time since the organization's inception.

Various Positions, Cook Inlet Tribal Council, Inc. Anchorage, Alaska 1992-1998

- Held positions at increasing levels of responsibility, from operating programs to managing large divisions.
- Negotiated and implemented federal contracts to expand organizational revenues.
- Guided staff with leadership and supervision to enhance CITC's strategic mission and goals.
- Evaluated and scheduled staff development to promote upward mobility and skill development.
- Developed and implemented multimillion dollar budgets.
- Leveraged resources and utilized partnerships to maximize opportunities for the Native community.
- Coordinated the delivery of programs and services among the Cook Inlet Region, Inc., regional non-profits and related agencies to maximize resources in an efficient and professional manner.
- Developed relationships with key state and community leaders to foster collaboration and explore opportunities for additional resources.

EDUCATION

Alaska Pacific University Master of Business Administration 2000
University of Alaska Anchorage B.A. Sociology, minor in Business Administration 1996

Academic Achievements:

Member of Alpha Kappa Delta International Sociology Honor Society, 1993; Golden Key National Honor Society Award, 1993; National Dean's List 1993-1995; CIRI Foundation. Scholarship 1987 and 1992; Who's Who Recognition 1992; and, Honor Roll 1990-1991.

CURRENT BOARDS/COMMITTEES

- 2006-Present: Anchorage Community Land Trust, Board Member
- 2004-Present: Anchorage Museum of History and Art, Founder, Board Member
- 2004-Present: Enstar Community Advisory, Board Member
- 2004-Present: Mayor's Business Development Council, Board Member
- 2001-Present: U.S. Census Bureau Committee, Advisory Committee on Race and Ethnicity, appointed by U.S. Secretary of Commerce
- 2000-12/06: The Cook Inlet Housing Authority, Commissioner
- 1998-Present: Alaska Federation of Natives, Board Member

PAST BOARDS/COMMITTEE

- Anchorage Museum Association Board, Member
- University of Alaska Anchorage Advisory, Board Member
- BP Exploration Inc. Community Advisory, Board Member
- The CIRI Foundation, Board Member
- The Ronald McDonald House Charities of Western Washington, Board Member
- Alaska Native Concerns Municipal Committee, Chair

AWARDS

- 2004: Woman of Achievement from British Petroleum and YWCA of Anchorage
- 2003: Light of Hope Award from Court Appointed Special Advocates Association (CASA)
- 2001: Athena Society Member from the Anchorage Chamber of Commerce for outstanding leadership, excellence and dedication to promoting women in business
- 2000: President's Environmental Award from the U.S. Environmental Protection Agency
- 1998: Top Forty Under 40 from the Alaska Journal of Commerce
- 1998: Participated in Leadership Anchorage



Janet L. Waldron, PHR

Over 10 years progressive human resources and benefits experience in the insurance and oil industries

Janet currently is the Director of Human Resources for Harbor Enterprises, Inc. dba Petro Marine Services, the largest private petroleum distribution firm in Alaska, employing 250 employees in locations throughout Alaska and Canada. Janet received her certification as a Professional in Human Resources (PHR) in 2000 and is the current Alaska State Council Director for the Society for Human Resource Management (SHRM). She has also served in various board capacities for the Anchorage SHRM Chapter including President in 2004. During her varied 10 year HR career, Janet has spent a significant amount of time in the Employee Benefit arena as well as HR Management in the oil industry and the insurance field. In 2004 she was the recipient of Alaska's Top 40 Under 40 Award recognizing outstanding up-and-coming business professionals in the state. In 2003 Janet was appointed by the Mayor of Anchorage to head the Employee Relations Committee tasked with auditing the city's HR Department and transitioning the organization to the new government team. She also was awarded with a National Pinnacle Award from SHRM by co-authoring a Human Resources Ethics game. She is a popular business speaker in Alaska and is a published author for various professional publications including a recent feature in the Anchorage Daily News where she discussed ethics in Human Resources.

Education:

University of Alaska - Pursuing BA in Journalism, minor in HR management & Sociology 112 credits completed graduation expected eventually (124 total credits required, currently pursuing...)

HR Employment:

January 2004 - present, Director of Human Resources, Harbor Enterprises, Inc. DBA Petro Marine Services, Alaska Oil Sales and North 60° Petroleum. Responsible for managing and directing all human resource functions for all companies owned and operated by Harbor Enterprises, Inc. Facilities include 11 large fuel bulk plants in the U.S. and Canada, 7 gas stations with C-stores, 8 fuel marina docks and 11 home heating fuel delivery operations. Provides oversight of HR issues for 250 U.S. employees and 35 represented union employees in Canada. Responsible for strategic Human Capital Management, personnel cost management, benefit cost containment, worker's compensation management and trend analysis. Leads all company HR related investigations and represents company on any Department of Labor cases (federal or state). Responsible for managing union issues in Canadian locations including grievances, arbitration and negotiating union contract. Manages all HR administration including designing job descriptions, salary classifications, salary ranges, employee manual, HR policies, Affirmative Action Plans, D.O.T. requirements, drug testing, training, etc. Responsible for supervision of HR department staff. Significant Achievements: Created federally compliant Affirmative Action Plan. Significant Experience: Have gained international experience establishing sound HR procedures and

programs in Canada. Also have gained union experience with Canadian Teamsters unionized employees including grievance management, arbitration, benefit management and contract negotiations.

January 2002 – January 2004, Employee Benefits Consultant, Marsh USA – Responsible for advising clients on all of their Employee Benefit needs. Primary Consultant for 20 clients including municipalities, native corporations, private businesses and non-profits. Provided advice on plan design, funding options, FMLA compliance, HIPAA compliance, ERISA compliance and COBRA. Advised and assisted HR managers with claims issues, enrollment, employee education and day-to-day management of their benefit programs. Served as liaison between insurance carriers and client HR staff. Problem solved, researched and negotiated on behalf of clients. Conducted employee enrollment meetings on behalf of clients and created all communication pieces for their benefit plans. Maintained an active Alaska Life Lines License with the Division of Insurance and maintained expertise in all areas of Employee Benefit management. Significant Achievements: Was subject matter expert and company spokesman on HIPAA Administrative Simplification compliance, developed templates for clients and conducted comprehensive workshops and public speaking engagements. Co-designed large association health plan for the non-profit community of Alaska. Recognized as subject matter expert on Alaska employee benefit issues and was asked to attend legislative meetings in Juneau in March 2003 to answer questions from House and Senate speakers on proposed legislation, and called on by Representatives to assist in educating them on benefit trends affecting Alaska employers. Significant Experience: Vast and varied exposure to all different types of benefit plans and management challenges. Significant budget projection exposure including complex analysis of healthcare trends, threshold tolerance projections, utilization reviews, etc

June 1999 – January 2002 Lead HR Manager, Chugach North Technical Services – Direct report to General Manager. Responsible for management of two HR managers in two different cities. Lead investigator for all critical or high-level HR issues in the Fairbanks, Valdez and Anchorage business units. Directly accountable for management of the Alyeska Pipeline contract. Responsible for the daily supervision of 100 contract employees assigned to work at the Trans Alaska Pipeline Marine Terminal in Valdez. Duties included: recruitment and placement, performance appraisals, disciplinary actions, investigations and conflict resolution, training and team building, strategic planning, organizational development, and budget management. Advised and counseled managers on employee relations and managing conflicts and HR issues. Accountable for developing recruitment strategies, benefit packages, and policies in compliance with Alaska employment laws, EEOC and CNTS's Affirmative Action Plan and diversity goals. Also responsible for managing the CNTS external Valdez office including managing staff, budgets and maintaining a professional, profitable, highly visible profitable business. Significant Contributions: Effectively mediated union organization attempt and was the main conduit between management & employees in re-establishing a healthy and trustworthy union-free environment. Significant Experience: Conducted several difficult investigations including sexual harassment cases, workplace violence assault, whistleblower incident, computer misuse cases, hostile workplace investigation, alcohol misuse, embezzlement case and numerous employee conflict and performance cases. Restructured salary grades and range scales. Successfully maintained a positive and healthy working relationship with both former company owners and new business owners in an intense disputed acquisition.

March 1997 – June 1999 Administrative (Temporary Assignment) Chugach North Technical Services. Temporary assignments – project based at Alyeska Pipeline Service Company Valdez Terminal. Positions ranged from Human Resources to Safety, Risk Management and general office tasks. Performed a variety of business management assignments on temporary requisitions through Alyeska Pipeline.

October 1989 – March 1997 Business Owner / Insurance Agent / Consultant. In-House consultant for various employers and owned and operated a successful, full-line insurance agency; responsibilities included 80% HR functions and 20% administrative and insurance duties. Supervised one staff employee and accountable for complex management decisions. Sold all insurance products ranging from individual auto policies to commercial 401K plans. Handled all claim activity and accountable for all field

underwriting. In charge of policy upgrades and termination decisions. Managed all policyholder complaints and resolutions. Served as client advocate, company liaison and negotiator for conflict resolutions. Responsible for financial management including balancing the budget and retaining bonds for management of policy monies. Investigated fraud cases, testified in court and assisted the prosecution of fraud cases on behalf of owner companies. Maintained current expertise in: Alaska insurance law, compensation & benefits management, estate planning, money management, risk analysis, preventative maintenance and all lines of insurance consulting.

HR Certifications / licenses:

PHR Certified by the Society for Human Resources Management June 2000, re-certified through 2006
State of Alaska Producer License for Employee Benefits (Life lines & Health)

HR Appointments:

2003 Appointed as Chairman of Employee Relations Team of Mayor Begich's Transition Team for the Municipality of Anchorage tasked with reviewing and auditing the HR Department

HR Volunteer Activities:

2004 Anchorage Society of Human Resources Management - President
2003 Anchorage Society of Human Resources Management - President-Elect
2003 Alaska State Council (SHRM) Legislative Director
2003 Alaska Health Underwriters Association Legislative Analyst / Lobbyist
2003 Author of "Healthcare Costs... Why are they going up, Up, UP?!" Published in several HR e-zines and corporate newsletters including "HR Issues For The Maine Employer."
2003 Employee Benefits Subject Matter Expert - Alaska State Affordable Healthcare Committee - Assisting State Representatives Cissna & Heinz & Rokeberg working on House Bill 10
2003 Keynote Speaker - American Payroll Association - Alaska Statewide Conference topic: HIPAA
2003 Instructor for Alaska Business Seminars Employment Law courses - Benefits & HIPAA modules
2003 Employee Benefits Instructor for SHRM study group for PHR and SPHR certification
2002 Pinnacle Award recipient (SHRM) - creator of HR & Order program (6 winners internationally)
2002 Board Member of SHRM Anchorage Chapter (ASHRM)- Awards and Recognition Chair
2002 Co-Chair HR & Order Team, ASHRM program to promote peer discussions
2002 ASHRM Public Relations Committee member & Membership Committee member
2002 SHRM regular contributor/advisor on Benefits & Compensation HR Discussion Web Board
2001 Chairman of Prince William Sound Human Resources Advisory Council
2001 Junior Achievement instructor for job skills and work readiness

Community Activities:

2003 - See HR Volunteer Activities above
2001 Chairman / Event Planner - Advocates for Victims of Violence Women's Safe Shelter Project (successfully raised over 30k at event...in Valdez!)
2000 Co-Chair / Event Planner - Advocates for Victims of Violence Women's Safe Shelter Project (successfully raised over 30k at event ...in Valdez!)
1997 - 1999 Director of Valdez Safety Fair, now an annual Valdez City event including vendors, Bike Safety Rodeo, school presentations and week long seminars and events. Now sponsored and organized by the City of Valdez annually.
1998-2001 Annual Guest Speaker (Humorist) Valdez Ladies Christmas Tea
1996 - 2001 Head Rifle Coach & Founder of Valdez Junior Rifle Club
2000- 2001 Goldrush Celebration Team Lead - Hoosgow & Triple Dog Dare Ya Game Night
1994 - 2000 Chairman / Event Planner Valdez Community Valentine Banquet
2001 NRA Alaska State Banquet - Guest Speaker and Guest of Honor
1998 - 2001 City of Valdez Community Volunteer - GOLD, Parks & Recreation
1999 - 2001 Republican Party of Valdez Volunteer

Special Accomplishments:

October 2004 Awarded Top 40 Under 40 Alaska Award by Alaska Journal of Commerce recognizing up and coming business professionals in the state

May 2004 - Published Author. Genre: Humor, title: Been There, Survived That

January 2001 - Published Author. Genre: Humor, title: Adventures in Romance

1986 National Silver Medallist - Air Rifle - All Around Aggregate (Crossman National Air Rifle Championships)

1986 National Gold Medallist - Standing position, Air Rifle (Crossman National Air Rifle Championships)

1987 - 1990 Scholarship recipient & competitive team member UAF Rifle Team, 1990 NCAA Champions

References:

Carol Ann & Dale Lindsey, Owners Harbor Enterprises, Inc.

Relation: Employer Contact number: (907) 224-3190

Cheryl J. Beckham, Senior Vice President of Administration for Harbor Enterprises, Inc.

Relation: Supervisor Contact number: (907) 224-3190

Kathy LaForest, SPHR: Alyeska Pipeline Service Company - HR Generalist & Contract Steward

Relation: Former Contract Steward Contact number: (907) 278-1511

Ron Frazee, SPHR - Owner of Westaffing, Senior HR Professional

Relation: Former Supervisor Contact number: (907) 646-2282

Lisa Derrickson, SPHR - Federal Human Resources Officer - Department of the State currently stationed in Sudan. Relation: HR Peer for over 6 years Contact: lisaderrickson@hotmail.com

William K. Williams
P.O. Box 6374
Ketchikan, AK 99901

204

Home: 225-5246

Call: 225-8535

• Political and Government Positions •

- Alaska House of Representatives, 1993-2004
- Western Legislative Forestry Task Force, 1993-2004
- Co-Chair, House Finance Committee, 2000-2004
- Member, House Finance Committee, 1999-2000
- National Conference of State Legislatures, 1990-2000
- Chairman, House Transportation Committee, 1997-1998
- Chairman, House Resources Committee, 1993-1996
- Western States Coalition, 1993-1996
- Mayor, City of Saxman, 1976-1983
- Saxman City Council, 1972-1993

• Business and Professional Positions •

- 1964 - Present **International Longshoremen & Warehousemen Union,** Ketchikan, Alaska. Positions/Officer ship Held: Walking Boss, Dispatcher, Assistant Dispatcher, Secretary, Treasurer, Negotiation Team For Two Successful Different Contracts.
- 1973 - 1993 **Cape Fox Corporation,** Saxman, Alaska. Positions Held: President, Chief Executive Officer, Executive Vice President, and Board Member.
Projects: Land Selections; Real Estate Management; Timber Contracts; Sales; Roads; Timber Harvesting; Successfully Negotiated Contracts; Instrumental in the Construction of Cape Fox Headquarters, Cape Fox Hotel, and Negotiations of Hotel Management; Negotiated Net Operating Losses and Sales; Established Non-Profit branch for Cape Fox Corporation (K & T Corporation)
- 1973 - 1990 President/Chief Executive Officer. Successfully contributed to the financial well being of the Native Village Corporation and helped develop and maintain Cape Fox Corporation financial stability. Helped establish Permanent Fund Program for Cape Fox shareholders.

• Service Organization(s) Membership •

- ✓ Alaska Native Brotherhood
- ✓ Saxman Tlingit & Haida
- ✓ Former Board Member, Southern Southeast Regional Aquaculture Association.
- ✓ Former Chairman, Southeast Alaska Presidents Association, a group comprised of representatives from twelve village corporations.

• Education •

High School - Ketchikan High School, 1958-1962.

• Strengths •

- ◆ Extensive experience working individually or as part of a team.
- ◆ Ability to foster team building.
- ◆ Possess Consensus Building skills.
- ◆ Excellent Negotiating Skills.
- ◆ Excellent Listening Skills.
- ◆ Experience and ability to make firm decisions after exploring different aspects of issues.
- ◆ Enjoy working with people.

• Hobbies and Special Interests •

Sports, fishing, reading history, volunteer youth basketball coach & referee, working for the future of Alaska.

CITY OF GUSTAVUS

P.O. BOX 1 • GUSTAVUS, ALASKA 99826 • 907-697-2451 • 907-697-2136 FAX

March 1, 2007

**Senator Johnny Ellis
State Capitol, Room 9
Juneau, Alaska 99801-1182**

Dear Senator Ellis:

It has come to our attention that Ms. Shirley Gifford is appearing before the Senate Labor and Commerce Committee on March 1, 2007, for consideration of reappointment to the Alcohol Beverage Control Board. Given that the City of Gustavus has appeared before that body twice in the past 4 months we are in an excellent position to offer our wholehearted endorsement of Ms. Gifford to that position.

Without going into burdensome details, the City of Gustavus, in September 2006 – at that point having been incorporated as a second class city for a little over 17 months – was notified that an application for a package liquor store license had been filed with the ABC Board to open a first-ever package liquor store in our small community. There ensued a 5 month period during which the young Gustavus City Council began an intense period of learning, consulting repeatedly with the ABC Director and his staff as to what our responsibility was in the matter, what differences exist between the different kinds of liquor licenses, what the ABC issuance and appeal process is, and on and on. We also received an overwhelming amount of public comment on the matter, the majority of it weighing in strongly against issuance of a license. The fundamental concerns we heard is that Gustavus lacks law enforcement and we do not have adequate health care to deal with the effects that increased access to alcohol might have. To complicate matters, one of our City Council members (our Mayor) currently holds a beer and wine license as owner of one of our local lodges, and another council member had announced intentions to apply in the future for a similar license for his restaurant business. So we had to navigate through that tangle of potential conflicts versus our obligations as elected officials, and through repeated consultation with the ABC staff we felt we had the issues resolved. Boy, were we ever wrong. In February 2006 the Gustavus City Council voted to protest issuance of the package liquor store license. However, given the intense public interest in the matter we also felt that the matter could best be decided by our citizens through a local option election.

At their April 2006 meeting the ABC Board voted to table a decision on issuance of the license, with concurrence of the applicants, pending the outcome of the local option election. In the meantime several citizens took it upon themselves to initiate the local option petition process. Utilizing printed material provided by the ABC Director, and in

consultation with him, they followed the procedures necessary to have the local option election placed on the October ballot. ~~As it turned out, the information provided by ABC was dated and out of compliance with State law.~~ The application was nullified upon review at the State level, and the matter did not appear on the October ballot. Our citizens were denied their say in the matter, and the Gustavus City Council has borne the brunt of the criticism since.

At their November 19, 2006, the ABC Board voted 3-2 to deny the Gustavus City Council protest on the grounds that the Council was arbitrary, capricious and unreasonable. The basis of that decision was that three of the Council members were conflicted based on the fact that one held a liquor license, one intended to apply for one, and one was related to the one who intended to apply for one. Ms. Gifford voted to support our protest, and in her argument displayed a complete understanding of the role of ABC Board and the Gustavus City Council in this matter.

The Gustavus City Council in January, 2007 asked for reconsideration of the ABC Board decision, and we were granted a hearing on February 21 of last week. Again, the ABC Board voted 3-2 to find the Gustavus City Council arbitrary, capricious and unreasonable. Again, Ms. Gifford voted to support the protest of the City of Gustavus, and in her comments displayed not just an understanding of the role of the ABC Board in this matter, but also the difficulty of administering municipal government in rural Alaska. So, it is without hesitation that we encourage you to appoint Ms. Gifford to the ABC Board. Alaska will be well served.

We will also use this opportunity to advise the Senate Labor and Commerce Committee that it is our experienced opinion that the ABC Board has failed the citizens of Alaska in its decision regarding the City of Gustavus. Though we do not find fault with any individuals currently on the board or staff, we encourage your committee to open an investigation of the ABC Board to resolve the following issues:

1. It is our opinion that the ABC Board does not understand its role as it relates to municipal government. In our case we feel the ABC Board ignored the advice of their legal counsel, discarded the position of the Gustavus City Council on minor technicalities, and in so doing superseded our responsibility and authority.
2. It is our opinion that the ABC Board does not understand the differences between the different liquor licenses issued by the State, how those licenses relate to one another, nor of the social consequences that flow from them.
3. It is our opinion that there are some inconsistencies, or at least puzzlements, in how ABC Board meetings are run. A case in point occurred at the February 21 meeting when Board member Mr. Billy Andrews voted "Yes" to not reconsider the Gustavus protest, and ABC Director Mr. Doug Griffin was immediately heard blurting out "No". This seems an unusual procedural protocol and we would like an explanation as to what purpose it serves. If it is not a part of an established procedure, or has no purpose, then we will offer that from our vantage point it appeared that Mr. Andrews perhaps did not understand the

complexity of the motion and voted incorrectly, and that Mr. Griffins "No" was an inadvertent expression of a mistaken vote. We believe we deserve an explanation.

4. It is our opinion that any ABC Board member has an obligation to express a reason why they are voting a certain way. Case in point: at the November 19, 2006 hearing ABC Board member Mr. Billy Andrews voted to support the Gustavus protest, clearly stating the need to support the role of local government in the matter. However, at the February 21 meeting he asked no questions and made no statement, but voted against local government without the slightest indication as to why. We are left to wonder what changed, and given the importance of this issue in this matter we believe we deserve an explanation.
5. It is our opinion that the ABC Director and his staff, though sincere, respectful and in every way seemingly competent, have proven inadequately prepared to serve the purposes for which they have been hired. The faulty local option information which they provided us and which has caused us such grief is a case in point. Though we painfully accept our failure to serve our constituents in this matter, we very much believe our failure is directly a product of the system, and that the system is clearly in need of repair.

We do not ask this committee to intervene in any way in the issuance of a package liquor store license in Gustavus. Our dogged citizens are again initiating a local option petition, this time in consultation with the Department of Community Advocacy, so whether or not Gustavus will have a package liquor store may ultimately be decided by the voters. We ask that you take our request regarding investigation of the ABC Board into consideration. And please, do reappoint Ms. Shirley Gifford to the ABC Board.

Sincerely,



Sandi Marchbanks
Mayor, City of Gustavus

Cc: Senator Lyman Hoffinan
Senator Albert Kookesh
Representative Bill Thomas
Mr. Doug Griffin, Alcohol Beverage Control Board

City Asks ABC Board for Reconsideration on Package Store Ruling

In a letter dated January 11, the Gustavus City Council asked the Alcohol Beverage Control (ABC) Board to reconsider its decision which declared the city's protest of the Snug Harbor package store application arbitrary, capricious and unreasonable. The seventeen page letter rebuts comments made in the meeting concerning the City's process and the perceived conflict of interest of some council members.

According to the City's letter, there was a great deal of public comment. They assert that comment was taken on the matter from the time that the City Council became aware of the Snug Harbor application, and occurred at the general meetings in October, November and December of 2005. However, the City was not notified by the ABC Board that Snug Harbor had applied for the license until January 6, 2006. Until that time, the City Council had no basis for action. Procedure allows sixty days from notification to take action. The matter was placed on the agenda for the City Council General Meeting on February 9, 2006 when it was decided in a 6-1 vote to protest the application. The ABC Board was notified of the vote in a letter dated February 14, 2006.

The January 11 letter regarding reconsideration addresses the issue of conflict of interest of council members at length. It states, "conflict of interest applies if a Council member has personal (or family) 'substantial financial interest' in a matter that could be affected by a decision they make in the course of their official duties". It points out that council member have 'an affirmative obligation to vote on all matters that come before the body'. Two council member had, or planned to have, a restaurant or eating place license. In each instance, the letter states, 'food is the primary item being sold and alcohol is offered as an item on the menu and intended to be consumed on the premises with a meal'. In neither case, the letter states, was there 'substantial financial interest'. Neither Glacier Bay Country Inn, nor the Homeshore Café were believed to be in competition with a package liquor store according to the letter.

The January 11 letter also clarifies the City's attempts to place the package store issue on the October, 2006 ballot. It points to the erroneous, outdated information that was given to the petitioners by the ABC office staff, which led to the petition not being approved for the ballot. "We bring this to your attention and invite ABC to share a significant part in this failure," the letter states.

The two basic issues which the council members found significant to the issue when voting to protest, according to the January 11 letter, were lack of law enforcement and lack of adequate health care in Gustavus.

Doug Griffin, Director of the ABC Board, said that the City's letter contains "significant additional information" that the board did not have at the November 29 meeting when their decision was made. According to Griffin, the board usually supports requests for reconsideration made by municipalities. He said that the city had "prepared a nice packet of material".

The request for reconsideration will be taken up by the ABC Board at their February 21 public meeting in Juneau. The meeting will be held at 9:00 am in Court Room D of the Dimond Court Building. Information on teleconferencing the meeting can be obtained by calling the ABC Board office at 907-269-0350. According to Griffin, there will be a public comment period at the meeting.

Library News

Gustavus Public Library is celebrating ten years in our "new" location. Join us in our year-long celebration! Here are some of the upcoming events and activities:

Community Cookbook: It's time for a new community cookbook, and a group of library volunteers is going to make it happen this year. Send us your recipes! Drop them off at the library, or email them to us at librarian@gustavus.lib.ak by February 16.

Read Any Good Bricks Lately? Round II: Here's a new chance to be "hid in stone" in the library sunroom if you missed the first round ten years ago. Buy a brick for \$100 (individual) or \$250 (business). We will be taking orders until September.

The Cookbook and Brick fundraisers will help raise funds to improve YOUR library!

February 10th: Knitting and Needlework show. Demonstrations, refreshments, fun! More shows, workshops and demonstrations are being planned—we would love to hear your ideas!

February 14th: Valentine story hour 10:30. Stories and treats.

Spanish Study Group. Mondays 7:00-8:00 All levels—beginners welcome (we'll see who shows up and go from there)

Friday Night at the Library programs. Topics to be announced. Bring us your ideas!

Patron of the Month for February: Linnea Lentfer

The Library Board is seeking new members! Please consider serving. The next meeting will be Thursday Feb. 8th at 1:00 in the library.

Bear Track Mercantile

Your General Store Since 1983

10% off your groceries
with this coupon

Winter Hours

Mon thru Sat 11 am to 5:30 pm

Deli Hours Thurs - Fri Sat 11 am - 5 pm

Store: 697-2358 Deli: 697-2352

PETERSBURG - WRANGELL INSURANCE CENTER



P.O. Box 529
Petersburg, Alaska 99833
(907) 772-3234
www.p-wins.com



Q: "What happens if I am a victim of a hit and run accident? Do I have any coverages on my auto policy?"

A: Your uninsured/underinsured motorist coverage will protect you up to the limits purchased on the policy after the deductible has been met.

Sarah Holmgren
(907) 772-3858

Shirley A. Gifford

309 W. Rockwell Avenue
Soldotna, Alaska 99669

4-8-05

August 29, 2005

Desired Position

Member of Governor Murkowski's Council overseeing the Alcoholic Beverage Control Board.

Education

- | | |
|--------------------------------------|---|
| January 6, 1991 to
March 22, 1991 | Certification, FBI National Academy, Quantico, Virginia
Leadership Course for Police Command |
| October 1977 to
December 1977 | Certification (Valedictorian)
Anchorage Police Department Training Academy |
| April 1975 to
June 1975 | Certification (President)
Mid-Michigan Law Enforcement Training Academy |
| September 1972 to
June 1974 | Bachelor of Science Degree (With Honor) in Criminal Justice
Michigan State University |
| September 1970 to
June 1972 | Associates Degree in Liberal Arts
Lansing Community College |
| September 1966 to
June 1970 | Diploma
Eaton Rapids High School, Michigan |

Awards and Certificates

Basic, Intermediate and Advanced Certificates through the
Alaska Police Standards Council

- | | |
|------|---|
| 2003 | "Breaking the Glass Ceiling" award from the National Center for Women in Policing |
| 2003 | Devotion to Excellence in Education, "Golden Apple" award, nominated by the Kenai Borough Peninsula School District and presented by the KPBSD School Board |
| 1999 | Professional Excellence Award through the Soldotna Chamber of Commerce |
| 1996 | Resolution by the Anchorage Municipal Assembly for Outstanding Service |
| 1993 | Resolution by the Anchorage Municipal Assembly for Excellence in Policing |

1990 Alaska Peace Officers Association Member of the Year

Awards and Certificates (con't.)

1988 Alaska Peace Officers Association Member of the Year

1987 Resolution by Anchorage Municipal Assembly
Reaching a Milestone for the Promotion of Women

1986 Certificate of Recognition from the Anchorage Police Department for
Exemplary Conduct and Excellence in Police Performance

1985 Civic Achievement Award, Anchorage Police Department for
Exemplary Conduct and Excellence in Performance of Civic Responsibilities

Employment/Positions Held

GIFFORD CONSULTING AND TRAINING

April/June 2005 Trained "Reacting Quickly to and Positively Toward Crucial Conversations" to 75 statewide supervisors in the Alaska State Trooper in their First Line Supervisor Conference. 3-two and one half hour classes.

May 2, 2005 Facilitated a Kenai/Soldotna area community meeting on "Covering the Uninsured."

March 2005 Trained "Excellence in Service-Fulfilling Your Promise" to 55 Alaska State Trooper supervisors, troopers, and support staff in the Soldotna Post. 4-one day classes.

March 28, 2005 Trained "Reacting Quickly to and Positively Toward Crucial Conversations" to Kenaitze Indian Tribe Head Start supervisors, teachers and staff.

January 17, 2005 Facilitated a one-day retreat for the Kenaitze Indian Tribe Head Start supervisors.

December 8, 2004 to December 26, 2004 On contract with the City of Fairbanks for police department internal investigation.

August/October 2004 On contract with the City of Soldotna as presiding member for a General Review Board for an internal investigation for the police department.

May 15, 2004 to December 31, 2004 On contract with the City of Nome to provide consulting services to the Chief of Police.

February 2, 2004 to May 1, 2004 and May 10, 2004 to

CITY OF NOME
NOME POLICE DEPARTMENT
Interim Chief of Police

May 15, 2004

August 1, 1997 to
August 1, 2003

CITY OF SOLDOTNA
SOLDOTNA POLICE DEPARTMENT
Chief of Police

April 13, 1977 to
July 10, 1997

MUNICIPALITY OF ANCHORAGE
ANCHORAGE POLICE DEPARTMENT

5/1995 to 7/1997

Captain, Detective Division

1992 to 1995

Captain, Patrol Division

1991 to 1992

Captain, Technical Services Division

1990 to 1991

Lieutenant, Person Crimes Section/Detective Division

1988 to 1990

Lieutenant, Property Crimes Section/Detective Division

1987 to 1988

Lieutenant, Training/Staff Services Division

1985 to 1987

Sergeant, Burglary-Theft Unit/Detective Division

1983 to 1985

Corporal, Burglary Unit/Detective Division

1982 to 1983

Investigator, Burglary Unit/Detective Division

1979 to 1982

Investigator, Hit and Run Unit, Traffic Section/Patrol Division

1978 to 1979

Officer, Traffic Detail, Traffic Section/Patrol Division

1977 to 1978

Officer, Patrol/Patrol Division

1974 to 1976

INGHAM COUNTY SHERIFFS DEPARTMENT
MERIDIAN TOWNSHIP POLICE DEPARTMENT

1975 to 1976

Deputy Sheriff

1974 to 1975

Clerk/Typist

Professional Associations

CENTRAL PENINSULA GENERAL HOSPITAL

Dec. 2003 to Present

Member of the Executive Board

ALASKA POLICE STANDARDS COUNCIL

2001 to 2003

Member

CENTER FOR MEDIATION AND COMMUNITY DIALOGUE

2001 to 2002

Member of the founding and development group

2002 to Present

President of the Governing Body

CENTRAL PENINSULA COUNSELING SERVICE

2002 to 2003

Member of the Executive Board

SOLDOTNA HIGH SCHOOL SITE BASED DECISION MAKING COUNCIL

2001 to 2003 President

AFTER THE BELL (after school development program in Soldotna)

2002 to 2004 Member of the Advisory Council

KENAI PENINSULA YOUTH COURT

2002 to Present Member of the Executive Board

NATIONAL ASSOCIATION OF WOMEN LAW ENFORCEMENT EXECUTIVES

2001 to 2004 Member

VIOLENCE AGAINST WOMEN ACT IMPLEMENTATION PLANNING COMMITTEE

1995 to 2000 Co-Chair, Law Enforcement Component, writing and administering Federal Grant

MULTI-JURISDICTIONAL TASK FORCE for the Byrne Memorial Drug Enforcement Grant

1997 to 2003 Project Coordinator for the Kenai Peninsula, population 55,000

TASK FORCE ON SEXUAL ASSAULT AND DOMESTIC VIOLENCE

1997 to 2003 Member, Central Kenai Peninsula

SEXUAL ASSAULT TASK FORCE STEERING COMMITTEE

1997 to Present Member, Central Kenai Peninsula

LOCAL EMERGENCY PLANNING COMMITTEE

1997 to 2003 Member, Kenai Peninsula

JUVENILE DETENTION FACILITY COMMITTEE

1999 to 2001 Member, Kenai Peninsula

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

1981 to Present Life Member

1996 to 1998 Coordinator, Annual Training Conference

1983 to 1985 Coordinator, Annual Training Conference

NATIONAL ASSOCIATION FOR FEMALE EXECUTIVES

1985 to 1993 Member

ALASKA WOMENS RESOURCE CENTER

1997 Member of the Board of Directors

1995 to 1997 Member

NATIONAL COMMITTEE ON THE PREVENTION OF CHILD ABUSE

1995 to 1996 Alaska Chapter/Steering Committee Member

	PARENT TEACHER ASSOCIATION, GLADYS WOOD ELEMENTARY
1994 to 1995	Vice President
	ALASKA PEACE OFFICERS ASSOCIATION
1997 to Present	Life Member
1986 to 1997	Member
1990 to 1991	Past President
1988 to 1990	President
1986 to 1988	Vice President
	FBI NATIONAL ACADEMY ASSOCIATES
1998 to 2002	Vice President, South Central Region
1991 to Present	Member
1992 to 1993	Secretary/Treasurer
	INTERNATIONAL ASSOCIATION OF CHIEF OF POLICE
1988 to Present	Member
	ALASKA ASSOCIATION OF CHIEFS OF POLICE
2002 to 2003	Vice President
1988 to 2003	Member
1996 to 1998	Treasurer
	ANCHORAGE TASK FORCE ON SEXUAL ASSAULT
1991 to 1997	Member
1992 to 1996	Co-Chair
	ANCHORAGE DOMESTIC VIOLENCE COMMITTEE
1988 to 1993	Chair

Background in Organizing and Presenting

Numerous presentations before such groups as the Rotary, Anchorage Women in Law, Kenai Peninsula Bar Association, Chamber of Commerce, Healthy Family/Healthy Community, Girl Scouts, Women's Conferences, Youth Court, as well as in the Schools and University in Anchorage and Soldotna on such subjects as domestic violence, sexual assault, law enforcement as a career, juvenile detention/assessment, professionalism and leadership, and communications.

2001 to 2005 Professionalism, Leadership and Communication Seminars for the following groups:

Alaska State Troopers Administrative Support Staff
Soldotna Police Department
City of Soldotna - all employees
Community members in Soldotna and Kenai

Anchorage Police Department Detective Division
Peninsula Clarion Newspaper staff
Kenaitze Tribe Head Start staff
Community members, City of Nome employees and Police Department staff
Kenaitze Indian Tribe, Head Start Program Supervisors
Alaska State Trooper Supervisors
Alaska State Trooper Supervisors, Troopers and Support Staff/Soldotna Post

May 2, 2005 **Facilitated "Community Forum for the Peninsula - Cover the Uninsured Week."**

May 12, 2004 **Instructed "Becoming a Member of the Child Protection Team" and "Going Home with the Vision and the Tools to Succeed" - Conference held for Alaska Natives from surrounding villages starting Child Protection Teams sponsored by Kaweruk Tribal Council held in Unalakleet.**

April 1, 2003 **Presented "Public Information Planning for Disasters" before the Kenai Peninsula Borough Assembly**

March 20, 2003 **Presented "Public Information Planning for Disasters" before the Soldotna Rotary Club**

August 2001 and 2002 **Instructor at the K-Beach Elementary School In-Service on School Violence**

August 2000 **Instructor at the Kenai Peninsula School District In-Service on School Violence**

May 2000 **Instructor at the Soldotna High School In-Service on School Violence**

March 2000 **Instructor for teachers of the Kenai Peninsula School District on the Role of Law Enforcement**

February 2000 **Instructor at the Skyview High School Government Classes**

April 1999 **Instructor for Career Day at the Soldotna High School**

February 1999 **Instructor at the Skyview High School Government Classes**

April 1998 **Instructor at the Soldotna High School Government Classes**

November 1997 **Instructor at the Soldotna High School Government Classes**

1995 to 1999 **Training Committee for the FBI National Academy Associates - organized re-training sessions once a year**

1982 to 1997 **Instructor at the Anchorage Police Department Training Academy**

1991 to 1992 **Taught/Organized Criminal Investigations for 2 semesters at the University of Alaska Anchorage**

1987 to 1991 **Chaired the Educational Incentive Committee for the Anchorage Police Department**

1987 to 1988 **Lieutenant in charge of training for the Anchorage Police Department**

1988 **Coordinated a 2-week Homicide Investigations Seminar**

1989 **Coordinated a 2-week Major Crimes Investigations Seminar**

1986 **Coordinated a joint conference of the Alaska Peace Officers Association and the Northwest Region of the FBI National Academy Associates**

1987 **Coordinated a joint conference of the Alaska Peace Officers Association and the Forensic Scientists Association**

Featured In

"Women in Law Enforcement Careers, A Guide for Preparing and Succeeding," Vivian B. Lord and Kenneth J. Peak, Pearson Prentice Hall, 2005.

Soldotna Progress Days Parade, selected as the Grand Marshall by the Soldotna Chamber of Commerce.

"Women Police: Portraits of Success," Patricia Lunneborg, iUniverse, Inc. 2004.

Training Received

August 22, 2005	"Spark Your Success: Ten Practical Tools for Personal, Professional, and Business Success." Kenai, Alaska
January 25-28, 2005	Governance and Leadership Conference, Phoenix, Arizona
December 5-9, 2004	Executive Development Seminar, Alaska Association of Chiefs of Police and FBI National Academy Associates
October 22-25, 2003	Annual Planetree Alliance Conference (in relation to work as a Hospital Board member)
April 22-26, 2003	National Center for Women & Policing Leadership Development Conference
December 9-13, 2002	Executive Development Seminar, Alaska Association of Chiefs of Police and FBI National Academy Associates
October 22-26, 2002	Association for Crime Scene Reconstruction Conference
August 8-11, 2002	National Association of Women Law Enforcement Executives Organizational Leadership Conference - "Managing Change"
May 13-17, 2002	National Institute of Ethics Instructor Certification
December 11-14, 2001	Executive Development Seminar, Alaska Association of Chiefs of Police and FBI National Academy Associates
October 3-5, 2001	International Association of Bloodstain Pattern Analysts Annual Conference
April 17-18, 2001	School Violence Training in Anchorage
December 13-15, 2000	FBI National Academy Associates Annual Training
December 2-5, 2000	Police Executive Research Forum's Problem Oriented Policing Conference
October 4-5, 2000	Incident Command System for Executives and Organization and Staffing
December 15-17, 1999	FBI National Academy Associates Annual Training - "Preventing Violence in Public Facilities"
November 16-19, 1999	Crime Scene Processing
October 11-15, 1999	Executive Management Training, Alaska Association of Chiefs of Police
September 28-29, 1999	STOP Domestic Violence Seminar
May 17-18, 1999	Alaska Rural Domestic Violence and Child Abuse Workshop
December 1997	FBI National Academy Associates Annual Training

November 18-20, 1997	Emergency Management Training
May 7-9, 1997	Gang Seminar
April 17-18, 1997	Violence in the Family
April 8-9, 1997	Domestic Violence for Law Enforcement
March 8-11, 1997	National Center for Women in Policing, Police Leadership for the 21st Century: Women Implementing Change
February 4-5, 1997	Community Based Policing/Problem Solving
December 13, 1996	Community Oriented Policing
December 10, 1996	Workshop on Problem Solving
December 4-6, 1996	Critical Incident Stress Debriefing, Law Enforcement Technology
November 8-11, 1996	National District Attorney's Conference on Domestic Violence
Sept. 30 - Oct. 4, 1996	SART/SANE Training (Sexual Assault Response Team/Sexual Assault Nurse Examiner)
March 20, 1996	Miranda and the Interview
February 22, 1995	Core Values
October 17, 1995	Gang Seminar
May 8-12, 1995	Alaska Peace Officers Association/Northwest Association of Forensic Scientists Seminar
January 24-28, 1995	American Society of Law Enforcement Trainers Seminar
April 25-27, 1994	In-Service Training - CPR, Defensive Tactics, Policies and Procedures
January 21, 1994	Evelyn Wood Reading Dynamics for Business Professionals
September 13-16, 1993	SWAT Supervisor's Tactics and Management
August 10, 1993	Incident Command Seminar
July 21, 1993	Oleoresin Capsicum Aerosol Training
April 26 - May 2, 1993	In-Service Training - CPR, Defensive Tactics, Policies and Procedures
March 29 - April 1, 1993	Theory and Politics of Terrorism
July 7, 1992	Recognition and Investigation of Hate Crimes
March 27, 1992	Critical Incident Management
March 24-26, 1992	SWAT Supervisor's Tactics and Management
November 6-7, 1991	Rights of Police Officers and Americans with Disabilities Act Training
July 17-19, 1991	AdvantEdge - Problem Solving
June 27, 1991	Hazardous Materials Familiarization
October 4-5, 1990	Police Supervisor Responsibility and Liability Management
January 23, 1989	Defensive Tactics
March 14-25, 1988	Homicide Investigations

June 27, 1988	Gang Seminar
June 8-12, 1987	Defensive Tactics
August 26, 29, 1985	Effective Business Writing
March 31, 1985	Breathalyzer Training
May 7-18, 1984	Police Supervisory Management
February 22-24, 1984	Computer Management
April 5, 1983	Supervisory Management
Mar 11, 18, 25 & Apr 1, 1983	Management Principles
February 9-11, 1983	Hostage Negotiations
January 17-21, 1983	Law Enforcement Instructor Development
October 20-21, 1982	Deaf Awareness
August 24, 1982	The Hostage Taker
July 14, 1982	Massey Tapes - Positive Thinking
June 11, 1982	Courtroom Demeanor
May 3-6, 1982	Annual School on Addiction Studies
April 26, 1982	Interviewing Techniques
Since 1981	Attendance at annual training conferences in Portland, Chattanooga, Vancouver, B.C., Dearborn, Anchorage, Atlanta, Denver, San Antonio, New York, Miami and San Jose sponsored by the International Association of Women Police
February 23-27, 1981	Hostage Negotiations
April 7-11, 1980	Death Investigation
January 21-25, 1980	Emergency Trauma Training
November 1-3, 1979	Criminal Code
July 23 - Aug. 3, 1979	Accident Investigation by the Traffic Institute at Northwestern University
July 16, 1979	Radar for Speed Detection
Feb. 26 - Mar. 2, 1979	Field Training Officer School
June 1-3, 1978	Operating a Motor Vehicle While Intoxicated School
December 1, 1977	Breathalyzer Training
May 24-28, 1976	Women Police Training Workshop

RECEIVED

FEB 02 2007

State of Alaska
Office of Administrative Hearings

STEPHEN T. HAGEDORN
627 Fountain Drive
Anchorage, Alaska 99509

265-2493

Education

Bettendorf High School - Bettendorf, Iowa.
University of Northern Iowa - Cedar Falls, Iowa

Graduated 1966
Graduated 1971
BA History

Work Experience

Present Position - ~~1985 thru Present~~ Present Risk Manager, Alaska Railroad Corporation (ARRC) Administration of the Risk Management program for ARRC, with an emphasis in workers' compensation claims, third party tort claims, and freight loss and damage claims. Purchase assorted insurance policies (liability, property, directors' & officers', fiduciary liability, etc.) on behalf of ARRC that address the railroad's exposures. Direct activities of insurance brokers and adjusters, and provide loss information and exposure analysis to ARRC senior management.

~~1984 thru Present~~ - Board Member, Workers' Compensation Board, 3rd Judicial District, State of Alaska.

~~1979-1985~~: Manager, Loss and Damage Claims, ARRC: Responsible for the adjudication of freight loss and damage claims in accordance with the Association of American Railroads rules and regulations.

~~1976-1979~~: Payroll Specialist, ARRC: Responsible for all facets of the ARRC Payroll Department. Supervised two employees and was responsible for the proper accounting of time for the 500+ employees of ARRC.

~~1975-1976~~: Timekeeper, ARRC: Responsible for the procurement and submission of weekly time cards for all ARRC Engineering Department employees.

Fall 1974-Spring 1975: Clerk/Typist, Bureau of Land Management. Worked with the "Corridor Planning Team", a task force formed to identify transportation corridors in the State of Alaska. This was a temporary position.

Military Service

~~1970-1974~~ 1970-1974. Honorably Discharged.

Personal

Born February 17, 1948, in Waukesha, Wisconsin. 5'11" 190 lbs., non-smoker, in excellent health. Single with two sons (28 and 25). Anchorage resident for 35 years. Pastimes include traveling, golf, fishing, hiking, cycling, and ski-joring.

- Board of Directors AKRR FCU (1980 thru 1986)
- Workers' Compensation Board Member 1991 thru the present
- Board of Directors UAA Rebounders Basketball Club (Current)
- Past Chairman Great Alaska Shootout

References available upon request.

3/24/07 Int. H+S L+C - Gov's appointees

Cliff Bishop:

Vehicle for work readiness skills.

Neuman: wants private ~~to~~ in education.

—
Emil Notti -

Ramras: AIDEA disfunctional
Pebble position, plan

- Will actively be on AIDEA board
- Will promote econ. dev., but no position on mine

JE - Bandwidth, high-speed telecom access.

EN: RCA rates encourage investment.
Point to point VHF might be option in bush.

—
Kate Ciard -

Neuman: Talhestra episode, KG-
personal effort to solve water + sewage prob.

Ramras: votes on RCA w/ Kate. Price, Wilson

Advocating for appts of other commissioners.

KG: Price very qualified. "Sound around" for

good people. KG rec'd by a commur.

JR: Intimidation of applicants?

KG: ~~Wilson also~~ (chngs back to 1st point)
Wilson highest qual on I-ERC issues,
pipelines.

Intimidation: Utilities express concern
w/ talking to commissioners. Leg. + Sup. Ct.
"control points." Decisions should be
overturned if there were a real problem.

Berta Gardner: ED position for PCA?

KG: "What is it that is broken?" Leg. removed
position because of consolidation of power.

BB: time mgmt. tool

KG: concerned about one person consol., awr.

JE: Chair? How~~st~~ does chairmanship work?

KG: 3 yr. limit on terms. Elec. by other
~~all~~ commur. Next in June.

Primary distinction is ~~extra~~ \$100/mo.
Vote as peers.

JE: Change?

KG: No. Trust Commissioners. Conflict
for me to ~~be~~ promote a statute chng
on chairmanship.

JE: Timelines + deadlines?

KG: Deadlines in statutes, put in place
after utilities complained about slow pace.

stat. timelines a success story.
Opened docket for new timelines, R0610
submitted to Gov. : 1 yr. for everything NOT
already in statute. Due process concern.
creating record most time consuming.

KATE GRAY
2413 Commercial Blvd
Anchorage, AK 99517
(907) 274-4798

Chief Fiscal Officer, Municipality of Anchorage, 2000 - Present

Responsible for maintaining the strong financial health of the Municipality through the management and reporting of financial matters associated with the day-to-day operation of Anchorage's local government. Principal duties include establishing a strong management team of professionals who, through five different divisions and 101 employees, administer the Municipality's debt portfolio, including those of its regulated and non-regulated utilities; property assessment; tax revenue billing and collections; financial systems, accounting and reporting; and the Municipality's self insurance program.

Chief Operating Officer, Alaskan Choice TV 1996 - 1999

Promoted Alaska's only local competitive alternative to hard line cable systems using UHF frequencies with operations in Fairbanks, Mat-Su and Anchorage. Responsible for all FCC regulatory matters and received the first award for the experimental use of digital UHF signals in the United States. Established the framework for a partnership with Dish Network, which provides satellite television services in Alaska, to jointly provide over-the-air digital cable to Alaskan communities with integrated digital local channels.

Chief Financial Officer, Alaska Village Initiatives 1995 - 1996

Responsible for financial management of this development corporation which used federal and state grants to promote economic development in rural Alaska. Managed investment portfolio, real property, financial and governmental reporting, budget preparation, and regulatory compliance.

Director of Internal Audit, Anchorage School District - 1995

Reviewed administrative operations of ASD and proposed efficiency improvements.

Certified Public Accountant 1984 - 1994

Financial auditing services with KPMG, Deloitte & Price Waterhouse. Experience with real estate, technology, construction, resource extraction, defense, mortgage banking, retail and wholesale industries in Alaska, Michigan and Massachusetts.

Education

Trinity College, BS, Accounting and Business Administration

Accreditation

Certified Public Accountant, Massachusetts Board of Public Accountancy 1987-1995

Community Service

MCA School Budget Advisory Commission 1988-1999

Past Member, Anchorage Downtown Rotary, Paul Harris Fellow

Senator Johnny Ellis, Chair
Senator Gary Stevens, Vice Chair
Senator Bettye Davis
Senator Lyman Hoffman
Senator Con Bunde



State Capitol, Room 9
465-3704

Senate Labor & Commerce Committee

AGENDA

Wednesday, March 14, 2007

1:30 PM – Call to Order

Note time

Note members present and any excused.

Confirmation of Governor's Appointees

Clark "Click" Bishop, Commissioner, Department of Labor and Workforce Development

Emil Notti, Commissioner, Department of Commerce, Community and Economic Development

Kate Glard, Regulatory Commission of Alaska

Announcements

Adjourn



STATE OF ALASKA
DEPARTMENT OF
COMMERCE
COMMUNITY AND
ECONOMIC DEVELOPMENT

Office of the Commissioner

Sarah Palin, Governor
Emil Notti, Commissioner

Emil Notti
Commissioner
Department of Commerce, Community and Economic Development

BIOGRAPHY/RESUME

Emil Notti is an engineer, prominent Alaska Native leader and Alaska public servant.

He graduated from Northrop University with a dual degree in aeronautical and electrical engineering. His extensive background includes first president of the Alaska Federation of Natives during which he was an instrumental player in establishing the state's Native corporations; past president of Doyon Limited; former Commissioner of the Department of Community and Regional Affairs under Governor Sheffield; 30-year board member with the National Bank of Alaska; and Veteran of the United States Navy.

Born in Koyukuk, Notti holds an Honorary Doctorate degree from the Alaska Methodist University.

RESUME

Emil Notti
2066 Churchill Drive
Anchorage, Alaska 99517

EDUCATION

1951; Mt. Edgecumbe High School, Diploma
1953; Navy Electronics School, Diploma
1961; Northrop University, BSEE

MILITARY

U.S. Navy: 1952-1956, Honorable Discharge

EXPERIENCE

Autonetics: Jr. Electronic Engineer
Transco Products: Electronic Engineer
FAA: Electronic Engineer
Cook Inlet Native Association: President
Alaska Federation of Natives: First President
Alaska Native Foundation: President
Doyon Ltd: President
State of Alaska: Commissioner, Dept of Community & Regional Affairs
Acting Chief of Staff, Governors Office
Director, Legislative Affairs, Governors Office
Self Employed: Personal contract-seven years
Ahtna: VP of Administration

HONORS, ACTIVITIES

Alaska Methodist University; Honorary Doctor
Alaskan of the Year, Finalist 1969
Private Pilot

Clark C. Bishop

3365 Sandvik Street, Fairbanks, AK 99709
907.460.1296

SUMMARY OF QUALIFICATIONS

Highly skilled operator of heavy equipment with years of experience in leadership positions to develop innovative approaches for educating and training residents across Alaska for high-skill, high pay jobs and careers. Manage and administrate a large training trust & industry trade school with statewide responsibilities for meeting the needs of workers and employers in civil and pipeline construction and equipment and pipeline maintenance. This includes annual budget development, long term planning, setting timelines and results, and directing staff to meet objectives. Service on statewide/local public policy boards actively involved in developing workforce initiatives. Life long Alaskan.

RELEVANT EXPERIENCE

I have three years experience of actively managing a private industry statewide organization with considerable resources dedicated to training workers for the civil and pipeline construction industries. I have more than fifteen years experience working on a regular basis with employers, elected officials, public agencies, private and public sector boards, labor unions and councils, Alaska Native organizations, industry employers and associations as an advocate for career and technical education in Alaska.

LEADERSHIP

I have been in leadership positions for more than 20 years. I currently direct a statewide organization with nine employees responsible for meeting the training needs of dozens of employers and hundreds of workers. I currently serve on several public and private boards involved in workforce development and in community activities. I served as the coordinator for the Alaska Petroleum Crafts Council joint-pipeline training program training a new generation of workers for the pipeline economy.

WORK HISTORY

1991 to Present	Alaska Operating Engineers Employers Training Trust Administrator (3 years), Coordinator (12 years)
1990 - 1989	Price / Northland - Foreman on main pipeline replacement Green Construction - General Foreman MB Contracting - Foreman
1984 - 1989	Crusher Operator, Paving Operator, Civil Construction Foreman, Loader and Crusher Operator
1975-1984	Green Construction - Operator

EDUCATION & CERTIFICATIONS

- Graduate of Lathrop High School
- U.S. DOL Hazardous Material Abatement - Master Instructor
- OSHA 10 - Instructor
- Alaska Transportation Technology Transfer Program Certification
- North Slope Training Certification

ORGANIZATIONS / COMMUNITY / ACTIVITIES

- Alaska Petroleum Crafts Council - Pipeline Training Coordinator (1999 - present)
- Tanana Valley Campus, University of Alaska Fairbanks Advisory Board Member (2002-present)
- TVC Diesel and Heavy Equipment Advisory Committee (1991 - present)
- Alaska Works Partnership, Inc. Board Member (1999- present)
- State Job Training Coordinating Council Board Member (1992-1994)
- Myrtle Thomas Park Fairbanks - Construction Committee Chair
- Fairbanks Outboard Association - Commodore
- Alaska Dog Musher's Association - Volunteer
- Operating Engineers Union Local Union #302 - member
- Two time Yukon 800 Riverboat Race Champion
- Iron Dog Race Volunteer
- Pioneers of Alaska Igloo member
- Miner
- Trapper
- Commercial Fisherman

ALASKA AFL-CIO

3333 Denali Street, Suite 125 · Anchorage, Alaska 99503 · 907-258-6284 · Fax 777-6276

VINCE BELTRAMI
Executive President



BRUCE LUDWIG
Secretary / Treasurer

February 11, 2007

Senator Johnny Ellis
Chair – Labor & Commerce committee
State Capitol, Room 9
Juneau, AK 99801-1182

Re: Confirmation hearing for Commissioner Click Bishop

Dear Senator Ellis:

On behalf of the more than 60 affiliate unions of the Alaska AFL-CIO I am writing this letter in support of the confirmation of Mr. Click Bishop as Commissioner of the Alaska Department of Labor. Mr. Bishop is an upstanding long-time Alaskan who garners the utmost respect from anyone I know within our collective organizations.

Personally, I have known Mr. Bishop for about the last ten years, and have spoken with several of our leaders who have known him for many more years than I. I have known him to be one of the staunchest advocates in the development of the Alaskan workforce for over twenty years.

As one of Governor Palin's primary emphasis centers on workforce development, it is clear to me there could be no better choice than Mr. Bishop. As a former statewide director of the largest single apprenticeship program in the state, I believe I am qualified to make this assessment. I have conferred over the last several years with Mr. Bishop on a multitude of issues including resident hire, pipeline training, rural outreach, and the STEP program to name a few.

For these reasons, and from the recommendations of many of my affiliates, I ask that you confirm Mr. Bishop in short order.

Please don't hesitate to contact me if you desire to do so.

Sincerely,

Vince Beltrami
President
Alaska AFL-CIO

Cc: Commissioner's Office, Alaska Department of Labor & Workforce Development

2008

CONFIRM-

ATION

HEAR'GS

**SENATE
CONFIRMATION COMMITTEE REPORT**

Date: April 8, 2008

In accordance with AS 39.05.080, the Labor and Commerce Committee reviewed the following and recommends the appointments be forwarded to a joint session for consideration:

Alaska State Board of Public Accountancy

Max E. Mertz - Juneau

Alcohol Beverage Control Board

Joseph DelDonno - Anchorage

Robert Klein - Anchorage

State Board of Registration for Architects, Engineers, and Land Surveyors

Daniel E. Walsh - Fairbanks

Clifford E. Baker - Kenai

George Davidson - Juneau

Frank Abegg - Fairbanks

Board of Barbers and Hairdressers

Lorenda Britten - Fairbanks

Kelley Sherman - Wasilla

Board of Chiropractic Examiners

James Heston - Homer

Board of Marine Pilots

Robert J. Arts - Anchorage

Occupational Safety and Health Review Board

Timothy O. Sharp - Fairbanks

James Montgomery, Jr. - Kenai

Personnel Board

Debra E. English - Anchorage

Real Estate Commission

Christina E. Swires - Anchorage


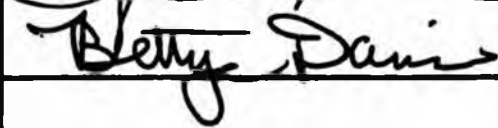
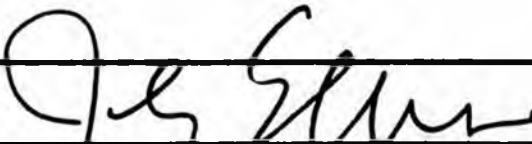
Regulatory Commission of Alaska
Robert M. "Bob" Pickett - Wasilla

Board of Veterinary Examiners
Martin Buser - Big Lake
Dr. Timothy L. Bowser - Soldotna
Dr. Cynthia A. Trout - Anchorage

Workers' Compensation Appeals Commission
David Richards - Eagle River

Alaska Workers' Compensation Board
David Kester - Anchorage
Jeffrey P. Pruss - Fairbanks
David B. Robinson - Wasilla
Damian J. Thomas - Fairbanks
Debra G. Norum - Fairbanks
Don L. Gray - Anchorage
Howard A. Hansen - Wasilla
Michael J. Notar - Juneau
Douglas L. Orcutt - Anchorage
Marc D. Stemp - Bethel

This does not reflect an intent by any of the members to vote for or against the confirmation of the individuals during any further sessions.

Signature:	Printed Last Name
	Sen. Stevens
	Sen. Davis DAULS
	Sen. Hoffman
	Sen. Bunde
Chair: 	Sen. Ellis

Please return to the Senate Secretary's Office (Room 213).

Debra E. English, S.P.H.R.
9787 Middlerock Road
Anchorage, Alaska 99507
Work phone: 564-1473, cell 748-6215
denglish@acsalaska.net

SUMMARY OF PROFESSIONAL QUALIFICATIONS

- 30+ years managing and administering human resource programs
- 30+ years supervising and motivating staff
- 30+ years authoring, reviewing, editing, and polishing reports and correspondence
- 25+ years administering contracts, mediating employee/employer disputes, and advising management
- 25+ years in position classification, job analysis, and compensation
- 25+ years investigating issues, preparing reports, and administering discipline
- 15+ years representing employers before judicial, quasi-judicial, and administrative bodies
- 15+ years negotiating labor-management contracts (police, fire, skilled trades, general government, labor, marine), contract mediation, fact-finding, and arbitration
- 15+ years preparing cases for arbitrations and testifying before official bodies
- 7+ years responding to and filing ULP's (Unfair Labor Practice Charges)
- 4+ years as Chief Spokesperson for labor-management contract negotiation

EMPLOYMENT HISTORY

DIRECTOR, WORKFORCE DEVELOPMENT

Anchorage Communications Systems (3/15/07 to present)

An executive position for a publicly traded telecommunications company with approximately 800 IBEW represented employees and 200 non-represented employees. The Director is responsible for the policy direction, leadership, management, and supervision of 8 professional staff in 5 human resources functional areas (labor relations, employee relations, individual & organization effectiveness, training, and recruitment). Duties include: design, development and implementation of a well-executed recruitment program to attract and retain the most qualified individuals available; drive employee engagement in the company by ensuring effective management of employee performance, individual growth, training, and development; manage organizational and business changes affecting the company's workforce; negotiate contractual language with the union; develop negotiation strategy, contract proposals, and evaluate union proposals; develop, manage, and implement succession planning for key positions; manage employee/labor relations (FMLA, Worker's Compensation, performance issues, attendance issues, etc.) direct employment investigations, review and make determinations on appropriate discipline; respond to complaints from outside agencies; and acts for the Vice President of Human Resources in her absence..

HUMAN RESOURCES DIRECTOR

Denali Family Services (7/23/06 to present)

Executive management position for a behavioral health non-profit organization responsible for the full-range of human resources and employee relations functions. Responsibilities included: organizational structure, recruitment, compensation

Debra E. English, S.P.H.R.

program development and management, leadership development, performance management, benefit program administration, investigation and discipline, position classification, policy and procedure development and implementation, development of an employee manual, and defining, developing, and implementing HR Initiatives consistent with the organization's business plan; developing organization.

LABOR CONSULTANT - HR/Labor Law Consulting

(10/03 to present) Municipality of Anchorage (10/03-5/04); consulting for HR issues.

LABOR RELATIONS MANAGER/ MUNICIPAL PERSONNEL DIRECTOR

Municipality of Anchorage, Employee Relations Department (9/2000 to 6/30/2003)

Chief Spokesperson for negotiation of labor-management contracts; developed negotiation strategy; drafted and negotiated contract language; calculated cost of proposals and contract; participated in contract mediation; prepared and edited employer exhibits, and testified at fact-finding and interest arbitration; prepared and presented contract training workshops; and all duties listed for the Municipal Personnel Director below.

ACTING DIRECTOR, DEPARTMENT OF EMPLOYEE RELATIONS

Municipality of Anchorage, Employee Relations Department (5/2000 to 9/2000)

Overall responsibility and policy direction for the Department of Employee Relations, which included: Management Services, Office of Equal Employment Opportunity, Records Benefits, and Payroll, and Resource Development.

MUNICIPAL PERSONNEL DIRECTOR (MPD)

Municipality of Anchorage, Employee Relations Department (3/97 to 5/2000)

Overall responsibility for policy direction, leadership, management, and supervision of the Management Services Division, which included 10 professional staff in: human resources, employee and labor relations, disability, worker's compensation and compliance management, affirmative action, recruitment and employment, substance abuse testing, position classification and compensation, and contract negotiation and administration.

HUMAN RESOURCES MANAGER II

State of Alaska, Department of Commerce & Economic Development & Department of Community & Regional Affairs (10/87 to 3/97)

Overall responsibility for management and leadership of comprehensive human resources programs for approximately 600 employees.

PERSONNEL OFFICER II

State of Alaska, Community & Regional Affairs (7/76 to 10/87)

Overall responsibility for management and leadership of a comprehensive human resources program for approximately 250 employees; drafted and monitored the department Affirmative Action Plan; developed and implemented an on-line employee/position reporting system; evaluated and ranked applicants for department unique job classes; and served on State EEO Committee.

PERSONNEL TECHNICIAN

State of Alaska, Department of Health and Social Services, Division of Administrative Services (11/74 to 7/76)

State of Alaska, Department of Administration, Division of Personnel (6/71 to 11/74)

CONSULTING:

2003 HR/Labor Law Consulting; 1990-1995 Catholic Community Services, Inc.; Gastineau Human Services; Shattuck & Grummett Insurance Co., law firms

TRAINING:

Employment Law, EEO and ADA Workshops, American Arbitration Association, Federal Position Classification and Compensation Workshop, Leadership and Supervision, Sexual Harassment, etc.

EDUCATION

2004 Alaska Pacific University Summa cum Laude
1979 University of Alaska-Southeast
1971 Graduate of Juneau, Douglas High School

CERTIFICATIONS

6/2001 Senior Professional in Human Resources (SPHR) - Re-certified 5/2004, recertified 10/2006 for 5/2007

BOARDS, COMMISSIONS

1/8/04 Chair, State of AK Personnel Board
1990-97 Catholic Community Services, Inc. Personnel Board

PROFESSIONAL MEMBERSHIPS

SHRM (Society for Human Resources Management)
IRRA (Industrial Relations Research Association)

Regional Wellness Forum

To Provide a Forum for the Region, to address efforts to reduce Alcohol and Drugs Abuse and to Promote Wellness.
P.O. Box 948, Nome, Alaska 99762

February 11, 2008

Alcohol Beverage Control Board
Douglas Griffin, Director
5848 E. Tudor Rd.
Anchorage, AK 99507

DO
Save for
confirmation
hearing

RE: ALCOHOL BEVERAGE CONTROL BOARD MEMBERS

Dear, Mr. Griffin

The following recommended request to the ABC Board is on behalf of the Regional Wellness Forum (RWF) who serves as a volunteer group that works to restore a culture of wellness in the Bering Strait region. The RWF is comprised of many members throughout the region who are working professionals in the youth and health oriented organizations in Nome and the surrounding villages. The RWF is actively engaged in coordinating efforts to reduce and prevent alcohol incidents. The RWF has over 100 volunteers who assist the Nome Police Department by doing Safety Patrols during PFD time, Iditarod and New Years Eve in Nome, where the bar hours are extended, as well as sponsoring other community forum activities.

At the RWF meeting on January 31, 2008 in Nome, RWF members voted to recommend an amendment to AS 04.06.020 so as to provide for an increase in the number of persons serving on the State of Alaska Alcohol Beverage Control (ABC) Board. The RWF would like to see the number of Board members increased from the existing five to a larger number such as nine or eleven. Such an increase should be in public sector seats.

The RWF feels strongly that such an increase in public seats on the board is warranted and would provide an improved and a more diverse representation of communities throughout the state to include rural areas. Currently all Board members are from the south-central road system area or Juneau. Moreover, we believe that a five-member board to include the two from the alcoholic beverage industry is too small as a practical matter.

Current enforcement and even decisions on applications, renewals, and transfers can be and have been made by just three people. This presents a scenario where the industry members can be, and are, the majority of a quorum. This leaves the wrong impression whether justified or not with many observers throughout Alaska that the industry can control the Board.

Regional Wellness Forum

To Provide a Forum for the Region, to address efforts to reduce Alcohol and Drug Abuse and to Promote Wellness.

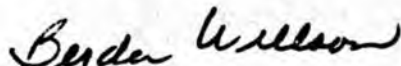
Alaska Beverage Control Board

Page two

We applaud the dedication of the members of the ABC Board and their staff. But we believe the Board could be more responsive through a more diverse membership. While additional travel and per diem expenses could possibly double with such a membership increase, the RWF notes there is no additional compensation for Board Members. As such, the RWF considers that this would be money well spent in an effort to have a more knowledgeable and responsive ABC Board. We hope you will agree and that this topic will be on your next meeting agenda April 17, 2008. We will contact your office for confirmation.

On behalf of the Regional Wellness Forum members I thank you. If you have any questions you may contact our Regional Wellness Coordinator, Mimi Farley @ 907-443-4325.

Very truly yours,



Berda Willson
Chairperson

cc: Governor Palin
Alaska State Legislature



Alaska State Legislature

Senate

Office of the Secretary

State Capital, Room 213
Juneau, Alaska 99801-1182
Phone: (907) 465-3701
Fax: (907) 465-2832
Email: senate_secretary@legis.state.ak.us

Official Business

Memorandum

TO: Senator Ellis, Chair
Senate Labor and Commerce Committee

FROM: Kirsten Waid *KW*
Secretary of the Senate

DATE: March 12, 2008

SUBJECT: Withdrawal of name for legislative confirmation

The following appointment has been withdrawn from consideration by the Governor:

Board of Veterinary Examiners
Cynthia A. Trout - Anchorage

KW:lc

DO
When are
confirm
hearings?



Official Business

Alaska State Legislature

Senate

Office of the Secretary

State Capitol, Room 213
Juneau, Alaska 99801-1182
Phone: (907) 465-3701
Fax: (907) 465-2832
Email: senate_secretary@legis.state.ak.us

Memorandum

TO: Senator Ellis, Chair
Labor and Commerce Committee

FROM: Kirsten Waid *KW*
Secretary of the Senate

DATE: March 4, 2008

SUBJECT: Confirmation of Governor's Appointment

Pursuant to her letter dated February 29, the Governor is withdrawing the following name for confirmation:

Board of Barbers and Hairdressers
Vern Hurlbert – Anchorage

KW:lc



Alaska State Legislature

Senate

Official Business

Office of the Secretary

State Capitol, Room 213
Juneau, Alaska 99801-1182
Phone: (907) 465-3701
Fax: (907) 465-2832

Email: senate_secretary@legis.state.ak.us

Memorandum

TO: Senator Ellis, Chair
Labor and Commerce Committee

FROM: Kirsten Waid *KW*
Secretary of the Senate

DATE: February 1, 2008

SUBJECT: Confirmation of Governor's Appointments

Pursuant to AS 39.05.080, the President has referred the following names, with attached resumes, for legislative confirmation to your committee for a hearing, recommendation and report:

Alaska State Board of Public Accountancy

Max E. Mertz - Juneau

Appointed: 8/3/2004

Reappointed: 1/28/2008 Term Expires: 3/1/2012

Alcohol Beverage Control Board

Joseph DelDonno - Anchorage

Appointed: 1/28/2008

Term Expires: 3/1/2011

Robert Klein - Anchorage

Appointed: 1/29/2008

Term Expires: 3/1/2011

State Board of Registration for Architects, Engineers, and Land Surveyors

Daniel E. Walsh - Fairbanks

Appointed: 12/12/2005

Reappointed: 1/28/2008 Term Expires: 3/1/2012

Clifford E. Baker - Kenai

Appointed: 3/24/2004

Reappointed: 1/29/2008 Term Expires: 3/1/2012