



**HUMAN RESOURCES & RISK MANAGEMENT  
DEPARTMENT**  
155 S. Seward St., Suite 101  
Phone: (907)586-5250 Fax: (907)586-5392  
e-mail: Dallas.Hargrave@juneau.org

## MEMORANDUM

Date: November 17, 2022

To: City Assembly

Thru: Duncan Rorie Watt  
City Manager

From: Dallas Hargrave  
Human Resources & Risk Management Director

Re: Request for Ratification of IAFF Tentative Agreement

The City and Borough of Juneau (CBJ) and International Association of Fire Fighters (IAFF) reached tentative agreement on a three-year collective bargaining agreement on October 25, 2022. The contract will take effect on July 1, 2022, with financial terms effective on November 21, 2022, and conclude on June 30, 2025.

The IAFF held a ratification vote on the new contract terms. The City and Borough of Juneau (CBJ) was informed by IAFF on November 14, 2022 that the membership voted to ratify the tentative agreement of the new collective bargaining agreement.

The tentative agreement contains substantive changes related to wages, health insurance, premium pays and additional leave accrual for Firefighter/Engineers due to minimum staffing changes. In addition, agreeing to enter into a procurement process to select a contractor to perform a market wage study in the 3<sup>rd</sup> year of the CBA. There were also some operational changes which do not have a monetary impact or the monetary impacts are minor and can be managed within the budget. I have attached a summary sheet of changes for your review.

### **Economic Changes:**

All economic terms will be effective on November 21, 2022.

### Wages and Pay:

FY23: The parties agree to a 5.5% general increase to the wage schedule in FY23 for all bargaining unit members. Additionally the parties agreed to a lump sum of \$500 for each member and to be prorated according to the budgeted FTE for less than full time members and who are employed on October 20, 2022.

### Increases to Professional Pays

#### Base Wage Adjustments

- Team Coordinator 5%

- Supply Coordinator 2%

**Staffing for Engineers**

Additional leave accrual of .92 for Firefighter/Engineers based on changes to minimum staffing requirements.

FY24: The wage schedule shall increase by 2% for all bargaining unit members.

FY25: The wage schedule shall increase by 2% for all bargaining unit members.

Health Insurance

FY23: The parties agreed to increase the employer contribution approximately 5% from \$1460 to \$1533 per full time eligible employee, per month.

FY24: The parties agreed to increase the employer contribution approximately 5% from \$1533 to \$1610 per full time eligible employee, per month.

FY25: The parties agreed to increase the employer contribution up to approximately 5% from \$1610 to \$1690 per full time eligible employee, per month.

Below is a summary of estimated non-cumulative costs of the changes related to wages and health insurance:

<b>IAFF Contract Effective November 21, 2022</b>						
<b>% Wage Increases</b>	<b>FY23</b>		<b>FY24</b>		<b>FY25</b>	<b>3-Yr Total</b>
All members		5.5%		2.0%		2.0%
<b>Annual Cost Increases</b>	<b>FY23</b>		<b>FY24</b>		<b>FY25</b>	<b>3-Yr Total</b>
Wages	\$ 226,651		\$ 131,257		\$ 133,882	\$ 491,790
Health Insurance	\$ 48,632		\$ 51,063		\$ 53,616	\$ 153,311
Premium Pays	\$ 20,800		\$ 21,216		\$ 21,640	\$ 63,656
Lump Sum	\$ 28,250					\$ 28,250
<b>Total</b>	<b>\$ 324,333</b>		<b>\$ 203,536</b>		<b>\$ 209,138</b>	<b>\$ 737,007</b>

Wage Study

The CBJ agreed to enter into a procurement process to select a contractor to perform a market wage study in the 3<sup>rd</sup> year of the CBA to be out for bid by January 31, 2024. The market wage study will include job classes of Firefighter/EMT I/II/III, Firefighter/Paramedic, Firefighter/Engineer and Firefighter/Captain. The costs are difficult to estimate for two years from now, but likely \$10-\$20K for this onetime cost.

**Operational Changes:**

There were operational changes that involved incorporating language from previously agreed upon letters of agreement and operational changes outlined in the attachment.

**Conclusion:**

Overall contract negotiations were constructive. Table talks proceeded with both parties discussing issues and resolving problems. Eventually, a federal mediator spent two days with the parties to assist in reaching an agreement on the final economic terms. Fire Chief Rich Etheridge, Assistant Chief Travis Mead, Administrative Officer Brenwynne Grigg, and HRRM Director Dallas Hargrave and HR Manager Shannon McCain (Chief Spokesperson) participated on the bargaining team.

**Request for Action:**

The overall financial package is in line with the previous briefings to the Assembly. We respectfully request that the Assembly ratify the terms of this contract.