1 2 3 4	Presented by: The Manager Presented: 06/09/2025 Drafted by: Law Department
5	RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA
6	Serial No. 4018
7 8 9 10	A Resolution Amending the Personnel Rules and Approving Economic Terms between the City and Borough of Juneau and Non-represented Employees for Fiscal Years 2026, 2027, and 2028.
11 12 13	WHEREAS, the City and Borough proposes implementation of certain economic terms for non-represented employees of the City and Borough of Juneau; and
14 15 16 17	WHEREAS, Marine Engineers' Beneficial Association (MEBA) labor negotiations have yielded a Tentative Agreement currently in the process of member ratification, which include a 3% wage increase for FY26, 3% wage increase for FY27, and 5% increase for FY28; and
19 20	WHEREAS, the MEBA Tentative Agreement also includes a \$2,750 lump sum payment (prorated for less than full time) and increases to shift differential, standby pay, and tool allowance in FY26, and a \$2,000 lump sum payment (prorated for less than full time) in FY27; and
24 25 26	WHEREAS, the CBJ and MEBA have agreed to add Juneteenth as an observed annual holiday, starting on June 19, 2025; and
21 22 23 24 25 26 27 28 29	WHEREAS, to maintain equity in the workforce and to minimize future recruitment and retention concerns, the same wage increases and terms and conditions of employment should be provided for the non-represented employees of the City & Borough of Juneau; and
31 32 33 34 35	WHEREAS, Rule 18 of the Personnel Rules reflects the employer health insurance contribution rates and terms, shift differential rates, standby rates, and tool allowance; Rule 7 of the Personnel Rules reflects observed holidays; Rule 11 of the Personnel Rules reflects leave accrual and leave cash in provisions; and Appendix I of the Personnel Rules reflects the pay schedules for non-represented employees.
36 37 38	BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:
39 40 41 42	Section 1. The Assembly of the City and Borough of Juneau approves the following economic terms for non-represented employees, and hereby modifies the Personnel Rules to reflect the following:
43	a. A 3% wage increase for FY26.

b.	A 3% wage increase for FY27.
c.	A 5% wage increase for FY28.
d.	A \$2,750 lump sum payment (prorated for less than full time) for employees
	employed on June 1, 2025 for FY26.
e.	A \$2,000 lump sum payment (prorated for less than full time) for employees
	employed on June 1, 2026 for FY27.
f.	An increase to the per employee monthly employer contribution for health
	insurance up to the amount of \$1,808 in FY27.
g.	An increase to the per employee monthly employer contribution for health
	insurance up to the amount of \$1,898 in FY28.
h.	Articles 7, 11, and 18 of the Personnel Rules are further amended reflect the
	language changes in the attached.
Section	
	addition of the Juneteenth holiday shall be effective upon adoption so that the
holiday can b	e observed on June 19, 2025.
Adopted	his, 2025.
	Beth A. Weldon, Mayor
Attest:	
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Elizabeth J.	IcEwen, Municipal Clerk