

Presented by: The Manager
Presented: 06/09/2025
Drafted by: Law Department

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 4018

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.

WHEREAS, the City and Borough proposes implementation of certain economic terms for non-represented employees of the City and Borough of Juneau; and

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

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

WHEREAS, the CBJ and MEBA have agreed to add Juneteenth as an observed annual holiday, starting on June 19, 2025; and

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

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.

BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

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:

- a. A 3% wage increase for FY26.

