

Presented by: The Manager
Presented: 06/08/2026
Drafted by: Law Department

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 4049

A Resolution Ratifying the Tentative Agreement between the City and Borough and the International Association of Fire Fighters, Local 4303, for Fiscal Years 2026, 2027, and 2028.

WHEREAS, the negotiating team representing the City and Borough of Juneau has reached a tentative agreement with the negotiating team representing the employees in the International Association of Fire Fighters (IAFF) Local 4303 AFL-CIO bargaining unit; and

WHEREAS, the union leadership has begun the union ratification process and the union membership ratification vote will be complete prior to the end of June 2026; and

WHEREAS, CBJC 44.10.120 requires that the agreement be presented to the Assembly for ratification by resolution; and

WHEREAS, the negotiating teams have tentatively agreed to the following economic terms in addition to other agreement updates: a conversion to a new wage schedule based on recommendations from a consultant who conducted a market wage study with changes to CARES shift differential and professional pays at an estimated cost of 11.28% plus a 2.2% CPI-U wage increase and a \$6000 lump sum payment to each member employed on April 15, 2026, in lieu of a retroactive wage increase in FY26; a 2.1% CPI-U wage increase in FY27; and a CPI-U wage increase between 1% and 4% in FY28; and, increases to the employer contribution to health insurance of up to 5% in FY27 and FY28; and

WHEREAS, in accordance with the tentative agreement, the Juneteenth holiday shall become an observed holiday for IAFF members starting on June 19, 2026, and continuing annually for each year for the collective bargaining agreement; and

WHEREAS, the Assembly action to ratify the tentative agreement is conditioned upon IAFF ratification of the tentative agreement; and

WHEREAS, these terms and conditions of employment are in keeping with previous Assembly direction.

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

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43 **Section 1.** The Labor Agreement, valid for a three-year period beginning
44 July 1, 2025, through June 30, 2028, between the City and Borough and IAFF Local 4303
45 bargaining unit, is amended in accordance with the tentative agreement and is hereby
46 ratified by the Assembly upon ratification by IAFF membership.
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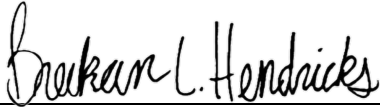
48 **Section 2. Effective Date.** This resolution shall be effective immediately after
49 its adoption.
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52 Adopted this 8 day of June, 2026.
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55 Beth A. Weldon, Mayor

56 Attest:

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58 Breckan L. Hendricks, Municipal Clerk
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