

Presented by: The Manager  
Presented: 11/21/2022  
Drafted by: R. Palmer III

**RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA**

**Serial No. 3006**

**A Resolution Ratifying the Economic Terms Tentative Agreement between the City and Borough and the International Association of Fire Fighters, Local 4303, AFL-CIO.**

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 Local 4303 AFL-CIO bargaining unit; and

WHEREAS, the union representing those bargaining unit employees has reported that such employees have ratified the terms of the tentative agreement; and

WHEREAS, CBJ 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: 5.5% wage increases in FY23, effective November 21, 2022, 2% wage increases in FY24, 2% wage increases in FY25; increases to the employer contribution to health insurance of 5% in FY23 and FY24 and up to 5% in FY25; and premium pay incentives and additional leave accrual for Engineers with an additional annual cost of approximately \$20,800 per year; and a lump sum of \$500 for each member to be prorated according to the budgeted FTE for less than full time members and who are employed on October 20, 2022; and

WHEREAS, the tentative agreement for these terms and conditions of employment is in keeping with previous Assembly direction.

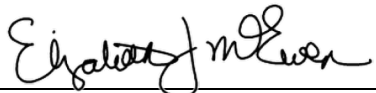
NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

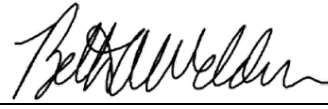
**Section 1. Ratification.** That the Labor Agreement, valid for a three-year period beginning July 1, 2022 through June 30, 2025, between the City and Borough and the International Association of Fire Fighters Local 4303, AFL-CIO bargaining unit be amended in accordance with the tentative agreement and is hereby ratified by the Assembly. However, for FY23, the economic terms will be effective on November 21, 2022.

**Section 2. Effective Date.** This resolution shall be effective immediately after its adoption.

Adopted this 21<sup>st</sup> day of November, 2022.

Attest:

  
\_\_\_\_\_  
Elizabeth J. McEwen, Municipal Clerk

  
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Beth A. Weldon, Mayor