

Letter of Agreement
 By and Between
THE CITY AND BOROUGH OF JUNEAU, ALASKA
 And The
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 4303 AFL-CIO

LOA#: 22-I-01
 CARES Mobile Integrated Health Unit Work Rules

It is agreed and understood that the parties shall enter into the following agreement modifying the terms and conditions, for bargaining unit members employed in the CARES Mobile Integrated Health Unit, set out in the July 1, 2019 – June 30, 2022 collective bargaining agreement between the City and Borough of Juneau and the Capital City Fire & Rescue, International Association of Firefighters:

Article 2.1 – Recognition

The Employer hereby recognizes the Union as the sole and exclusive collective bargaining representative for long term temporary Community Health Specialist II, Community Health Specialist I, and Community Health Specialist in Training for the purposes of collective bargaining.

Article 10.2 Uniforms & Equipment

The Employer will provide uniforms to employees assigned to work in the CARES Mobile Integrated Health Unit. Upon hire and as needed, employees will be provided with EMS gear.

Uniform items provided by the Employer may only be worn in the performance of assigned job duties and when traveling directly from place of residence to work and traveling directly from work to place of residence. The Fire Chief or CARES Program Manager may grant exceptions to this rule.

Article 11.1 Hours of Work

Employees assigned to the CARES Mobile Integrated Health Unit do not fall under the 7K exemption and are therefore not eligible for Trade Days.

Article 13.1 Pay Structure

Community Health Specialist in Training ETTs are assigned to pay range 724.

Community Health Specialist I EMTs are assigned to pay range 726.

Community Health Specialist II Paramedics are assigned to pay range 729.

IAFF Base Schedule	1	2	3	4	5	6	7	8	9	10	11	12	13
Community Health Specialist in Training ETT													
40 Hour Range: 724	23.12	24.51	25.90	27.28	28.67	30.06	30.98	31.91	32.83	33.76	34.68	35.61	36.53
Community Health Specialist I EMT													
40 Hour Range: 726	25.69	27.23	28.77	30.31	31.86	33.40	34.43	35.45	36.48	37.51	38.54	39.56	40.59
Community Health Specialist II Paramedic													
40 Hour Range: 729	29.54	31.32	33.09	34.86	36.63	38.41	39.59	40.77	41.95	43.13	44.32	45.50	46.68

Article 13.11 – Professional Pays

Community Health Specialists in Training, Community Health Specialist I's, and Community Health Specialist II's assigned to the CARES Mobile Integrated Health Unit are not eligible for Professional Pays.

Article 13.4 – Overtime

P. Employees assigned to the CARES Mobile Integrated Health Unit shall be paid overtime in accordance with P of this Article.

The overtime rate of pay is time and one-half (1 ½) an employee's regular hourly rate of pay.

Employees assigned to the CARES Mobile Integrated Health Unit shall be entitled to overtime pay for hours worked in excess of 10 hours in a day and 40 hours in a week. Overtime hours shall not be pyramided.

Employees assigned to the CARES Mobile Integrated Health Unit shall have overtime calculated in quarter of an hour increments. Overtime will be paid within the pay period that the overtime is worked.

Article 14 - Holidays

Employees assigned to the CARES Mobile Integrated Health Unit are required to work on Holidays and will not receive holiday pay or holiday credits.

Article 15.1 Accrual Rates

Permanent, Probationary, and Long Term Temp employees assigned to the CARES Mobile Integrated Health Unit will accrue leave at the following rate:

- (1) Six and five tenths (6.5) hours for each biweekly pay period for employees with less than 1 year of service or less than 2080 hours.
- (2) Seven and four tenths (7.4) hours for each biweekly pay period for employees with one but less than two years of service or 2081 hours but less than 4159 hours.
- (3) Eight and three tenths (8.3) hours for each biweekly pay period for employees with two but less than five years of service or 4160 hours but less than 10,399 hours.
- (4) Nine and three tenths (9.3) hours for each biweekly pay period for employees with five but less than ten years of service or 10,400 hours but less than 20,799 hours.
- (5) Eleven and one tenth (11.1) hours for each biweekly pay period for employees with ten or more years of service or 20,800 hours or more of service.

Permanent, Probationary, and Long Term Temp employees assigned to the CARES Mobile Integrated Health Unit shall accrue an additional day of personal leave for each month in pay status in addition to the accrual provided for above. An additional day of leave per month equates to 3.7 hours of leave each biweekly pay period for an employee who works 40 hours or more. The purpose of this section is to compensate CARES Mobile Integrated Health Unit employees who do not receive additional pay or time off for holidays.

Volunteer Firefighter Status

Employees assigned to the CARES Mobile Integrated Health Unit are permitted, if they choose, to volunteer with CCFR in a Fire capacity as a Volunteer Firefighter. This includes attending Fire drills, Fire trainings, participating in Ride-A-Longs on the Fire Engine, and responding to Fire calls. Employees assigned to the CARES Mobile Integrated Health Unit are not permitted to volunteer with CCFR in an EMS capacity. If a CARES Mobile Integrated Health Unit employee is assigned to attend any volunteer EMS trainings or to respond to an EMS call they will be compensated at the appropriate hourly rate of pay.

This agreement is effective on November 1, 2021. As the CARES Mobile Integrated Health program is implemented at CCFR, and either party identifies an area of the CBJ-IAFF CBA that does not apply, the parties shall apply the CBJ Personnel Rules, if and until this agreement can be modified.

This agreement is entered into for the sole purpose of resolving the situation described and does not establish any practice or precedent between the parties. The parties agree that this agreement will not be referred to in any future grievance, arbitration, hearing, complaint, dispute or any other matter that may arise between the parties. All provisions not specifically modified by this letter of agreement shall remain in full force and effect.

FOR THE CITY AND BOROUGH
OF JUNEAU:

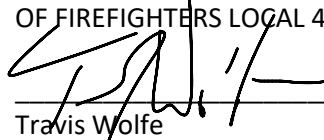


Rorie Watt
City Manager

11/10/2021

Date

FOR INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS LOCAL 4303 AFL-CIO



Travis Wolfe
IAFF Union President

11/9/21

Date