

LETTER OF AGREEMENT
By and Between the
CITY AND BOROUGH OF JUNEAU, ALASKA
and
PUBLIC SAFETY EMPLOYEES ASSOCIATION, INC.
Representing the Juneau Police Department Employees Association

LOA#: 24-P-101

Article 8.15 Pay Enhancements
Article 9.5 Soft Body Armor

It is agreed and understood that the parties shall enter into the following agreement modifying the terms and conditions set out in the July 1, 2022 – June 30, 2025 collective bargaining agreement between the City and Borough of Juneau and Public Safety Employees Association:

8.15 Pay Enhancements

- A) Base Wage Adjustment: Members who are assigned to the following specialty teams or unit shall receive the following pay enhancements above their base wage:
1. SWAT: 3%
 2. EOD: 3%
 3. CNT: 3%
 4. JMART: 3%
 5. Peer Support Team (PST): 3%
 6. Team Leader of SWAT, EOD, CNT, PST, or JMART: an additional 2%
 7. Intermediate Police Certificate: 2% (see Article 8.15(E))
 8. Advanced Police Certificate: 3% (see Article 8.15(E))
- B) While Performing Duties: Members who are assigned the following temporary duties shall receive the following pay enhancements above their base wage during the time that the Member is performing the duties:
1. FTO / CTO: 5% (see Article 8.12)
 2. OIC: 5% (see Article 8.13(A))
 3. DRE: 3%
 4. Instructor: 3% (see Article 8.15(F))
2. Base wage adjustment pay enhancements under (A) of this section shall not exceed 6% per Member, unless the Member is the team leader, then the pay enhancement shall not exceed 8% per Member. While performing duties, pay enhancements under (B) of this section shall not exceed 5% per Member.
 3. Members shall be assigned in writing to the special teams or units and duty assignments in this section in a manner designated by the employer. Members shall be assigned while performing duties assignments in this section in a manner designated by the employer.

4. Sworn Members who have obtained an Alaska Police Standards Council Intermediate Police Certificate or Advanced Police Certificate must also be approved for and actively participating in one other ancillary assignment, not including assignments already receiving a base wage adjustment under (A) of this section, in a manner designated by the employer in order to qualify for the police certificate pay enhancement under this section. A Sworn Member who is eligible for the Advanced Police Certificate adjustment shall not be eligible for the Intermediate Police Certificate adjustment. A Sworn Member must submit a request for Intermediate Police Certificate or Advanced Police Certificate pay enhancement in a manner provided by the employer. The effective date for the Intermediate Police Certificate or Advanced Police Certificate pay enhancement shall be effective at the beginning of the pay period following the approval of the for the pay enhancement by the employer.
5. Instructor Premium Pay under (B) of this section will be paid to the primary instructor in a formal training environment for other employees in the department as an additional assignment to their regular duties. Instructor premium pay does not apply for course preparation time, on the job training, or any other activity associated with field training programs.

9.5 – Soft Body Armor

- A) The Employer will provide each newly appointed sworn officer, CSO and civilian investigator with well-fitting ballistic-resistant armor (vest) that meets National Institute of Justice (N.I.J.) Type III-A Classification Standards. The Employer will replace the armor with N.I.J. Type III-A armor every five years, or by N.I.J. recommendations, whichever comes first. The Employer retains ownership of the armor and the armor shall be turned in when the employee separates.
- B) No Sworn Member, CSO, or Civilian Investigator shall be required to perform work that requires soft body armor for safety purposes without having soft body armor that meets the conditions stated in A) above.

All provisions not specifically modified by this letter of agreement shall remain in full force and effect. This letter of Agreement is effective upon signing.

FOR THE CITY AND BOROUGH OF
JUNEAU:

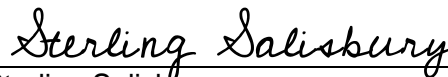


Katie Koester
City Manager

December 12, 2023

Date

FOR THE PUBLIC SAFETY EMPLOYEES
ASSOCIATION:



Sterling Salisbury
JPDEA President

12/11/23

Date