

**ORDINANCE NO. 6138**

**AN ORDINANCE RATIFYING A LABOR AGREEMENT  
BETWEEN THE CITY OF FAIRBANKS AND THE FAIRBANKS  
FIREFIGHTERS UNION, IAFF LOCAL 1324, AND AMENDING  
THE 2020 CITY OPERATING BUDGET**

**WHEREAS**, the collective bargaining agreement between the City of Fairbanks and the Fairbanks Firefighters Union, IAFF Local 1324 (FFU), effective October 1, 2018, through September 30, 2021, includes provisions for wages and benefits for remaining years 2019, 2020, and 2021; and

**WHEREAS**, the FFU and the City Administration have reached a tentative agreement regarding 2020 wages and benefits:

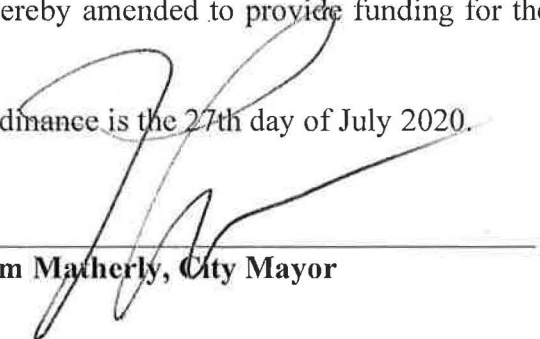
**NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows:**

**SECTION 1.** That the wage and benefit terms for 2020 of the October 1, 2018, through September 30, 2021, collective bargaining agreement between the City and the FFU, shown in Attachment A (the "Agreement"), are hereby ratified.

**SECTION 2.** That the terms of the Agreement are subject to ratification by the FFU membership.

**SECTION 3.** That the 2020 City budget is hereby amended to provide funding for the terms of the Agreement.

**SECTION 4.** That the effective date of this ordinance is the 27th day of July 2020.


  
\_\_\_\_\_  
Jim Matherly, City Mayor

AYES: Therrien, Cleworth, Gibson, Rogers  
NAYS: Pruhs  
ABSENT: Kun  
ADOPTED: July 27, 2020

ATTEST:

  
\_\_\_\_\_  
D. Danyielle Snider, MMC, City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Paul J. Ewers, City Attorney

**CITY OF FAIRBANKS**  
**FISCAL NOTE**

**I. REQUEST:**

Ordinance or Resolution No: 6138

Abbreviated Title: FAIRBANKS FIREFIGHTERS UNION CBA - WAGE OPENER

Department(s): FIRE DEPARTMENT

Does the adoption of this ordinance or resolution authorize:

- 1) additional costs beyond the current adopted budget? Yes X No \_\_\_\_\_
- 2) additional support or maintenance costs? Yes \_\_\_\_\_ No X  
If yes, what is the estimate? \_\_\_\_\_
- 3) additional positions beyond the current adopted budget? Yes \_\_\_\_\_ No X  
If yes, how many positions? \_\_\_\_\_  
If yes, type of positions? \_\_\_\_\_ (F - Full Time, P - Part Time, T - Temporary)

**II. FINANCIAL DETAIL:**

EXPENDITURES:	2020	2021
FIRE STAFF WAGES & BENEFITS	\$92,000	\$87,000
<b>TOTAL</b>	<b>\$92,000</b>	<b>\$87,000</b>
REVENUES:	2020	2021
CITY GENERAL FUND	\$92,000	\$87,000
<b>TOTAL</b>	<b>\$92,000</b>	<b>\$87,000</b>

In 2020, this agreement provides a total package increase of 1.63% by increasing wages and benefits with health care increasing from \$1,583.12 to \$1,670.92 (total cost of \$47,412). In 2021, the total estimated package increase of 1.5% includes an estimated increase in health care from \$1,670.92 to \$1,758.72 (total cost of \$47,412).

Prepared by Finance Department: Initial mb Date 7/2/2020

CORRECTED

## 2020 IAFF 1324 Wage Opener

### Appendix C

**Cost of Living: Effective 1/1/20**

1) Package rate increases will be in a range from 1.5% CPI to 3% CPI as measured by the Anchorage CPI-U. A three-year average (use the previous three years, not counting current year) will be utilized and if that three-year average falls below the 1.5% CPI, then the City will pay a 1.5% wage Increase. If the three-year average is above 3% Anchorage CPI then the City will pay a 3% wage Increase. If the 3-year Anchorage CPI-U is between 1.5% and 3%, then the City will pay the actual 3-year CPI average. The parties agree to use this formula to determine increases to the wages for the remaining years on this contract effective January 1, 2020 through October 31, 2021.

Example 1. 3-year Anchorage CPI average = .8%, city pays 1.5%

Example 2. 3-year Anchorage CPI average = 2.1%, city pays 2.1%

Example 3. 3-year Anchorage CPI average = 3.4%, city pays 3%

2020 3-year average Anchorage CPI-U = 1.633% Health Care costs will be paid from this 1.633% that will keep the City contribution for 2020 at 80%. The remaining money will be paid toward wages

2021 3-year average Anchorage CPI-U = To Be Determined

**Suppression  
Members (56 hour)  
2020 wage chart**

	EMT I/II	EMT III	Paramedic
Recruit Firefighter (0-6 Months)	\$18.10	\$18.93	\$20.03
Firefighter I (6-12 Months)	\$19.89	\$20.72	\$21.82
Firefighter II ( 1-3 Years)	\$23.43	\$24.26	\$25.36
Firefighter III (3-5 Years)	\$25.62	\$26.45	\$27.55
Firefighter IV ( 5+ Years)	\$27.81	\$28.64	\$29.74
Driver/Engineer	\$29.45	\$30.28	\$31.38
Captain	\$31.92	\$32.75	\$33.85
Battalion Chief	\$34.73	\$35.56	\$36.66
	<b>Administrative Members (40 hour) 2020 wage chart</b>		

RDFM	\$29.79		
Deputy Fire Marshal I	\$33.93		
Deputy Fire Marshal II	\$39.02		
Deputy Fire Marshal III	\$43.91		
Admin Assistant	\$27.91		
Admin Assistant (5+ Yrs.)	\$28.47		
Clerk	\$25.19		
Clerk (5+ Years)	\$25.93		

- 2) Section 16.2 A(paramedic), B and C (EMTIII), G(Data) pro-pays will stop and section 16.2 will be edited. (See below)
- 3) Effective dates and retro pay:
  - a) Wages will be effective 1/1/20 and 1/1/21.
  - b) 2020: Wages and health care retro check will be paid the second pay period following ratification of the wage opener by the City Council
  - c) 2021: Health care adjustment will take place 12/1/20.

## 16.2 Pro-Pay:

Pro-pay is based on Firefighter IV, EMT I/II for all suppression classifications and added to Member's base rate. This pro-pay schedule shall go into effect at 0800 hours of the first day of the pay period following date of signing.

### A. SCBA and/or Breathing Air Specialist 3%

Self-Contained Breathing Apparatus (SCBA) specialists are designated at the discretion of the Fire Chief, to be trained and certified by the SCBA manufacturer to perform maintenance on SCBA units. Breathing Air Specialists are designated at the discretion of the Fire Chief to be trained as required by the City and the breathing air compressor system manufacturer to perform maintenance, system tests, and resupply.

B. The assigned Medic to M1 and M2(when staffed) 10%

C. The assigned Driver to M1 and M2(when staffed) 5%

D. Acting Company Officer (CO) 5%

1. Top 3 Members of the Captain promotion list will be assigned the Acting CO

pro-pay.

2. Acting CO may be moved platoons to ensure there is one per platoon.
3. When a Captain is gone Acting CO will work as the Company Officer
4. Article 6.3D4 Assignment to acting Position does not apply to Acting CO's
5. Over time for out of classification falls under acting call out rules.

Pro-pays are only available for suppression members. For purposes of Subsections B and C, only one paramedic and only one driver may receive this pro-pay at any one time on each ambulance.

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Nick Clark  
VP IAFF 1324

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Jim Matherly  
Mayor City of Fairbanks

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Scott Raygor  
President IAFF 1324

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Mike Meeks  
Chief of Staff City of Fairbanks