

**ORDINANCE NO. 6219**

**AN ORDINANCE AMENDING THE PUBLIC SAFETY EMPLOYEES  
ASSOCIATION/CITY OF FAIRBANKS COLLECTIVE BARGAINING  
AGREEMENT TO ADD A COMMUNITY OUTREACH SPECIALIST  
POSITION**

**WHEREAS**, the current collective bargaining agreement (CBA) between the Public Safety Employees Association, Fairbanks Police Department Chapter (PSEA), and the City of Fairbanks was ratified by both parties and became effective January 1, 2022, and

**WHEREAS**, Fairbanks General Code Section 42-1(h) provides that all amendments to labor contracts negotiated during the life of the contract must be approved by council ordinance; and

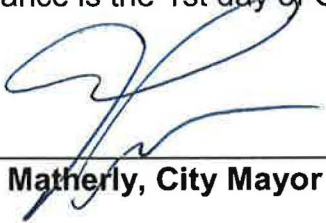
**WHEREAS**, the parties believe that adding a Community Outreach Specialist position to the CBA will help in recruiting Police Officers and improving community relations with the Police Department; and

**WHEREAS**, the City and PSEA have negotiated the attached Memorandum of Agreement that will add a Community Outreach Specialist position to the current CBA.

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

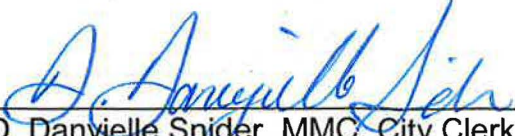
**Section 1.** The amendment to the PSEA/City of Fairbanks collective bargaining agreement, as set out in the Memorandum of Agreement, Attachment A hereto, is hereby approved.

**Section 2.** The effective date of this ordinance is the 1st day of October 2022.

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

YEAS: Gibson, Therrien, Marney, Rogers, Cleworth  
NAYS: None  
ABSENT: Vacant, Seat F  
ADOPTED: September 26, 2022

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: 6219

Abbreviated Title: ORDINANCE AMENDING PSEA CBA ADD COMMUNITY OUTREACH SPEC

Department(s): POLICE

Does the adoption of this ordinance or resolution authorize:

- 1) additional costs beyond the current adopted budget? Yes \_\_\_\_\_ No x
- 2) additional support or maintenance costs? Yes \_\_\_\_\_ No x  
 If yes, what is the estimate? see below
- 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:**

PROJECTS:	TOTAL
SALARY & BENEFITS	\$ -
<b>TOTAL</b>	<b>\$ -</b>

FUNDING SOURCE:	TOTAL
GENERAL FUND	\$ -
<b>TOTAL</b>	<b>\$ -</b>

The proposed changes to the current Public Safety Employee Association (PSEA) Collective Bargaining Agreement will add a Community Outreach Specialist. The department will reduce one full-time Police Officer position to add a full-time Community Outreach Specialist position. The starting annual salary for one position is \$93,370. **This request will result in salary savings; therefore, the budget will not require an amendment.**

Reviewed by Finance Department: Initial mb Date 9/1/2022

**LETTER OF AGREEMENT**  
between the  
**CITY OF FAIRBANKS**  
and the  
**PUBLIC SAFETY EMPLOYEES ASSOCIATION**  
representing the  
**Fairbanks Police Department**

It is agreed between the parties that the following terms and conditions of employment apply to the City of Fairbanks Police Department:

Pursuant to section 19.7 of the collective bargaining agreement the attached "Schedule B" will replace the current Schedule B. The attached Schedule B includes the newly formed Community Outreach Specialist / PIO with a new pay scale.

This agreement is a supplement to the current PSEA contract and is entered solely to address the new Community Outreach Specialist job classification. This agreement does not establish any practice or precedent between the parties. This agreement shall not be referred to in any other dispute, grievance, arbitration, hearing, or any other forum, except as may be necessary for the execution of its terms.

FOR THE CITY OF FAIRBANKS:

FOR PSEA:

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Date

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Date

CITY OF FAIRBANKS PSEA SCHEDULE B																				
Classification	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Administration Assistant	\$25.90	\$26.42	\$26.95	\$27.49	\$28.04	\$28.60	\$29.17	\$29.75	\$30.35	\$30.96	\$31.58	\$32.21	\$32.85	\$33.51	\$34.18	\$34.86	\$35.56	\$36.27	\$37.00	\$37.74
Community Outreach Spec	\$29.00	\$29.58	\$30.17	\$30.77	\$31.39	\$32.02	\$32.66	\$33.31	\$33.98	\$34.66	\$35.35	\$36.06	\$36.78	\$37.52	\$38.27	\$39.04	\$39.82	\$40.62	\$41.43	\$42.26
Clerk - FT	\$23.08	\$23.54	\$24.01	\$24.49	\$24.98	\$25.48	\$25.99	\$26.51	\$27.04	\$27.58	\$28.13	\$28.69	\$29.26	\$29.85	\$30.45	\$31.06	\$31.68	\$32.31	\$32.96	\$33.62
Dispatcher Supervisor	\$31.08	\$31.70	\$32.34	\$32.99	\$33.65	\$34.32	\$35.00	\$35.70	\$36.42	\$37.15	\$37.90	\$38.65	\$39.42	\$40.21	\$41.02	\$41.83	\$42.67	\$43.52	\$44.40	\$45.29
Dispatcher	\$25.90	\$26.42	\$26.95	\$27.49	\$28.04	\$28.60	\$29.17	\$29.75	\$30.35	\$30.96	\$31.58	\$32.21	\$32.85	\$33.51	\$34.18	\$34.86	\$35.56	\$36.27	\$37.00	\$37.74
Front Desk Call Taker FT	\$23.08	\$23.54	\$24.01	\$24.49	\$24.98	\$25.48	\$25.99	\$26.51	\$27.04	\$27.58	\$28.13	\$28.69	\$29.26	\$29.85	\$30.45	\$31.06	\$31.68	\$32.31	\$32.96	\$33.62
Evidence Custodian	\$26.54	\$27.07	\$27.61	\$28.16	\$28.73	\$29.30	\$29.89	\$30.49	\$31.10	\$31.72	\$32.35	\$32.99	\$33.65	\$34.33	\$35.02	\$35.72	\$36.43	\$37.16	\$37.90	\$38.66
Public Safety Assistant	\$25.90	\$26.42	\$26.95	\$27.49	\$28.04	\$28.60	\$29.17	\$29.75	\$30.35	\$30.96	\$31.58	\$32.21	\$32.85	\$33.51	\$34.18	\$34.86	\$35.56	\$36.27	\$37.00	\$37.74
Lieutenant	\$41.24	\$42.06	\$42.90	\$43.76	\$44.64	\$45.53	\$46.44	\$47.37	\$48.32	\$49.29	\$50.28	\$51.29	\$52.32	\$53.37	\$54.44	\$55.53	\$56.64	\$57.77	\$58.93	\$60.11
Sergeant	\$37.49	\$38.24	\$39.00	\$39.78	\$40.58	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.70	\$46.61	\$47.54	\$48.49	\$49.46	\$50.45	\$51.46	\$52.49	\$53.54	\$54.61
Detective	\$35.70	\$36.41	\$37.14	\$37.88	\$38.64	\$39.41	\$40.20	\$41.00	\$41.82	\$42.66	\$43.51	\$44.38	\$45.27	\$46.18	\$47.10	\$48.04	\$49.00	\$49.98	\$50.98	\$52.00
Police Officer	\$34.00	\$34.68	\$35.37	\$36.08	\$36.80	\$37.54	\$38.29	\$39.06	\$39.84	\$40.64	\$41.45	\$42.28	\$43.13	\$43.99	\$44.87	\$45.77	\$46.69	\$47.62	\$48.57	\$49.54
P.O. Academy Pay	\$7.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
P.O. Recruit II	\$30.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
P.O. Recruit III	\$32.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

09.01.22

**Community Outreach Specialist**

Step 1 \$60,320 (salaries) + \$33,050 (benefits) - Total \$93,370  
 Step 10 \$72,090 (salaries) + \$35,810 (benefits) - Total \$107,900  
 Step 20 \$87,900 (salaries) + \$39,520 (benefits) - Total \$127,420