

**ORDINANCE NO. 6330**

**AN ORDINANCE AMENDING THE COLLECTIVE BARGAINING  
AGREEMENT BETWEEN THE CITY OF FAIRBANKS AND THE  
FAIRBANKS FIRE FIGHTERS UNION (FFU) IAFF LOCAL 1324**

**WHEREAS**, Ordinance No. 6322 ratified a Collective Bargaining Agreement (CBA) between the City of Fairbanks and the Fairbanks Fire Fighters Union (FFU) IAFF Local 1324, effective December 1, 2024 through November 30, 2027; and

**WHEREAS**, arbitrated language prevents the local paramedic school from having students gain required hours of ambulance experience through the Fairbanks Fire Department (FFD); and

**WHEREAS**, if the students cannot ride along on FFD ambulance calls, the program would not be able to continue in Fairbanks; and

**WHEREAS**, neither the City nor FFU wish for the local paramedic program to close; and

**WHEREAS**, the City of Fairbanks and the Fairbanks Fire Fighters Union (FFU) IAFF Local 1324, agree to amend the Collective Bargaining Agreement to allow for paramedic students to ride along on FFD ambulance calls.

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

**SECTION 1.** The Letter of Agreement amending the current CBA between the City of Fairbanks and the Fairbanks Fire Fighters Union (FFU) IAFF Local 1324, attached as Exhibit A, is approved.

**SECTION 2.** The effective date of this Ordinance is six days after adoption.

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**Mindy O'Neill, Mayor**

AYES: Cleworth, Sprinkle  
NAYS: Marney, Ringstad, Therrien, Tidwell  
ABSENT: None  
FAILED: December 15, 2025

ATTEST:

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D. Danyelle Snider, MMC, City Clerk

APPROVED AS TO FORM:

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Thomas A. Chard II, City Attorney

FAULIED

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

**I. REQUEST:**

Ordinance or Resolution No: 6330

Abbreviated Title: FAIRBANKS FIREFIGHTERS UNION LETTER OF AGREEMENT CTC PROGRAM

Department(s): FIRE

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? 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:**

EXPENDITURES:	2025	2026	2027	TOTAL
WAGES AND BENEFITS - UNTIL JULY 2026	\$ -	\$ 30,800	\$ -	\$ 30,800
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ 30,800</b>	<b>\$ -</b>	<b>\$ 30,800</b>

FUNDING SOURCE:	2025	2026	2027	TOTAL
GENERAL FUND [FIRE]	\$ -	\$ 30,800	\$ -	\$ 30,800
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ 30,800</b>	<b>\$ -</b>	<b>\$ 30,800</b>

This fiscal note includes preceptor pay for a Firefighter to provide ride-along training for paramedic students. The training includes 240 hours per student for two semesters.

Prepared by Finance Department:

Initial   mb  

Date   11/5/2025

**LETTER OF AGREEMENT**  
City of Fairbanks and IAFF, Local 1324

The City and Union agree to modify the current 2025-2027 collective bargaining agreement to allow CTC Paramedic students to be precepted by Members covered by this CBA. Article 6, Section 6.12.A will be modified as follows: This agreement will expire July 1st, 2026 if it's not renewed by both parties.

### **6.12 Ride-Alongs**

- A.** Ride-alongs include, but are not limited to, non-fire department city staff, officials, ~~paramedic students~~, non-intern fire science students, and members of other fire departments.
- B.** Ride-alongs are permitted on every staffed apparatus.
- C.** A maximum of one ride-along or intern is allowed per apparatus.
- D.** Fire department members will not be expected to train ride-alongs.
- E.** Each ride-along is only permitted one 24-hour shift every month.

### **6.13 Paramedic and AEMT Students**

- A.** **UAF-CTC Paramedic and AEMT students may be precepted by Members of Local 1324. The Fairbanks Fire Department must have a signed contract governing the preceptorship in effect with UAF-CTC. That contract is authorized by, and subject to, this Collective Bargaining Agreement.**
- B.** **A Lead Paramedic precepting a preceptor will receive the precepting Special Duty Pay while precepting.**
- C.** **FFD Paramedics will not be required to have a preceptor if they are on mandatory overtime or have been assigned to the ambulance for more than 48 hours.**
- D.** **A maximum of one student or intern is allowed per apparatus per day (24-hour period). This also includes Ride-Alongs in 6.12. Only one Ride-Along, or student is allowed at any given time.**
- E.** **Only two students or interns are allowed per day (24-hour period).**

Furthermore, the Chief will publish an operating memorandum or SOP describing the following:

1. FFD Paramedics will prioritize precepting FFD employees.
2. The Battalion Chief will work to reasonably accommodate preceptors and students when necessary.
3. Preceptors will report any issues to the Battalion Chief who will forward up the chain of command when necessary. This will include issues relating to:

- a. Safety
- b. Poor performance
- c. Inappropriate actions
- d. Any ongoing issues deemed necessary for further follow up with CTC Paramedic Leadership.

5. The Battalion Chief can send a student away and document the reason via platinum planner.

4. All FFD Paramedics will be required to attend an orientation provided by CTC. CTC students will be required to attend an orientation by FFD.

5. FFD will make available guidelines and expectations to follow while precepting UAF-CTC students. FFD paramedics will still follow department SOP, standing orders, and any other applicable city or department policy while on duty, but will proctor and fill out student-related paperwork per CTC's requirements.

6. Any requirements for a preceptorship will be mutually agreed upon by FFD and UAF-CTC.

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Mayor, Mindy O'Neill

Date: \_\_\_\_\_

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FFU President, Nick Clark

Date: \_\_\_\_\_