

ORDINANCE NO. 6258, AS AMENDED

AN ORDINANCE AMENDING SCHEDULE B OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FAIRBANKS AND THE PUBLIC SAFETY EMPLOYEES ASSOCIATION (PSEA)

WHEREAS, Ordinance No. 6198 ratified a Collective Bargaining Agreement (CBA) between the City of Fairbanks and the Public Safety Employees Association (PSEA), effective January 1, 2022 through December 31, 2024; and

WHEREAS, Appendix B, incorporated by reference in the CBA, established the current pay scale for PSEA members; and

WHEREAS, continued trends in recruitment and retention challenges, coupled with recent labor market shifts, have created a crisis affecting the Fairbanks Police Department's ability to continue to support the public safety needs of our community; and

WHEREAS, an amendment to the CBA is needed for the Fairbanks Police Department to be competitive in the labor market and reverse the recruitment and retention trends; and

WHEREAS, the City of Fairbanks and the PSEA agree to amend Appendix B of the CBA to adjust the pay scale for the Police Officer classification and remove Recruit II and Recruit III pay.

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 Public Safety Employees Association, attached as Exhibit A, is approved.

SECTION 2. Appendix B of the current CBA, amended to incorporate the wage increase agreed to in the Letter of Agreement referenced in Section 1, attached as Exhibit B, is approved.

SECTION 3. The effective date of this Ordinance is August 1, 2023.



David Pruhs, Mayor

AYES: Ringstad, Tidwell, Rogers, Sprinkle, Marney
NAYS: Cleworth
ABSENT: None
ADOPTED: August 14, 2023

ATTEST:

APPROVED AS TO FORM:


D. Danyielle Snider, MMC, City Clerk


Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6258

Abbreviated Title: ORDINANCE INCREASING WAGES FOR FPD COMMISSIONED OFFICERS

Department(s): POLICE

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:	2023	2024	TOTAL
SALARIES AND BENEFITS [LESS ADDITIONAL SAVINGS]	\$ 65,490	\$ 148,790	\$ 214,280
TOTAL	\$ 65,490	\$ 148,790	\$ 214,280

FUNDING SOURCE:	2023	2024	TOTAL
GENERAL FUND	\$ 65,490	\$ 148,790	\$ 214,280
TOTAL	\$ 65,490	\$ 148,790	\$ 214,280

Effective August 1, 2023, the city will increase the base rate for a Police Officer from \$34.00 per hour to \$38.00 per hour. This change will also impact the salaries and benefits for Detectives, Sergeants, and Lieutenants. The cost is \$273,350 in 2023 and the total cost is \$789,550 in 2024. The fiscal note reflects additional savings in the amount of \$207,860 for 2023 and \$640,760 for 2024 from reducing seven positions from the Police Department and the cost for the insurance plan. **The amended ordinance removes Recruit II and Recruit III; the cost of removing this pay is currently budgeted (cost \$7,700).**

Reviewed by Finance Department: Initial mb Date 8/14/2023

Letter of Agreement

By and between
Public Safety Employees Association
And
City of Fairbanks

The City of Fairbanks and the Public Safety Employees Association (PSEA) agree to amend Appendix B of the current collective bargaining agreement (CBA), effective January 1, 2022 through December 31, 2024, to adopt and incorporate an amended pay scale for sworn Officers with an increase in wage of \$4.00 per hour or more **and to remove Recruit II and Recruit III pay.**

The City of Fairbanks and the Public Safety Employees Association (PSEA) further agree to amend the following sections in the Collective Bargaining Agreement:

19.4.3 Police Officers returning to regular service after completing the Police Academy will move to **Recruit II step Police Officer Year One.**

Section 30.21 Police Officer Recruit "Police Officer Recruit" refers to employees hired within the entry level position. ~~that is divided into three components for pay purpose as follows: The compensation rate for "Police Officer Recruit I" is paid from the date of hire through completion of the Police Academy; "Recruit II" pay is paid from the date of completion of the academy through successful completion of Field Training; and, "Recruit III" pay is paid from the successful completion of Field Training until 6 months later or through the successful completion of probation. Upon completion of probation, employees will be moved to the appropriate Police Officer pay step based upon the date of hire.~~

FOR THE UNION

FOR THE EMPLOYER

DATE

DATE

Exhibit B to Ordinance No. 6258, as Amended

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	\$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
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	\$46.09	\$47.01	\$47.95	\$48.91	\$49.89	\$50.89	\$51.91	\$52.95	\$54.01	\$55.09	\$56.19	\$57.31	\$58.46	\$59.63	\$60.82	\$62.04	\$63.28	\$64.55	\$65.84	\$67.16
Sergeant	\$41.90	\$42.74	\$43.59	\$44.46	\$45.35	\$46.26	\$47.19	\$48.13	\$49.09	\$50.07	\$51.07	\$52.09	\$53.13	\$54.19	\$55.27	\$56.38	\$57.51	\$58.66	\$59.83	\$61.03
Detective	\$39.90	\$40.70	\$41.51	\$42.34	\$43.19	\$44.05	\$44.93	\$45.83	\$46.75	\$47.69	\$48.64	\$49.61	\$50.60	\$51.61	\$52.64	\$53.69	\$54.76	\$55.86	\$56.98	\$58.12
Police Officer	\$38.00	\$38.76	\$39.54	\$40.33	\$41.14	\$41.96	\$42.80	\$43.66	\$44.53	\$45.42	\$46.33	\$47.26	\$48.21	\$49.17	\$50.15	\$51.15	\$52.17	\$53.21	\$54.27	\$55.36
P.O. Academy Pay	\$8.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
P.O. Recruit II	\$34.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
P.O. Recruit III	\$36.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-