

ORDINANCE NO. 6272

AN ORDINANCE AMENDING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FAIRBANKS AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW) LOCAL 1547

WHEREAS, Ordinance No. 6254 ratified a Collective Bargaining Agreement (CBA) between the City of Fairbanks and the International Brotherhood of Electrical Workers (IBEW) Local 1547, effective January 1, 2024 through December 31, 2026; and

WHEREAS, Ordinance No. 6268 adopted the 2024 operating budget, which included funding for a Records Manager position in the City Clerk's Office; and

WHEREAS, the City and the IBEW agreed to amend Schedule A of the CBA to include the Records Manager position; and

WHEREAS, the Deputy Clerk II is called upon to act as the City Clerk in the City Clerk's absence, which can create a potential conflict in regard to labor negotiations between the City and the IBEW; and

WHEREAS, the Deputy Clerk II position has been described in Section 3 of Schedule A of the CBA as a position routinely "entrusted with confidential information placing them in a potential conflict of interest between their roles as City officials and bargaining unit members"; and

WHEREAS, the City and the IBEW have tentatively agreed that the Deputy Clerk II position should be removed from Schedule A of the CBA between the City and the IBEW; and

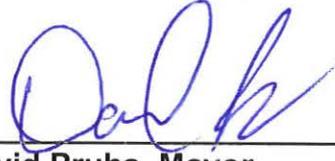
WHEREAS, the City and the IBEW have tentatively agreed that the Deputy Clerk I/Cashier position should be retitled as the Licensing Clerk/Cashier to better reflect the duties of the position; and

WHEREAS, the City of Fairbanks and the IBEW Local 1547 agree to amend the CBA to address the three changes described above.

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

SECTION 1. The Letters of Agreement amending the current CBA between the City of Fairbanks and the International Brotherhood of Electrical Workers, attached as Exhibits A and B, are approved.

SECTION 2. The effective date of this Ordinance is March 1, 2024.



David Pruhs, Mayor

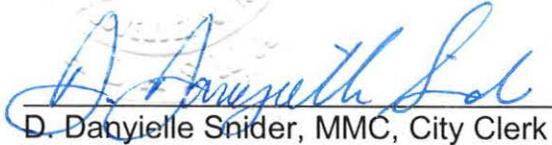
AYES: Marney, Cleworth, Rogers, Sprinkle, Ringstad, Tidwell

NAYS: None

ABSENT: None

ADOPTED: February 12, 2024

ATTEST:



D. Danyielle Snider, MMC, City Clerk

APPROVED AS TO FORM:



Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6272

Abbreviated Title: ORDINANCE AMENDING IBEW COLLECTIVE BARGAINING AGREEMENT

Department(s): ALL

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:

EXPENDITURES:	Total
SALARY AND BENEFITS	
TOTAL	

FUNDING SOURCE:	Total
GENERAL FUND	
TOTAL	

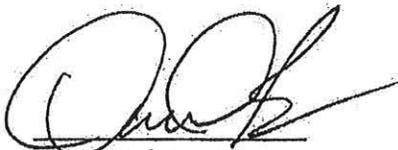
The Letter of Agreement between the City of Fairbanks and the International Brotherhood of Electrical Workers (IBEW) Local 1547 will add the Records Manager position, change the title of the Deputy City Clerk I/Cashier to Licensing Clerk/Cashier, and move the Deputy City Clerk from IBEW to FGC (Fairbanks General Code Non-Union). The Deputy City Clerk will receive the same total compensation package with changes in salary to compensate for loss in benefits.

Reviewed by Finance Department: Initial mb Date 1/16/2024

Exhibit A to Ordinance No. 6272

Letter of Agreement
between the
City of Fairbanks
and the
International Brotherhood of Electrical Workers Local 1547

The City of Fairbanks and the International Brotherhood of Electrical Workers (IBEW) Local 1547 agree to establish a Records Manager position within the City Clerk's Office. This position has been funded for the first time in the City of Fairbanks 2024 budget. This Letter of Agreement modifies Schedule A of the Collective Bargaining Agreement between the City of Fairbanks and the IBEW by adding a new Records Manager position. Please see attached Schedule A and Records Manager job description.



David Pruhs
Mayor
City of Fairbanks



Naomi Hewitt
Business Representative
IBEW Local 1547

Exhibit B to Ordinance No. 6272

Letter of Agreement
between the
City of Fairbanks
and the
International Brotherhood of Electrical Workers Local 1547

The City of Fairbanks and the International Brotherhood of Electrical Workers (IBEW) Local 1547 agree to remove the Deputy Clerk II position from the union to avoid a potential conflict of interest related to duties when acting as the City Clerk. The City and IBEW further agree to change the title of the Deputy Clerk I/Cashier to Licensing Clerk/Cashier to more accurately describe the position.

David Pruhs
Mayor
City of Fairbanks

Naomi Hewitt
Business Representative
IBEW Local 1547

IBEW SCHEDULE A

EFFECTIVE 03-01-2024

POSITION CLASSIFICATION	RANGE A 90%	RANGE B 92.5%	RANGE C 95%	RANGE D 97.5%	RANGE E 100%	RANGE F 102.5%	RANGE G 105%	RANGE H 107.5%	RANGE I 110%	PACKAGE RATE BASED ON RANGE E
Administrative Assistant	27.37	28.13	28.89	29.65	30.41	31.17	31.93	32.69	33.45	47.79
HR Generalist	30.20	31.04	31.88	32.72	33.56	34.40	35.24	36.08	36.92	50.94
Legal Secretary	32.18	33.07	33.96	34.86	35.75	36.64	37.54	38.43	39.33	53.13
Deputy City Clerk #	34.53	35.49	36.45	37.44	38.37	39.33	40.29	41.25	42.21	55.75
Records Manager	29.93	30.76	31.59	32.42	33.25	34.08	34.91	35.74	36.58	50.63
Licensing Clerk/Cashier	27.37	28.13	28.89	29.65	30.41	31.17	31.93	32.69	33.45	47.79
City Engineer	56.14	57.70	59.26	60.82	62.38	63.94	65.50	67.06	68.62	79.76
Engineer III	46.13	47.41	48.69	49.97	51.25	52.53	53.81	55.09	56.38	68.63
Engineer II	41.02	42.16	43.30	44.44	45.58	46.72	47.86	49.00	50.14	62.96
Engineer I	37.31	38.35	39.39	40.42	41.46	42.50	43.53	44.57	45.61	58.84
Engineer Assistant II	36.23	37.23	38.24	39.24	40.25	41.26	42.26	43.27	44.28	57.63
Engineer Assistant I	33.00	33.92	34.84	35.75	36.67	37.59	38.50	39.42	40.34	54.05
Surveyor	45.36	46.62	47.88	49.14	50.40	51.66	52.92	54.18	55.44	67.78
Environmental Analyst	43.70	44.91	46.12	47.34	48.55	49.76	50.98	52.19	53.41	65.93
Quality Control Officer	31.76	32.64	33.53	34.41	35.29	36.17	37.05	37.94	38.82	52.67
Public Works Director	56.14	57.70	59.26	60.82	62.38	63.94	65.50	67.06	68.62	79.76
Building Official	50.76	52.17	53.58	54.99	56.40	57.81	59.22	60.63	62.04	73.78
Combination Building Inspector	37.07	38.10	39.13	40.16	41.19	42.22	43.25	44.28	45.31	58.57
Plans Examiner	37.31	38.35	39.39	40.42	41.46	42.50	43.53	44.57	45.61	58.84
Senior Structural Plan Check Engineer	46.13	47.41	48.69	49.97	51.25	52.53	53.81	55.09	56.38	68.63
Code Compliance Inspector	36.03	37.03	38.03	39.03	40.03	41.03	42.03	43.03	44.03	57.41
Police Chief	56.14	57.70	59.26	60.82	62.38	63.94	65.50	67.06	68.62	79.76
Emergency Dispatch Center Manager	44.02	45.24	46.46	47.69	48.91	50.13	51.36	52.58	53.80	66.29
Fire Chief	56.14	57.70	59.26	60.82	62.38	63.94	65.50	67.06	68.62	79.76
Assistant Fire Chief	46.23	47.52	48.80	50.09	51.37	52.65	53.94	55.22	56.51	68.75
Controller #	45.59	46.86	48.13	49.39	50.66	51.93	53.19	54.46	55.73	68.04
Grants & Contracts Administration Manager	38.39	39.45	40.52	41.58	42.65	43.72	44.78	45.85	46.92	60.03
Accounting Specialist	30.38	31.22	32.06	32.91	33.75	34.59	35.44	36.28	37.13	51.13

INACTIVE REPRESENTED POSITIONS LISTED BELOW

Engineer IV	45.60	46.87	48.14	49.40	50.67	51.94	53.20	54.47	55.74	68.05
Property Development Manager	41.13	42.27	43.42	44.56	45.70	46.84	47.99	49.13	50.27	63.08
General Ledger Accountant/Grants Manager	42.80	43.99	45.18	46.37	47.56	48.75	49.94	51.13	52.32	64.94

NOTES:

Police Chief does not participate in IBEW pension plan.

~~Deputy City Clerk with CMC certification receive an additional \$2.42 per hour on benchmark wage.~~

Package includes \$10.13 per hour for health care and \$7.25 per hour for pension.

Section 2.

After the package rate is set effective January 1, as provided in Section 16.1 and after the Union designates allocation to Pension and H&W, employees will be paid at the benchmark Range E unless, based upon merit evaluation of employee experience, knowledge and skills, dedication, and performance, the Mayor finds that individual wages should be adjusted to the following ranges:

Range A	Range B	Range C	Range D	Range E	Range F	Range G	Range H	Range I
90%	92.5%	95%	97.5%	100%	102.5%	105%	107.5%	110%

Range A & B are meant to be the starting wage for employees whose knowledge, experience, or skills are still developing. It is also meant to apply to employees whose knowledge, skills, or performance have declined to the minimally acceptable level.

Range C & D are meant to apply to employees whose knowledge, skills, and experience are progressing but have not yet reached the average. It is also meant to apply to employees whose knowledge, skills, and performance have slipped below average.

Range F & G are meant to apply to employees whose knowledge, skills, and experience are above average and for employees whose performance is above average.

Range H & I are meant to apply to employees with extensive knowledge, skills, and ability whose performance is superior.

While initial range placement and subsequent range advances to a higher range are at the discretion of the Mayor, employee(s) may not be moved from a higher to a lower Range without just cause subject to the following:

- a. In the event the Mayor has concerns about the adequacy of an employee's work performance which may trigger a decision of a reduction in pay range, the performance issue(s) will first be orally discussed by the employee, the Department Head, and the Mayor.
- b. After said meeting, a written "performance improvement plan" identifying the area(s) needed for improvement will be provided to the employee. Follow up meetings will be held at the request of the employee.
- c. Six calendar months or more will be allowed to elapse after the issuance of the performance improvement plan before any decision to reduce pay range is made.
- d. Prior to the Mayor's decision to reduce pay, a pre-disciplinary meeting will be held with the employee, the Department Head, the Mayor, and any other persons the employee wishes to attend so that the issue can be discussed.
- e. Prior to the Mayor's decision to reduce pay, the Mayor will inform the Union Business Agent of the decision and provide 30-days notice before the reduction is made.

- f. Should the employee elect to grieve the matter, they will remain at the prior pay range until the grievance is resolved under the terms of this collective bargaining agreement.

If an employee is involuntarily moved to a lower pay range, that demotion will not last longer than one calendar year. If the Mayor wishes to again reduce the pay range, the above procedure will be followed.

Section 3.

Classifications marked with # will routinely be entrusted with confidential information, placing them in a potential conflict of interest between their roles as City officials and bargaining unit members. In such situations, the employees' duty as a public official will prevent any disclosure of information subject to the provisions of law.