

**ORDINANCE NO. 6252**

**AN ORDINANCE AMENDING SCHEDULE B OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FAIRBANKS AND THE PUBLIC SAFETY EMPLOYEES ASSOCIATION (PSEA) AND AMENDING THE 2023 OPERATING BUDGET**

**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.

**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.** The effective date of this Ordinance is five days after adoption.

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**David Pruhs, Mayor**

AYES:  
NAYS:  
ABSENT:  
ADOPTED:

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: 6252

Abbreviated Title: ORDINANCE AMENDING PSEA SCHEDULE B

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:**

<b>EXPENDITURES:</b>	<b>2023</b>	<b>2024</b>	<b>TOTAL</b>
SALARIES AND BENEFITS [LESS ADDITIONAL SAVINGS]	\$ 367,460	\$ 856,070	\$ 1,223,530
<b>TOTAL</b>	<b>\$ 367,460</b>	<b>\$ 856,070</b>	<b>\$ 1,223,530</b>

<b>FUNDING SOURCE:</b>	<b>2023</b>	<b>2024</b>	<b>TOTAL</b>
GENERAL FUND	\$ 367,460	\$ 856,070	\$ 1,223,530
<b>TOTAL</b>	<b>\$ 367,460</b>	<b>\$ 856,070</b>	<b>\$ 1,223,530</b>

Effective July 1, 2023, the proposed changes to the current Public Safety Employee Association Union Collective Bargaining Agreement will include an increase of \$8.00 per hour for Police Officers. The city will increase the base rate for a Police Officer from \$34.00 per hour to \$42.00 per hour; this change will also impact the salaries and benefits for Lieutenants, Sergeants, and Detectives. The total cost is \$677,820 in 2023 and \$1,479,100 in 2024. The fiscal note reflects the additional savings from reducing seven positions from the Police Department in the amount of \$310,360 for 2023 and \$623,030 for 2024.

Reviewed by Finance Department:                      Initial   mb                        Date   5/31/2023

# **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 the pay scales attached.

FOR THE UNION

FOR THE EMPLOYER

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
DATE

\_\_\_\_\_  
DATE

**CITY OF FAIRBANKS PSEA SCHEDULE B**

<b>Classification</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>	<b>Year 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
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	\$50.94	\$51.96	\$53.00	\$54.06	\$55.14	\$56.24	\$57.36	\$58.51	\$59.68	\$60.87	\$62.09	\$63.33	\$64.60	\$65.89	\$67.21	\$68.55	\$69.92	\$71.32	\$72.75	\$74.21
Sergeant	\$46.31	\$47.24	\$48.18	\$49.14	\$50.12	\$51.12	\$52.14	\$53.18	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.12	\$67.44
Detective	\$44.10	\$44.98	\$45.88	\$46.80	\$47.74	\$48.69	\$49.66	\$50.65	\$51.66	\$52.69	\$53.74	\$54.81	\$55.91	\$57.03	\$58.17	\$59.33	\$60.52	\$61.73	\$62.96	\$64.22
Police Officer	\$42.00	\$42.84	\$43.70	\$44.57	\$45.46	\$46.37	\$47.30	\$48.25	\$49.22	\$50.20	\$51.20	\$52.22	\$53.26	\$54.33	\$55.42	\$56.53	\$57.66	\$58.81	\$59.99	\$61.19
P.O. Academy Pay	\$9.66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
P.O. Recruit II	\$37.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
P.O. Recruit III	\$39.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-