

ORDINANCE NO. 6278

AN ORDINANCE AMENDING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FAIRBANKS AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW) LOCAL 1547 BY ADDRESSING NON-UNION POSITION ACTING PAY

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, the CBA addressed acting in other IBEW positions of greater responsibilities, but it did not address acting in non-union positions of greater responsibilities; and

WHEREAS, the Chief of Staff, Chief Financial Officer, Human Resources Director, and Risk/Purchasing Agent are non-union positions that would likely be backfilled during a prolonged absence by an IBEW member; and

WHEREAS, IBEW members acting in union positions of greater responsibility are paid at the higher position's 100% step for the additional workload; and

WHEREAS, the City and the IBEW agree that IBEW members acting in non-union positions of greater responsibility should be compensated for the additional workload; and

WHEREAS, the non-union positions' pay is not included in the CBA Schedule A, does not have a pay scale, and is typically set based on the individual's performance and experience; and

WHEREAS, the City and the IBEW agree that paying IBEW members an additional 10% for hours they are acting in a non-union position of greater responsibility is fair; and

WHEREAS, the City of Fairbanks and the International Brotherhood of Electrical Workers Local 1547 agree to amend the CBA to address the situation described above.

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 International Brotherhood of Electrical Workers, attached as Exhibit A, is approved.

SECTION 2. The effective date of this ordinance is five days after adoption.

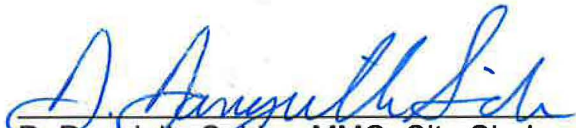


David Pruhs, Mayor

AYES: Ringstad, Rogers, Marney, Sprinkle, Cleworth, Tidwell
NAYS: None
ABSENT: None
ADOPTED: May 13, 2024

ATTEST:

APPROVED AS TO FORM:



D. Danyielle Snider, MMC, City Clerk



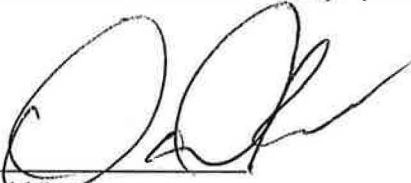
Thomas A. Chard II, City Attorney

Exhibit A to Ordinance No. 6278

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

16.2.1 – Compensation for Service as Acting Department Head

When a Department Head is on personal leave and unavailable for more than 12 hours to physically respond to the work if needed, another employee will be appointed by the Mayor or Mayor's designee as Acting Department Head. The added duties of this assignment include performance of all duties of the Department Head, including appearance at inter-agency meetings and taking responsibility for overall operations of the Department. While serving as Acting Department Head, the employee will receive the Range E rate of pay for the Department Head. While serving in an acting role for a non-union leadership role the employee will be paid an additional 10%. All overtime will be at the employee's regular rate of pay, as Department Heads are not eligible for overtime. Any leave cash out will be at the employee's regular rate.



David Pruhs
Mayor
City of Fairbanks



Naomi Hewitt
Business Representative
IBEW Local 1547