



SPECIAL ASSEMBLY MEETING 2025-11 AGENDA

June 11, 2025 at 1:15 PM

Zoom Only

<https://juneau.zoom.us/j/91515424903> or 1-253-215-8782 Webinar ID: 915 1542 4903

Submitted by:

Katie Koester, City Manager

A. CALL TO ORDER

B. ROLL CALL

C. CONSENT AGENDA Public Request for Consent Agenda Changes, Other than Ordinances for Introduction; Assembly Requests for Consent Agenda Changes; Assembly Action

1. Resolution 4012 A Resolution Reserving up to \$3,045,800 of the Restricted Budget 7 Reserve for the Eaglecrest FY26 Budget Deficit.

This resolution formally reserves the amount of budgeted deficit for Eaglecrest operations in the FY2026 budget as required by Charter.

The Assembly approved the deficit budget and source of reserve during the Assembly Finance Committee meeting on May 21, 2025.

The City Manager recommends the Assembly adopt this Resolution.

2. Resolution 4015 A Resolution Ratifying the Labor Agreement between the City and Borough and the Marine Engineers Beneficial Association for Fiscal Years 2026, 2027, and 2028.

This resolution would provide Assembly ratification, as required by CBJ 44.10.020, of the terms of the tentative agreement negotiated between the City and Borough of Juneau and the Marine Engineers' Beneficial Association (MEBA) for a collective bargaining agreement that will go in effect on July 1, 2025, and expire on June 30, 2028.

The tentative agreement includes economic modifications of annual wage increases of 3%, 3%, and 5% during the three years of the contract, provides lump sum payments of \$2,750 and \$2,000 in the first two years of the contract, and increases to the employer contribution to health insurance of up to approximately 5% for the second and third year of the contract. There are also increases to swing, grave, and weekend shift differential, standby pay, and tool allowance, effective in the first year of the contract.

The tentative agreement also includes adding Juneteenth as an observed holiday for MEBA members, starting on June 19, 2025. Finally, there are minor housekeeping language changes to the collective bargaining agreement.

This tentative agreement has been put out for ratification vote by the MEBA membership, but the voting period is scheduled to be completed on June 8, 2025. Assembly ratification

of this tentative agreement is conditioned on MEBA ratification of the tentative agreement.

The economic terms are in keeping with Assembly direction.

The City Manager recommends the Assembly adopt this Resolution.

3. Resolution 4018 A Resolution Amending the Personnel Rules and Approving Economic Terms between the City and Borough of Juneau and Non-represented Employees for Fiscal Years 2026, 2027, and 2028.

This resolution would provide Assembly approval for certain economic terms of employment in FY23 to FY25 for non-represented employees and approve the corresponding changes to the Personnel Rules. Specifically, this resolution approves annual wage increases of 3%, 3%, and 5% for FY26, FY27, and FY28, lump sum payments of \$2750 and \$2000 in FY26 and FY27, and increases to the employer contribution to health insurance by up to approximately 5% each year in FY27 and FY28. Starting in FY26, there are also increases to shift differentials, standby pay, and tool allowance that are provided in the Personnel Rules and other language changes in Personnel Rules 7, 11, and 18.

The resolution is in accordance with previous Assembly direction.

The City Manager recommends the Assembly adopt this Resolution.

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS (Limited to no more than 20 minutes, with each speaker limited to a length of time set by the Mayor not to exceed three minutes.)

1. INSTRUCTIONS FOR PUBLIC TESTIMONY

This Special Meeting is a Zoom Only meeting so members of the public wishing to testify will need to contact the Municipal Clerk's office **by 4pm on Tuesday, June 10** (the day prior to this Special Meeting) by calling 907-586-5278 and indicating the topic(s) upon which they wish to testify. Testimony time will be limited by the Mayor based on the number of participants.

Members of the public are encouraged to send their comments in advance of the meeting to BoroughAssembly@juneau.gov.

E. SUPPLEMENTAL MATERIALS

F. ADJOURNMENT

ADA accommodations available upon request: Please contact the Clerk's office 36 hours prior to any meeting so arrangements can be made for closed captioning or sign language interpreter services depending on the meeting format. The Clerk's office telephone number is 586-5278, e-mail: city.clerk@juneau.gov.

Presented by: The Manager
Presented: 6/9/2025
Drafted by: Law Department

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 4012

A Resolution Reserving up to \$3,045,800 of the Restricted Budget Reserve for the Eaglecrest FY26 Budget Deficit.

WHEREAS, Eaglecrest Ski Area operates year-round as a Special Revenue fund; and

WHEREAS, Eaglecrest Ski Area is implementing improvements and upgrades intended to move Eaglecrest into a fully funded operational budget scenario; and

WHEREAS, the CBJ Assembly recognizes that moving to a profitable budget scenario may take Eaglecrest several years to accomplish; and

WHEREAS, the CBJ Assembly supports the work that Eaglecrest is undertaking; and

WHEREAS, CBJ Charter Article 9 Section 9.3(c) requires that “proposed expenditures shall not exceed total estimated revenues and reserves” and

WHEREAS, the CBJ Assembly has approved a FY26 Eaglecrest budget with a listed negative fund balance; and

WHEREAS, to ensure that funds are available and allocated to cover this deficit as required by Charter,

BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. \$3,045,800 of the Restricted Budget Reserve’s balance is reserved in the amount of Eaglecrest’s FY26 budget deficit in compliance with CBJ Charter 9.3c.

Section 2. The amount in Section 1 will remain reserved in the Restricted Budget Reserve until either the deficit is resolved through positive operations (repayment of the deficit) or until the Assembly determines the deficit will never be resolved and the reserve pays off the deficit.

Section 3. The amount in Section 1 will not be available for any CBJ expenditures until the funds held are released.

Section 4. Effective Date. This resolution shall be effective immediately after its adoption.

Adopted this _____ day of _____, 2025.

Beth A. Weldon, Mayor

Attest:

Elizabeth J. McEwen, Municipal Clerk



Department of Human Resources / Risk Management

155 Heritage Way, Juneau, AK 99801
907-586-5250 <phone> 907-586-5392 <fax>
Email: Dallas.Hargrave@juneau.gov

MEMORANDUM

Date: June 5, 2025

To: City and Borough Assembly

Thru: Katie Koester
City Manager

From: Dallas Hargrave 
Human Resources & Risk Management Director

Re: Request for Ratification of MEBA Tentative Agreement and to Apply Terms to
Unrepresented Employees.

The City and Borough of Juneau and the Marine Engineers Beneficial Association (MEBA) reached tentative agreement on a three-year collective bargaining agreement on May 16, 2025. The contract will take effect on July 1, 2025 and conclude on June 30, 2028.

MEBA is currently in the process of collecting votes for member ratification of this tentative agreement. This request for the Assembly to ratify the tentative agreement is conditioned on MEBA membership ratification. If MEBA ratifies the tentative agreement, then passage of Resolution 4015 will serve as Assembly ratification of the agreement. If MEBA fails to ratify the tentative agreement, then the Assembly ratification of the tentative agreement is no longer valid, and the parties will meet to resume contract negotiations.

With this request to ratify the MEBA tentative agreement, we are also requesting that the Assembly approve the same terms for unrepresented CBJ employees.

Economic Changes:

Wages and Pay:

MEBA FY26: The parties agreed to a 3% general increase to the pay schedule and increases for shift differentials, tool allowance and standby pay. Additionally, the parties agreed to a lump sum payment of \$2750 per member employed on July 1, 2025 (pro-rated for those who work less than full time). The total estimated cost in FY26 for the wage increase, lump sum payment and differential increase is \$1,622,300.

Unrepresented FY26: With the MEBA tentative agreement, we are proposing to apply the same terms for wages, lump sum payment, and differential increases to unrepresented employees for a total cost of approximately \$1,484,500.

MEBA FY27: The parties agreed to a 3% general increase to the pay schedule and a lump sum payment of \$2000 per member employed on July 1, 2025 (pro-rated for those who work less

Request for Ratification of MEBA Tentative Agreement and to Apply Terms to Unrepresented Employees.

than full time) in FY27. The total estimated annual cost for the FY27 wage increase and lump sum payment is \$1,292,000.

Unrepresented FY27: A 3% general increase to the pay schedule and a lump sum payment of \$2000 per member employed on July 1, 2025 (pro-rated for those who work less than full time) will apply in FY27. The total estimated annual cost for the FY27 wage increase and lump sum payment is \$1,292,000.

MEBA FY28: The parties agreed to a 5% general increase to the pay schedule in FY28. The total estimated annual cost for the 5% wage increase is \$1,359,000.

Unrepresented FY28: A 5% general increase to the pay schedule will apply in FY28. The total estimated annual cost for the 5% wage increase is \$1,359,000.

Health Insurance

FY26: The parties agreed to no increase to the employer contribution for health insurance in FY26.

FY27: The parties agreed to increase the employer contribution up to approximately 5%, or up to \$1808 per full time eligible employee, per month. The estimated annual cost of this increase to the employer's contribution to health insurance is \$502,000 for both MEBA members and unrepresented employees.

FY28: The parties agreed to increase the employer contribution up to approximately 5%, or up to \$1898 per full time eligible employee, per month. The estimated annual cost of this increase to the employer's contribution to health insurance if necessary is \$528,000 for both MEBA members and unrepresented employees.

Request for Ratification of MEBA Tentative Agreement and to Apply Terms to Unrepresented Employees.

Estimated cost of wage increases by department for both MEBA and unrepresented employees (including benefits, but excluding lump sum payments and differential increases):

MEBA/Non-Rep Wage and Benefit Impact (Incremental Annual Growth)

	FY26	FY27	FY28	3-YR TOTAL
Wage Increase	3.0%	3.0%	5.0%	11.0%
Employer Health Benefit Increase	0.0%	5.0%	5.0%	10.0%
General Fund Impact	1,050,759	1,774,550	2,584,793	5,410,102
Non-General Fund Impact				
Airport	119,000	204,003	295,784	618,786
Docks	46,832	76,705	112,831	236,368
Harbors	51,065	92,191	131,954	275,210
Water	49,394	81,052	118,994	249,440
Wastewater	117,520	189,824	279,890	587,235
Fleet	24,278	38,793	57,451	120,522
Risk	20,395	34,014	49,737	104,146
Facilities Maintenance	42,020	72,026	104,498	218,544
Downtown Parking	2,269	4,324	6,102	12,695
Lands	13,306	21,670	31,897	66,873
Total Non-General Fund Impact	486,078	814,602	1,189,139	2,489,819
Total Impact	1,536,837	2,589,152	3,773,932	7,899,921

Operational Changes:

Operational changes to the CBA are outlined in the attached summary. Of particular note is the agreement to add a Juneteenth holiday on June 19 each year starting on June 19, 2025 for MEBA and unrepresented employees.

Conclusion:

Overall contract negotiations were productive, with active discussion and consideration of ideas from both sides of the table. Carl Uchtyl, Patty Wahto, Angie Flick, Denise Koch, and Aaron Gelston participated on the bargaining team.

Request for Action:

The overall financial package is in line with previous briefings to the Assembly. We recommend that the Assembly approve Resolution 4015, ratifying the terms of the tentative agreement with MEBA, and Resolution 4018, including similar terms for unrepresented employees.

Presented by: The Manager
Presented: 06/09/2025
Drafted by: Law Department

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 4015

A Resolution Ratifying the Labor Agreement between the City and Borough and the Marine Engineers' Beneficial Association for Fiscal Years 2026, 2027, and 2028.

WHEREAS, the negotiating team representing the City and Borough of Juneau has reached a tentative agreement with the negotiating team representing the employees in the Marine Engineers' Beneficial Association (AFL-CIO), in the Southeast Alaska General Government Unit Number 1; and

WHEREAS, the representative of the employees in the Marine Engineers' Beneficial Association (MEBA) has notified that City and Borough of Juneau that the union membership has voted to ratify the tentative agreement; and

WHEREAS, CBJC 44.10.120 requires that the agreement be presented to the Assembly for ratification by resolution; and

WHEREAS, the negotiating teams have tentatively agreed to the following economic terms in addition to other agreement updates: 3% wage increases and a lump sum payment of \$2,750 (pro-rated for less than full time employees) in FY26, 3% wage increases and a lump sum payment of \$2,000 (pro-rated for less than full time employees) in FY27, 5% wage increases in FY28; increased to the employer contribution to health insurance of up to 5% in FY27 and FY28; and increases shift differentials, tool allowance, and standby pay beginning in FY26; and

WHEREAS, in accordance with the tentative agreement, the Juneteenth holiday shall become an observed holiday for MEBA members starting on June 19, 2025, and continuing annually for each year for the collective bargaining agreement; and

WHEREAS, these terms and conditions of employment are in keeping with previous Assembly direction.

BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Assembly Ratification. The Labor Agreement, valid for a three-year period beginning July 1, 2025, through June 30, 2028, between the City and Borough and the Marine Engineers Beneficial Association (AFL-CIO), in the Southeast Alaska General Government Unit Number 1, is amended in accordance with the tentative agreement and is hereby ratified by the Assembly.

Section 2. Effective Date. This resolution shall be effective on July 1, 2025, the first day of the three-year agreement; however, the addition of the Juneteenth holiday shall be effective upon adoption so that the holiday can be observed on June 19, 2025~~;~~.

Adopted this _____ day of _____, 2025.

Beth A. Weldon, Mayor

Attest:

Elizabeth J. McEwen, Municipal Clerk

Presented by: The Manager
Presented: 06/09/2025
Drafted by: Law Department

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 4018

A Resolution Amending the Personnel Rules and Approving Economic Terms between the City and Borough of Juneau and Non-represented Employees for Fiscal Years 2026, 2027, and 2028.

WHEREAS, the City and Borough proposes implementation of certain economic terms for non-represented employees of the City and Borough of Juneau; and

WHEREAS, Marine Engineers' Beneficial Association (MEBA) labor negotiations have yielded a Tentative Agreement currently in the process of member ratification, which include a 3% wage increase for FY26, 3% wage increase for FY27, and 5% increase for FY28; and

WHEREAS, the MEBA Tentative Agreement also includes a \$2,750 lump sum payment (prorated for less than full time) and increases to shift differential, standby pay, and tool allowance in FY26, and a \$2,000 lump sum payment (prorated for less than full time) in FY27; and

WHEREAS, the CBJ and MEBA have agreed to add Juneteenth as an observed annual holiday, starting on June 19, 2025; and

WHEREAS, to maintain equity in the workforce and to minimize future recruitment and retention concerns, the same wage increases and terms and conditions of employment should be provided for the non-represented employees of the City & Borough of Juneau; and

WHEREAS, Rule 18 of the Personnel Rules reflects the employer health insurance contribution rates and terms, shift differential rates, standby rates, and tool allowance; Rule 7 of the Personnel Rules reflects observed holidays; Rule 11 of the Personnel Rules reflects leave accrual and leave cash in provisions; and Appendix I of the Personnel Rules reflects the pay schedules for non-represented employees.

BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. The Assembly of the City and Borough of Juneau approves the following economic terms for non-represented employees, and hereby modifies the Personnel Rules to reflect the following:

- a. A 3% wage increase for FY26.

