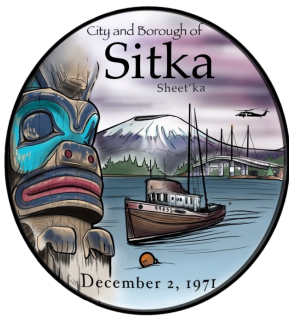


POSSIBLE MOTION

I MOVE TO approve a Letter of Agreement between the City and Borough of Sitka and the Public Safety Employees Association (PSEA) regarding the 2022-2025 PSEA Agreement extension through June 30, 2026 with hourly rate modifications for Sitka Police Department Staff.



CITY AND BOROUGH OF SITKA

A COAST GUARD CITY

MEMORANDUM

To: City and Borough of Sitka (CBS) Assembly

From: John Leach, Municipal Administrator *John Brantner*, Acting

Date: February 19, 2025

Subject: Assembly Approval of Letter of Agreement: 2022 – 2025 PSEA Agreement Extension Through June 30, 2026 With Hourly Rate Modifications for Sitka Police Department Staff

Background

As discussed in the enclosed Letter of Agreement (LOA), the Sitka Police Department has immediate recruiting and retention problems. During the life of this current 2022 - 2025 Public Safety Employees Association (PSEA) agreement, several efforts have been made including monetary interventions such as a sign-on bonus and temporary situational-based hourly rate increases. City staff have explored various options and concluded that the hourly rate modifications provided in this LOA, accompanied by an extension of the existing contract, are aligned with the goal of rectifying staffing challenges within the Sitka Police Department.

The Union ratified the tentative LOA on February 19, 2025. The Assembly is now asked for approval.

Analysis

The primary changes to the existing 2022 – 2025 PSEA contract, as outlined in the enclosed LOA are as follows:

- 1) Section 1 extends the current 2022 – 2025 PSEA Agreement set to expire on June 30, 2025 to June 30, 2026 with no additional changes except as outlined within the enclosed LOA.
- 2) Section 2 introduces a new PSEA Hourly Rates Matrix that will be in effect beginning at the next full pay period following approval for the remainder of FY2025 and through FY2026.
- 3) Section 3 addresses Article 8 of the current 2022 – 2025 PSEA Agreement specifically related to training rate of pay, the duration of training rate of pay during the probationary period, and movement to the PSEA Hourly Rates Matrix for Police Officer Recruits and

Dispatcher Trainees.

- 4) Section 4 addresses current employee placement within the new PSEA Hourly Rates Matrix.
- 5) Section 5 terminates the existing LOA regarding Temporary Reduced Staffing Premium Pay due to these new hourly rates.
- 6) Section 6 addresses a recently expired LOA previously agreed by PSEA and Sitka for additional non-sworn employee compensation for extra duties related to a service contract and our commitment to revisiting this issue if the situation changes.

Fiscal Note

While the increases in hourly rates will impact the FY2025 personnel expenditures for the police department, due to vacancies, the Police department has spent only 36% of their personnel budget to date and no further appropriations would be needed, even if the department was to fill every position. Looking forward to the FY2026 budget, due to restructuring the department, an estimate of expenditures that assumes all PSEA positions were filled, indicates that overall PSEA costs will actually be less than what was budgeted for FY2025. The overall personnel budget for the police department in the draft FY2026 budget shows an overall increase of 3.4%, including non-represented positions, health insurance and other benefits-no further appropriation would be needed to fund this extension.

Recommendation

Recommend Assembly approval.

Encl: Letter of Agreement: 2022 – 2025 PSEA Agreement Extension Through June 30, 2026
With Hourly Rate Modification for Sitka Police Department Staff

**Letter of Agreement
Between
City and Borough of Sitka
and the
Public Safety Employees Association**

**Re: 2022-2025 PSEA Agreement Extension Through June 30, 2026
With Hourly Rate Modifications for Sitka Police Department Staff**

The City and Borough of Sitka (“Sitka”) and the Public Safety Employees Association (“PSEA”) hereby understand and agree that the wages of employees who work for the Sitka Police Department (“SPD”) and the duration of a labor agreement are a mandatory subject of bargaining.

SPD continues to have immediate recruiting and retention problems. Various efforts during the life of the 2022-2025 Agreement including, but not limited to, a signing bonus, a Letter of Agreement “LOA” titled “Temporary Reduced Staffing Premium Pay” dated February 28, 2024, and a Sitka-wide bonus effective December 15, 2023, have not solved the recurring staffing issues within SPD.

For these reasons, the parties agree to the following:

1. The duration of the 2022-2025 PSEA Agreement as set forth in Article 24 shall be modified and is extended through June 30, 2026, with no changes except as provided below.
2. The PSEA current hourly rates through June 30, 2026 for all positions shall be modified as follows:

PSEA Hourly Rates Matrix										
	A	B	C	D	E	F	G	H	I	J
	+2.5% Between Steps							+1.5% Between Steps		
Police Officer*	\$41.04	\$42.07	\$43.12	\$44.20	\$45.30	\$46.43	\$47.59	\$48.31	\$49.03	\$49.77
Police Sergeant	\$45.24	\$46.37	\$47.53	\$48.72	\$49.94	\$51.18	\$52.46	\$53.25	\$54.05	\$54.86
Jail Officer I	\$25.76	\$26.40	\$27.06	\$27.74	\$28.43	\$29.15	\$29.87	\$30.25	\$30.63	\$31.01
Jail Officer II	\$30.60	\$31.37	\$32.15	\$32.95	\$33.78	\$34.62	\$35.49	\$36.37	\$37.28	\$38.22
Public Safety Dispatch Supervisor	\$31.03	\$31.81	\$32.60	\$33.42	\$34.25	\$35.11	\$35.99	\$36.44	\$36.89	\$37.35
Public Safety Dispatcher**	\$28.05	\$28.75	\$29.47	\$30.21	\$30.96	\$31.74	\$32.53	\$32.94	\$33.35	\$33.76
Multi-Service Officer	\$28.75	\$29.47	\$30.21	\$30.96	\$31.73	\$32.53	\$33.34	\$33.76	\$34.18	\$34.61
Animal Control Officer	\$24.66	\$25.28	\$25.91	\$26.56	\$27.22	\$27.90	\$28.60	\$28.96	\$29.32	\$29.68
*Police Officer Recruit Hourly Training Rate: \$31.75										
**Dispatcher Trainee Hourly Training Rate: \$26.23										

3. Article 8, Section 4 is hereby modified as follows:

- a. Article 8 Section 4A is null and void.
 - b. Article 8, Section 4B1 is hereby changed to establish a Police Officer Recruit position for new hires without any prior law enforcement training or experience. While a Police Officer Recruit, the employee shall be paid the training rate of \$31.75 for the entire 12-month probationary period, or any agreed-to extension thereof. Once the probationary period has been satisfactorily completed by the employee, as determined and documented by the Police Chief, the employee shall move to the matrix as a Police Officer and placed at Step A.
 - c. Article 8 Section 4B2 regarding the step placement for a Police Officer hired from another jurisdiction with prior work experience and completion of or eligibility for certification by the APSC remains in effect and unchanged.
 - d. Article 8 Section 4C1 is hereby changed to establish a Dispatcher Trainee position for new hires without any prior dispatching training or experience. While a Dispatcher Trainee, the employee shall be paid the training rate of \$26.23 for the entire 12-month probationary period, or any agreed-to extension thereof. Once the probationary period has been satisfactorily completed by the employee, as determined and documented by the Police Chief, the employee shall move to the matrix as a Public Safety Dispatcher and placed at Step A.
 - e. Section 4D remains unchanged.
4. Current SPD employees shall be paid the following hourly rates beginning on the first full pay period after PSEA provides notification to Sitka that PSEA membership have ratified this LOA.

Regular Employees (Classification)	New Step/Hourly Rate
Richard Meunier (Police Officer)	C/\$43.12
Mitchell Boord (Police Officer)	C/\$43.12
Lance Ewers (Police Sergeant)	G/\$52.46
David Nelson (Jail Officer II)	I/\$37.28
Brian Schoenfelder (Multi-Service Officer)	E/\$31.73
Aaryn Bartelds (Public Safety Dispatcher)	B/\$28.75
Jared Boekenhauer (Public Safety Dispatcher)	B/\$28.75

Probationary Employees (Classification)	Step/Hourly Rate	New Step/Hourly Rate
Gabriel Ferguson (Police Officer)		F/\$46.43
Akira Handy (Jail Officer I)	A/\$24.76	Remain at Step A but paid at the new higher hourly rate for position upon satisfactory completion of probation
Daniel Nelson (Public Safety Dispatcher)	A/\$25.83	Remain at Step A but paid at the new higher hourly rate for position upon satisfactory completion of probation
April Wheldon (Animal Control Officer)	C/\$25.33	Remain at Step C but paid at the new higher hourly rate for position upon satisfactory completion of probation
Hourly rates reflected above for Probationary Employees in the Step/Hourly Rate column are based on the FY25 PSEA Pay Matrix.		

5. The previously agreed LOA titled "Temporary Reduced Staffing Premium Pay" is null and void due to increased hourly rates for the Police and Sergeants agreed to by the parties once the increased hourly rates are implemented.
6. The previously agreed LOA titled "Additional Temporary Compensation for Non-Sworn Personnel Additional Duties Due to Whittier Dispatching Contract" has expired effective January 31, 2025. In the event the Whittier dispatching contract is renewed the parties agree to re-establish the Whittier Contract premium pay with the amount and any retroactive pay to be determined at the sole discretion of the Police Chief.

The parties further agree nothing in this LOA alters any other provision of the 2022-2025 PSEA Agreement. No other adjustments to hourly rates or compensation to SPD employees will be made until after a successor agreement is reached after June 30, 2026. Nothing precludes the parties from agreeing to pay adjustments if staffing levels do not improve during the agreed term of this LOA.

This LOA will become effective upon PSEA membership ratification and approval by Sitka's Assembly.

City and Borough of Sitka

Public Safety Employees Association

John Leach
Municipal Administrator

Lance Ewers
President

Date: _____

Date: _____