

**CITY OF CORDOVA, ALASKA
RESOLUTION 10-26-27**

**A RESOLUTION OF THE COUNCIL OF THE CITY OF CORDOVA, ALASKA,
APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
CITY OF CORDOVA AND THE INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL UNION #1547.**

WHEREAS, the current collective bargaining agreement was approved on January 1, 2024, and is effective through December 31, 2026; and

WHEREAS, the recent negotiations through mutual good faith bargaining resulted in a three (3) year contract to continue in full force and effect from January 1, 2027, through midnight, December 31, 2029; and

WHEREAS, the purposes of this Agreement are to set forth herein agreed-upon wages, hours, and other terms and conditions of employment as established during the 2026 negotiations; and

WHEREAS, the intent of the Agreement is also to improve the efficiency of City government, to encourage and maintain merit principles among City employees, and to encourage a spirit of helpful cooperation between the City and its employees and the local Union #1547 of the IBEW to their mutual benefit.

NOW, THEREFORE BE IT RESOLVED that the Council of the City of Cordova, Alaska hereby approves the 2027 Collective Bargaining Agreement, as presented.

PASSED AND APPROVED THIS 7th DAY OF OCTOBER 2026.





Kristin Smith, Mayor

ATTEST:



Susan Bourgeois, CMC, City Clerk

IBEW Proposal: #1 Definitions - Exempt
Date & Time: 8/10/2026

ARTICLE 2 – DEFINITIONS

Exempt Employee. A salaried worker who receives a fixed salary rather than an hourly wage and is exempt from minimum wage and overtime pay protections under the Fair Labor Standards Act (FLSA). Exempt employees are not covered by this agreement.

TA'd

IBEW JA

Date/Time: 8/31/26

COC 

Date/Time: 8/20/26

IBEW Proposal: #1 8.1.3 Temporary Employee

Date & Time: 8/10/2026

Sec. 8.1.3 Temporary Employee

A temporary employee is hired for a temporary appointment which is a position with a duration ~~of up to six (6) months or~~ that does not exceed 1,040 hours of employment in a calendar year. Temporary employees are not covered by this Agreement.

TA'd

IBEW JA

Date/Time: 8/20/26

COC 

Date/Time: 8/31/26

IBEW Proposal: #1 9.2 Temporary Appointments

Date & Time: 8/10/2026

Section 9.2. Temporary Appointments

Temporary ~~appointments~~employees may be ~~made~~appointed as deemed necessary by the City. Temporary appointments are for short term periods, not to exceed one thousand forty (1,040) hours ~~of employment~~ in a ~~calendar year. any twelve (12) consecutive month period of time.~~ A temporary employee working a temporary appointment shall not work more than eight (8) hours in a day or forty (40) hours in a week unless overtime hours have been offered to regular employees. A temporary appointment shall be for a specific length of time with the ending date of the appointment to be recorded in the employee's personnel file on the date of hire. A temporary employee may, at the discretion of the City, be transferred to probationary status in accordance with "Section 8.1.4 Classification Transfer – Temporary Employee." In accordance with "Section 8.1.3 Temporary Employee," temporary employees are not covered by this Agreement.

TA'd

IBEW JA

Date/Time: 8/20/26

COC 

Date/Time: 8/31/26

IBEW Proposal: #1 11.4 Safety committee

Date & Time: 7/28/2026

Section 11.4. Joint Safety Committee

- A. A Joint Safety Committee, composed of equal representatives from the City and the employees, shall be created to ~~inspect all tools and equipment, review safety programs and training, and enforce safety practices.~~ The City Manager, or their designee, will provide input and resources to the Joint Safety Committee and will be responsible for facilitating regular meetings of the Committee.
- B. Any rolling stock may be red tagged if at least one (1) designated City representative and designated Union representative agree the equipment is dangerous for immediate use and requires repair prior to any further use.
- C. All job accidents, safety violation certifications or other unsafe work practices shall be reported to the Joint Safety Committee which will take appropriate remedial action such as requiring Safety Awareness training classes or other action.
- D. There shall be periodic meetings held not less than three (3) hours per quarter for administration of training, safety instruction, or first-aid familiarization, and all employees shall be required to participate. If a safety meeting has to be rescheduled due to operational requirements, it shall be scheduled to guarantee the employees meet the minimum quarterly training.

TA'd

IBEW

Date/Time: 7/28/26

COC

Date/Time: 7/28/26



City of Cordova/IBEW - 2026 Negotiations

City of Cordova Proposal

Date: 7/28/26

Time: 4:44 pm

Section 12.4. Performance Evaluations

The rating officer shall be the employee's Direct Exempt Supervisor Department Head. The rating officer shall be responsible for completing a performance evaluation report at the time prescribed for each employee under his/her supervision. Performance evaluations are subject to review by the Department Head and the City Manager.

TA
7/29/26 8:30 AM
JA


7/29/26



City of Cordova/IBEW - 2026 Negotiations

City of Cordova Proposal

Date: 7/28/26

Time: 4:43 pm

Section 12.8. Distribution of Reports

Upon completion of department review, the ~~City Department Head~~ shall furnish the employee with a copy of the performance evaluation report. The original shall be filed in the employee's central personnel file.

T.A.

7/29/26

8:30 AM

T.A.

7/29/26

IBEW Proposal: #1 13.1 Discipline

Date & Time: 7/28/2026

Section 13.1. Discipline

The City may discipline and/or discharge employees for just cause. Bargaining unit employees may have a shop steward present at disciplinary or investigatory meetings where the employee has been informed or has reason to believe that disciplinary action could result. The employee is required to notify the employer of his/her request to have a shop steward present. Whenever an employee receives progressive discipline of any nature from the supervisor, the employee may elect to respond in writing. A copy of the Employer's action and the employee's written response will be placed in the employee's personnel file. The employer will notify the union when any progressive discipline steps are taken against an employee.

TA'd

IBEW

Date/Time:

SA
7/28/26

COC

Date/Time:

[Signature]
7/28/26



City of Cordova/IBEW - 2026 Negotiations
City of Cordova Proposal
Date: _____
Time: _____

Article 2 Definitions

Part-Time Employee. Employees who are employed in positions where the work involved will total less than thirty (30) hours per week on a continuous basis. Part-time employees scheduled to work ~~twenty-five~~ (20~~15~~) hours but less than thirty (30) hours a week are entitled to the benefits available to regular full-time employees. Benefits which are related to hours worked, such as annual leave, holiday pay, and similar benefits accrue on a prorated basis of actual hours worked to regular hours, defined at a rate of forty (40) hours per week.

TA'd

IBEW JA

Date/Time: 9/22/2026
401777\337\2258915

COC [Signature]

Date/Time: 9/28/20

IBEW Proposal: #2 6.4 Security cameras

Date & Time: 9/9/2026

Section 6.4. Video Security Cameras

The City has the right to install video security cameras on City premises and in office facilities for the express purpose of employee, public, and building security as well as dissuading theft. Video cameras may be installed in locations as required for the purpose of providing video coverage of point of entries at City premises. All cameras will be positioned to provide the maximum coverage of doors and hallways with the fewest number of cameras possible and will not be specifically pointed at any represented employee's workstations.

There shall be no audio recordings associated with any videos taken, and videos must be purged every thirty (30) days, unless there is an event that requires images to be retained for a longer period of time. **This paragraph specifically does not apply to video or audio recordings made in the public safety building or by the Department of Safety employees in official duties.**

All cameras, either City controlled video security cameras or cameras owned by other entities (i.e., State of Alaska), will not be monitored for employee misconduct and will not be used as a substitute for time clocks. However, this provision does not prevent the use and review of captured video in investigations of property damage, harassment, theft (i.e., burglary and property theft, not "theft of time") or workplace violence. In any investigation involving bargaining unit employees covered under the parties' collective bargaining agreement, a shop steward will be present during the initial review of any recordings with the employee.

TA'd

IBEW JA

Date/Time: 9/22/2026

COC

Date/Time: 9/28/26



City of Cordova/IBEW - 2026 Negotiations

City of Cordova Proposal

Date: _____

Time: _____

Sec. 9.1.1 Promoted Evaluation Period

Section 9.1.1 Promoted Evaluation Period

All promoted employees, with the exception of Police Officer Candidates, are subject to an evaluation period of ~~six (6)~~ three (3) months from the date of promotion to afford the City and the employee the opportunity to determine if the employee can satisfactorily perform the job.

TA'd

IBEW JA

Date/Time: 9/22/2026
401777/337/2258923

COC [Signature]

Date/Time: 9/28/26

IBEW Proposal: #5 15.1 Pay Rates

Date & Time: 9/22/2026

Section 15.1. Pay Rates

~~The pay rates listed in "Appendix B—Wage Appendix" for all classifications reflected in "Appendix A—Classification Groups" shall become effective January 1, 2024.~~

Effective January 1, 2027 there shall be an increase in the overall wage rate of three point seven percent (3.7%). "Appendix B- Wage Appendix" will be updated to reflect the increase.

Effective January 1, 202~~8~~⁵ there shall be an increase in the overall wage rate equal to one hundred percent (100%) of the Anchorage CPI-U (BLS) plus one percent (1%), with a minimum of ~~onezero~~ percent (~~0~~¹%) and a maximum of five percent (5%), as measured from January 1, 202~~6~~³ to December 31, 202~~6~~³ and "Appendix B – Wage Appendix" will be updated to reflect the increase.

Effective January 1, 202~~9~~⁶ there shall be an increase in the overall wage rate equal to one hundred percent (100%) of the Anchorage CPI-U (BLS) plus one percent (1%), with a minimum of ~~onezero~~ percent (~~10~~¹%) and a maximum of five percent (5%), as measured from January 1, 202~~7~~⁴ to December 31, 202~~7~~⁴ and "Appendix B – Wage Appendix" will be updated to reflect the increase.

TA'd

IBEW JA

Date/Time: 9/22/2026

COC

Date/Time: 9/28/26



City of Cordova/IBEW - 2026 Negotiations

City of Cordova Proposal

Date: _____

Time: _____

Section 16.4.3 On-Call Duty

If operational needs require on-call duty, the City will first seek volunteers. If there are no volunteers, the City may assign on-call duty. If on-call duty is assigned by the employer, it will be assigned equally among the employees in that department. Employees on on-call duty shall be compensated at the rate of ~~two~~fourfive dollars (\$~~24~~45.00) per hour except that Police Officers and Firefighter/EMT first responders shall receive five dollars (\$5.00) per hour for on-call duty. On-call duty shall not be considered hours worked for purposes of computation of overtime and no shift differential will be included in on-call pay. On-call time will not replace the regular hours in an employee's schedule.

TA'd

IBEW JA

Date/Time: 9/22/2026

COC 

Date/Time: 9/28/26

IBEW Proposal: #1 17.2 Insurance and Medical Benefits

Date & Time: 9/4/2026

Section 17.2. Insurance and Medical Benefits

~~All full-time and part-time employees covered by this Agreement will be offered enrollment in the City's health and life insurance program. Each eligible employee who chooses to participate, with his or her spouse and dependent children under age twenty-six (26), shall be covered by the group policy in accordance with the terms of the policy. The City will not duplicate medical insurance where an employee's spouse is employed and covered under the Cordova Community Hospital's program. All benefits, limitations, exclusions and other coverage provisions will be subject to the terms and conditions of the Health Insurance Contract that is in effect and issued to the City of Cordova. Benefits, limitations, exclusions and other coverage provisions are provided to the employee in the Health Insurance booklet. When a full-time or part-time employee is on leave without pay for longer than ten (10) consecutive working days as authorized in "Section 18.14. Administrative Leave Without Pay," the employee is responsible for payment of all health and life insurance premiums. The Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1984 and all pertinent amendments thereto govern the rights of employees to health insurance after termination of employment.~~

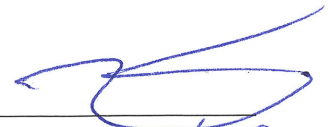
During the term of this Agreement, the Employer shall pay into the Alaska Electrical Health and Welfare Trust Fund to provide for health insurance for every employee covered by this Agreement who was compensated for eighty (80) hours or more in the previous month, said payment to be made on or before the 15th day of each month. Effective at the signing of this agreement:

- (a) The employer will pay ninety-five percent (95%) of the premium and the employee shall pay five percent (5%).
- (b) There will be a cumulative cap of \$150 per month for employees that will apply during the term of this agreement.
- (c) The benefits provided under this section are those currently provided by the Alaska Electrical Health and Welfare Trust Fund plan 500.

TA'd

IBEW JA

Date/Time: 9/22/2026

COC 

Date/Time: 9/28/26

IBEW Proposal: #1 17.2.1 Co-pay

Date & Time: 9/4/2026

Sec. 17.2.1 — Premium Co-payments

~~Following the ratification of this agreement and for the duration of this agreement, the City agrees to pay 75% of the charged premium for the following plans: to freeze all bargaining unit premium co-payments at the following rate:~~

Monthly

<u>Coverage</u>	<u>Contribution of Employee</u>
Employee	\$ 122.78
Employee/Spouse	\$ 275.57
Employee/Child(ren)	\$ 219.26
Family	\$ 371.74

~~In the event the City's health plan has an annual premium increase in a percentage exceeding 20%, the City will provide written notice to the Union, and the parties will meet to negotiate any changes within 60 calendar days.~~

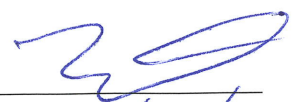
TA'd

IBEW JA

Date/Time: 9/22/2026

COC

Date/Time:


9/28/26

IBEW Proposal: #2 17.4 Joint Health Care committee

Date & Time: 9/4/2026

Section 17.4. Joint Health Care Committee

~~The City and Union recognize that there have been and likely will continue to be major changes which affect health care coverage for City employees. In the spirit of cooperation and in an effort to effectively deal with rapidly changing insurance issues, it is agreed that the City and Union will utilize a joint health care committee comprised of the City Manager, two (2) individuals designated by the City, the IBEW Business Representative and two (2) individuals designated by the Union to address insurance issues. This committee will meet on a semi-annual basis. The committee has no authority to bind the City or the Union. The committee will make recommendations regarding what the committee believes to be effective measures to deal with health care issues as well as to give input on material modifications to the Plan.~~

TA'd

IBEW JA

Date/Time: 9/22/2026

COC

Date/Time: 9/28/26

IBEW Proposal: #1 18.26 Sick Leave Bank

Date & Time: 7/29/2026

Section 18.26. Sick Leave Bank

An employee may voluntarily donate unused sick leave or annual leave he or she has accrued to another City employee who is seriously ill or injured and has exhausted all of his or her annual and sick leave and is under the care of a physician. The City manager must approve the use of such leave. Donations of such leave do not cause or result in any transfer of money. Should an employee with a higher wage donate to an employee with a lower wage, there is no money or benefit left over. Such leave donations are one-for-one in hours of sick leave. One (1) hour of time from a donor equals one (1) hour of time for the recipient, with no remainder or excess balance.

TA'd

IBEW JA

Date/Time: 9/22/2026

COC 

Date/Time: 7/29/26



City of Cordova/IBEW - 2026 Negotiations

City of Cordova Proposal

Date: _____

Time: _____

Effective January 1, 2027, two additional steps will be added to Appendix B, Levels 11 and 12, each at a 2% increase over the previous level. The new steps will apply to all represented employees but will not be retroactive. Employees currently at Level 10 will advance to Level 11 on their first anniversary date under the new agreement unless they have been at level 10 for more than 12 months in which case they will move to level 11 on the first day of the new agreement.

TA'd

IBEW JA

Date/Time: 9/22/2026

COC [Signature]

Date/Time: 9/28/26



Date: _____

Time: _____

Section 16.5. Recognized City Holidays

The following dates shall be recognized as holidays with pay for all employees in regular full-time and regular part-time positions who are in pay status the day before and the day following such days:

New Year's Day (January 1)

Martin Luther King Day (3rd Monday in January)

President's Day (3rd Monday in February)

Seward's Day (last Monday in March)

Memorial Day (last Monday in May)

Juneteenth (June 19)

Independence Day (July 4)

Labor Day (1st Monday in September)

Alaska Day (October 18)

Veteran's Day (November 11)

Thanksgiving Day (4th Thursday in November) and the day after

Christmas Eve (December 24)

Christmas Day (December 25th)

Employee's Birthday *

* An employee's birthday shall be observed on a workday mutually agreed to by the employee and their supervisor within the month in which the birthday falls.

With consent of the employee and approval of the supervisor or manager, an alternate day to the recognized holiday may be designated within the same pay period. This shall not result in an employee receiving duplicate holidays, nor can an employee be required to change when a holiday is observed.

TA'd

IBEW _____

Date/Time: _____

COC _____

Date/Time: _____