



## JUNEAU CAREER FIREFIGHTERS INTERNATIONAL ASSOCIATION OF FIREFIGHTERS - LOCAL 4303

### **FOR IMMEDIATE RELEASE:**

Juneau Career Firefighters Call for Fair Contract After Prolonged Negotiations

Juneau, Alaska — Members of the Juneau Career Firefighters, IAFF Local 4303, have been working without a new contract since July 1, 2025, despite ongoing negotiations with the City and Borough of Juneau (CBJ) that began on February 14, 2025.

As part of the bargaining process, the City and Borough of Juneau hired an outside contractor to conduct a comprehensive wage study comparing firefighter compensation across Alaska and the Pacific Northwest. That study found that Capital City Fire/Rescue ranked 38-41st percentile when compared to similar departments. The Union has not accepted the City's offer for the following reasons:

- **Outdated Data:** The data used in the 2024 wage study is now outdated. Comparable departments included in the analysis have since implemented significant wage increases. As a result, Juneau has fallen even further below market levels and needs substantial wage adjustments to remain competitive.
- **Reduced Career Growth:** CBJ is proposing a new wage table that would reduce firefighters' career wage growth by more than 10%. The current wage table, established in 2016, was negotiated without additional wage increases at that time. The firefighters have yet to realize the full benefits of that table before the City is attempting to alter it.
- **Inflated Offer Figures:** The City's "last, best offer" claims a 13.28% contract increase, but this figure does not apply to most members. It includes reclassification of positions—required changes that were known before the wage study—and moves existing supplemental pay into base pay to artificially inflate the overall percentage.
- **Recruitment and Retention Challenges:** Recruitment and retention require urgent attention. The department is currently short nine positions (a 20% vacancy rate), and one member is on extended medical leave battling cancer. Meaningful change is needed to attract qualified firefighters and to retain the dedicated personnel already serving.

"Firefighters in Juneau are not asking to be the highest paid—we are asking to be treated fairly and competitively," said President Logan Balstad.

Juneau firefighters remain committed to reaching a fair and reasonable agreement that enables the community to recruit and retain experienced professionals while continuing to provide the high level of emergency services that residents expect and deserve.

Negotiations are ongoing, and the Union urges the City to return to the table with a proposal that reflects current market realities and shows respect for the firefighters who serve this community every day.

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