

COLLECTIVE BARGAINING AGREEMENT

between

THE CITY OF KETCHIKAN, ALASKA

and

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS,
LOCAL 1547,
AFL-CIO**

representing

**PUBLIC WORKS
and
CLERICAL EMPLOYEES**



JANUARY 1, 2015 – DECEMBER 31, 2017

CITY OF KETCHIKAN and
IBEW LOCAL 1547 – PUBLIC WORKS & CLERICAL EMPLOYEES
COLLECTIVE BARGAINING AGREEMENT

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COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT is made and entered into by and between THE CITY OF KETCHIKAN, ALASKA (hereinafter referred to as the "City" or "Employer"), and LOCAL 1547 of The INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO (hereinafter referred to as the "Union" or "IBEW").

PREAMBLE

The purpose of this Agreement is to set forth the understanding reached between the parties hereto with respect to wages, hours and other terms and conditions of employment.

ARTICLE 1 **RECOGNITION**

1.1 The Employer recognizes the Union as the sole and exclusive bargaining agent for, and this Agreement shall cover, all full-time and part-time employees in the job classifications set forth in Appendix A to this Agreement who are employed by the Employer as office clerical or public works employees, excluding administrative and professional employees, confidential employees, managerial employees, temporary employees as defined in Section 3.5, limited part-time employees as defined in Section 3.4, guards, department heads and other supervisors.

1.2 Any claim that the Employer has wrongfully removed an employee from the bargaining unit through illegitimate reclassification or promotion may be submitted, beginning at Step 3, to the grievance procedure contained herein.

ARTICLE 2 **MANAGEMENT RIGHTS**

2.1 The Union recognizes the right of the Employer to operate and manage the City government, including but not limited to the right to establish and require standards of performance; to maintain order and efficiency; to direct employees; to determine job assignments and work schedules; to determine the materials and equipment to be used; to implement new and different operational methods and procedures; to determine staffing levels and requirements; to determine the kind, type, and location of facilities; to introduce new or different services, products, methods, or facilities; to extend, limit, contract out, or curtail the whole or any part of the operation; to select, hire, classify, assign, promote, transfer, discipline, demote, or discharge employees for just cause; to lay off and recall employees; to require overtime work of employees; and to promulgate and enforce rules, regulations, and personnel policies and procedures; provided that such rights, which are vested solely and exclusively in the Employer, shall not be exercised by ordinance or otherwise so as to violate any of the specific provisions of this Agreement. The parties recognize that the above statement of management rights is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude management prerogatives not mentioned. All matters not covered by the language of this Agreement may be administered by the Employer on a unilateral basis in accordance with such policies and procedures as it from time to time shall determine. Any claim that the Employer has exercised such rights and power contrary to the provisions of the

Agreement may be submitted to the grievance procedure contained herein. This section shall not conflict with the Union security provisions contained herein.

2.2 Subcontracting: The Employer shall have the right to subcontract work covered by this Agreement. The following conditions shall apply where subcontracting would result in the displacement of regular full-time employees with permanent status.

A. The Employer shall provide the Union with no less than sixty (60) days' notice of the City's intent to advertise for bids or requests for proposals to contract out bargaining unit work.

B. Once the Employer makes a decision to contract out work that will result in displacement of such employees, the Employer will make every effort to place these employees in positions, if available, within the City offering reasonably comparable work at his/her regular rate of pay and level of benefits.

C. If no such position is available, the displaced employee shall receive severance pay equal to one (1) week for each year of service rounded off to the closest six (6) months. Such severance pay shall be capped at twelve (12) weeks.

D. In the event such employees must be displaced as a result of contracting out, such displacements shall be made in accordance with Article 10.4.

E. Employees laid off as a result of subcontracting shall be given preference when filling future vacancies.

F. The Employer further agrees, at any time following notification of the Union pursuant to Article 2.2.A, to begin negotiations on request of the Union concerning other measures to mitigate the impacts of lay-off. It is mutually understood that these negotiations will not impede the Employer's ability to implement a decision to subcontract services within the time frame set by the Employer.

2.3 Transfer of Employees to a Third Party: The Employer shall have the right to transfer employees covered by this Agreement to a third party, whether by sale, transfer, privatization, or any other means. However, as a condition of such transfer, the City is obligated to require the third party to agree to:

A. Recognize the Union as the collective bargaining representative of the transferred employees.

B. Not to lay-off transferred employees for the term of this Agreement.

C. Bargain with the Union over which terms of the Agreement shall continue to apply to the transferred employees.

If an employee rejects the opportunity when given, to accept a position pursuant to Article 2.2.B or with the third party, such employee's rights to the severance pay and preferential re-hire provisions of Article 2.2 shall cease.

2.4 Cross Unit Work: Upon contract ratification and execution of the CBA, the City and IBEW agree that the City may temporarily assign to General Government IBEW employees, within the following divisions, Ketchikan Public Utilities cross unit work:

Administration
General Accounting
Customer Service
Engineering

It is expressly understood and agreed to by the City and IBEW that the assignment of such cross unit work to IBEW General Government employees shall be restricted to the classifications within the Administration, General Accounting, Customer Service and Engineering Divisions including, but not limited to, the following positions:

Secretaries
Customer Service Representative I
Customer Service Representative II
Office Services Technician
Accounts Payable Technician
Accounts Payable Coordinator
Accounting Technician
CADD and GIS Operator/Mapping Technician
Office Engineer
Building Official
Project Inspector/Engineer-in-training

It is further understood and agreed to by the City and IBEW that such cross unit work assignments shall be restricted to comparable position classifications within the Administration, General Accounting, Customer Service and Engineering Division.

In the event an employee is reassigned to perform work in a classification contained in the Ketchikan Public Utilities (KPU) Collective Bargaining Agreement, which has a higher rate of pay, such employee shall be compensated at the entry rate of pay for such KPU classification specified in the KPU agreement or eight percent (8%) above the employee's rate of pay, whichever is greater.

ARTICLE 3 **DEFINITIONS**

3.1 Regular Employees: Employees who have satisfactorily completed their new-hire probationary period and are employed in either a full-time or part-time authorized position.

3.2 Regular Full-time Employees: Employees who are regularly scheduled to work forty (40) hours per week.

3.3 Regular part-time Employees: Employees who are regularly scheduled to work at least nineteen (19) hours but less than forty (40) hours per week. Such employees shall receive benefits on a pro rata basis according to the number of hours worked, except that employees must work a regularly scheduled work week of at least thirty (30) hours to be eligible for medical benefits.

3.4 Limited Part-time Employees: Employees who are regularly scheduled to work less than nineteen (19) hours per week. These employees are not eligible for benefits other than those that are legally required.

3.5 Temporary Employees: Employees who are not regularly scheduled and who work when work is available, or when hired to work a regular schedule during a specific period not to exceed six (6) months when additional work of any nature requires a temporarily augmented force, or who are hired in the event of an emergency or to relieve employees because of illness or to work during vacation periods. No regular full-time employee shall be laid off and replaced by a temporary employee. A classification shall not be filled with a temporary employee for more than nine (9) months within a twelve (12) month period. Any temporary employee who is employed for six (6) consecutive months and then re-employed within thirty (30) days thereafter shall be considered an employee covered by this Agreement upon re-employment unless the Union agrees otherwise. The Employer will inform the Union when it has hired temporary employees to fill positions covered by this Agreement.

3.6 Division Supervisors (Foremen): Public Works Division Supervisors (Foremen) are bargaining unit members who supervise other employees as assigned. They may work with tools, provided it does not interfere with the supervision of safety. Although covered by this Agreement, Division Supervisors shall be considered supervisory with full supervisory authority and responsibility as directed by the Employer, and the Employer shall be the sole judge, said exercise of such judgment not to be subject to the grievance procedure herein, of their qualifications, selection, and performance.

ARTICLE 4

HIRING, PROBATION AND TERMINATION

4.1 When a vacancy occurs in a classification covered by this Agreement, the Union may be considered as a source for referring applicants. The Employer may hire employees from any source, and any person may be hired who, in the opinion of the Employer, is the most qualified applicant for the job, provided, however, that any present employee deemed by the Employer to be equally or more qualified than a non-employee applicant shall be given preference and further provided, that the employee meets the application time lines defined in the City Hiring Policy.

In the filling of vacancies in positions covered by this Agreement, seniority shall be given full and fair consideration; and where ability and qualifications are considered equal by the Employer, seniority shall prevail, providing that the employee meets the application time lines defined in the City Hiring Policy.

A. Notices of vacancies in positions covered by this Agreement, other than vacancies in temporary position, shall be posted for five (5) working days on a previously designated bulletin board in advance of permanently filling the position in order to afford presently employed employees the first opportunity to apply; copies of said notices to be provided to the Union Representative.

B. For the purposes of filling vacancies under this Section the following shall apply:

1. All applications shall be first reviewed for validity of qualifications.
2. All qualified applicants will then be considered on the basis of leadership, job performance (including any disciplinary action), skill, knowledge, judgment, interpersonal skills, oral and written communication skills, decision making skills, education and training. Where applicants are equal in qualifications, seniority shall prevail.
3. No applicant shall be discriminated against in filling vacancies as described by law.
4. The hiring authority will strive to apply a consistent evaluation process to all job applicants.
5. Wherever possible, a member of the bargaining unit from the division within which the vacancy has occurred should be included in the hiring process.
6. The Employer shall notify the Union of possible vacancies, which it intends to fill from applications for employment.
7. The Employer shall have the right to reject any job applicant referred by the Union. If the Employer rejects an applicant, the Employer shall notify the Union in writing by noting the same on the introductory form presented by the applicant. To be considered for employment, Union referrals must present the Employer with a complete and current City of Ketchikan/KPU employment application form.
8. Nothing herein shall be deemed as precluding the Employer from filling bargaining unit vacancies with non-bargaining unit employees of the City of Ketchikan or with other employees of the Utilities.

4.2 All new employees with the exception of temporary and limited part-time employees shall be considered employed on a probationary basis and classified as such for a period not to exceed the first six (6) months of their employment.

4.2.1 Probationary Employees: During the probationary period, new employees may be discharged without cause at the full discretion of the Employer without the right to appeal, provided the employee is counseled regarding unsatisfactory performance prior to termination. An employee's probationary period shall be extended in an amount equal to the length of any leave of absence during the probationary period. If retained after six (6) months in a position with reasonably

similar job duties, such employees shall thereafter be considered regular employees, be classified as such and be entitled to all rights and privileges contained in this Agreement.

4.2.2 Temporary Employees: Any temporary employee who is hired into a regular position who subsequently completes a six (6) month probationary period will be entitled to all rights and privileges contained in this Agreement with his/her date of hire beginning as of their last date of hire as temporary employee. For the purpose of this Agreement, all rights and privileges shall include and be limited to sick leave and vacation accrual which shall be credited on a pro-rata basis for those months of temporary service in which the employee worked an average of nineteen (19) or more hours per week.

4.3 No regular employee shall be disciplined or discharged without just cause. The existence of cause for disciplinary action if disputed shall be subject to the grievance procedure contained herein; provided that if a disciplinary warning is arbitrated, the fee of the Arbitrator and any other expense jointly incurred by mutual agreement incidental to the arbitration will be borne by the party against whom the arbitrator rules.

4.4 Any employee who is promoted or transferred to a different job classification shall be given a reasonable period, not to exceed one hundred eighty (180) days, to become acquainted with the job and to demonstrate ability to fill the job satisfactorily. If during the trial period the employee requests to be returned to his/her former job or the employee demonstrates unsatisfactory ability for the job, the employee shall be returned to the employee's former job and to the grade and step he/she occupied prior to promotion without loss of seniority. However, the employee shall be moved up one step in-grade if, in the meantime, he/she was eligible for an annual step increase.

4.5 If it becomes necessary to lay off any regular employee covered by this Agreement, the employer shall give the affected employee notice in writing two (2) weeks in advance, or, in lieu of such notice, two (2) weeks' pay at the employee's regular rate of pay at the time of such layoff.

4.6 If the Employer is planning substantial reductions in force, this Agreement is subject to reopening for the purposes of negotiating shorter work weeks at the prevailing scale.

ARTICLE 5

WORK SCHEDULE AND OVERTIME

5.1 The normal work week shall consist of forty (40) hours. The normal work day or shift shall consist of eight (8) hours plus an unpaid meal period of at least one-half hour. The normal work week for all employees covered by this Agreement except shift employees, shall be five (5) consecutive days within seven (7).

5.2 Where mutually agreeable to the Employer and employee concerned, a normal work day or shift may consist of more than eight (8) hours.

5.3 It is understood and agreed that temporary deviations from the normal work schedule will occur from time to time, resulting from several causes, such as, but not limited to, vacations, leaves of absence, weekend and holiday duty, absenteeism, employee requests, temporary

shortages of personnel and emergencies. Such deviations shall not be considered a violation of this Agreement.

5.4 All time worked during the normal work day and week shall be compensated for at the straight-time rate of pay. All time worked in excess of forty (40) hours during any one (1) week shall be considered overtime. All overtime must be authorized by the Employer and shall be paid at the rate of one and one-half (1-1/2) times the employee's straight time hourly rate of pay. Premium pay (e.g., lead, supervisor, extra duty, and shift differentials) shall be added to the employee's hourly rate when computing overtime pay. If the employee and Employer have agreed in writing, compensatory time off may be given instead of overtime pay, the compensatory time off to be computed at the time and one-half (1-1/2) rate and time taken off within the next two (2) pay periods. If not taken within two (2) pay periods, compensatory time will be paid at the time and one-half (1-1/2) rate.

5.5 Insofar as practical, any overtime work shall be divided as equally as possible among the employees of the same job classification.

5.6 There shall be no pyramiding or duplication of overtime and premium pay.

5.7 The Employer may schedule overtime work to start before the beginning of the regular workday, provided that all employees concerned shall be notified no later than their normal quitting time on the preceding day. Employees so scheduled shall be paid at the time and one-half (1-1/2) rate for the actual hours worked.

5.8 The regular work week for shift employees shall be from 12:00 midnight Sunday to 12:00 midnight the following Sunday. Shift changes may be made with one (1) week advance notice. Under any situation deemed an emergency by the Employer, work schedules may be changed as required.

5.9 Employees required to work overtime will be given as much advance notice as is reasonably practical under the circumstances. Full-time employees shall be guaranteed a minimum of two (2) hours for scheduled overtime on their regularly scheduled days off or on holidays. In the event scheduled overtime work is canceled by the Employer before the time fixed for its commencement, provided that the employees received a minimum of eight (8) hours' notice of cancellation of the scheduled overtime, employees shall not be entitled to any pay for the canceled overtime period. This section does not apply to the extension of a regular workshift.

5.10 When an employee covered by this Agreement is required to work two (2) or more hours after their normal quitting time without notice prior to the employee's regular quitting time of the preceding day, the employee shall be furnished a meal not to exceed \$20.00 and time necessary to eat, not to exceed one-half (1/2) hour and at intervals of not more than four (4) hours thereafter while continuing to work. Meal time shall be on the Employer's time.

Crews called out for emergency work before 8:00 a.m. and required to work until 8:00 a.m. or beyond shall be furnished breakfast at the Employer's expense not to exceed \$20.00, and allowed not to exceed one-half (1/2) hour to eat.

5.11 Employees shall be notified by their normal quitting time of the preceding day of any scheduled overtime work. The employees shall bring and furnish their own meals to be eaten on the Employer's time during a one-half (1/2) hour lunch period after a four (4) hour work period has passed. The Employer will provide a one-half (1/2) hour lunch period and meal after the next four (4) hour work period and for each successive four (4) hour work period thereafter, provided that the work and lunch period are successive in nature.

ARTICLE 6

COMPENSATION

6.1 Employees covered by this Agreement shall be paid in accordance with the applicable pay rates in Appendix B attached hereto and made a part of this Agreement.

6.1.1 For the period January 1, 2015, through December 31, 2015, the pay grade tables in Appendix B shall be increased by 1.60%.

6.1.2 For the period January 1, 2016, through December 31, 2016, the pay grade tables in Appendix B shall be increased by 2.00%.

6.1.3 For the period January 1, 2017, through December 31, 2017, the pay grade tables in Appendix B shall be increase by 2.00%.

6.2 Employees regularly assigned to shifts starting between 4:00 p.m. and 12:00 midnight shall be paid a shift differential or premium of five percent (5%) over their regular hourly rate. Such employees regularly assigned to shifts starting between 12:00 midnight and 6:00 a.m. shall be paid a shift differential or premium of seven percent (7%) over their regular hourly rate.

A. An employee shall not be required to begin any shift change without a minimum of an eight (8) hour break between the end of the employee's regular shift and the beginning of the employee's new shift. The employee shall be notified of this shift change at least twelve (12) hours prior to the beginning of said shift or be paid the applicable overtime rate for all hours worked on the first day of the new shift.

6.3 Unless otherwise provided for in this Section and Section 6.4, an employee called back or scheduled to work after the completion of the employee's regular workday shall receive a minimum of two (2) hours of pay at the time and one-half (1-1/2) rate. Employees responding to a call-out after 7 a.m. on a regular scheduled work day will receive a minimum of one (1) hour call-out pay.

An employee of the Building Maintenance, Wastewater, Garage, Solid Waste and Streets Division within the Public Works Department and employees of the Information Technology Department called back or scheduled to work after the completion of the employee's regular workday shall receive a minimum of two (2) hours of pay at two (2) times the applicable rate of pay. Employees responding to a call-out after 7 a.m. on a regular scheduled workday will receive a minimum of one (1) hour call-out pay.

6.4 Unless part of the normal work schedule or the employee agrees otherwise, when an employee is required to work on more than five (5) consecutive days, work performed on the sixth (6th) day shall be compensated at one and one-half (1-1/2) times the employee's regular rate of pay and work performed on the seventh (7th) consecutive day shall be compensated at two (2) times the employee's regular rate of pay. Effective upon contract ratification and execution by IBEW, Local 1547 and the City, all work performed beyond ten (10) hours on the sixth (6th) consecutive day and all hours worked on the seventh (7th) consecutive day shall be compensated at two (2) times the employee's regular rate of pay. Time paid for but not worked shall count as time worked for purposes of applying this section. This section shall not apply to those part-time employees who are scheduled to work on more than five (5) consecutive days.

6.5 The City may assign employees to perform work out of the employee's regular classifications.

A. An employee who is assigned to perform the work of a higher rated classification for four (4) or more hours shall be paid eight percent (8%) above the employee's current wage rate, for time worked four (4) or more hours at the higher rated classification. Assignment of an employee to a higher rated classification without an increase in pay shall be limited to bona fide training situations.

B. In order to meet the needs of service, it is agreed and understood that in the absence of an employee's regular Division Supervisor, an employee who is qualified will be designated by the applicable Division Manager or Supervisor to perform all duties and will be paid eight percent (8%) as appropriate for hours worked.

1. Absence is defined when the Division Supervisor is on leave, training, sick, etc., and unable to work for more than two (2) hours.

C. Acting pay shall be offered to qualified regular employees first. Temporary employees will be considered after all regular employees decline the acting assignment.

D. An employee's current job function may be required to be performed while performing job functions of a higher classification.

E. By mutual agreement, the parties recognize that there are legitimate business reasons for long-term acting assignments that do not circumvent job bidding and posting.

F. An employee who is assigned to work out of classification in a lower rated classification shall be paid at the employee's current wage rate.

6.6 On-Call Time: Effective upon contract ratification and execution by IBEW, Local 1547 and the City, employees on call shall receive \$3.00 per hour while on-call and \$4.50 per hour while on call for closed holidays. On-call time is a period of time in addition to normal work time during which an employee is not working but is required to restrict activities and be available for return to work. An employee is not considered to be in on-call status unless he/she has previously been informed by their supervisor or department head of the assignment.

A. An employee shall not receive on-call pay for hours actually worked or for hours reimbursed by a call-back minimum.

B. If an employee who was called back to work and has completed his/her assignment and left work, is again called back to work, he/she will not receive another minimum if the time of return is within the previous two (2) hour minimum.

C. On-call duty requires the employee so assigned to:

1. Be available for the Employer to contact at all hours by a communication device(s) designated and provided by the Employer;
2. Respond immediately to calls for his/her service; and
3. Refrain from activities which might impair his/her ability to perform his/her assigned duties should he/she be called out.

6.7 The City's compensation plan adopted by the City Council on July 1, 2008 (Resolution No. _____) is incorporated herein by reference to the extent said plan is applicable to this bargaining unit.

6.8 Step Advancement: Employees shall progress through the salary schedule by advancing one (1) step every six (6) months for Step A through Step E. At Step E, the employee shall either advance one (1) or two (2) steps through the wage schedule on the employee's anniversary date.

Step increases shall be granted as follows:

Employees will receive a job performance evaluation semi-annually if in Step A – E and annually thereafter. If the employee achieves a numerical score of .80, the employee shall be eligible for a step advancement.

Employees who are in Step F or higher and who receive an evaluation score of 1.20 or higher, shall move two steps forward on the compensation table at the discretion of the City Manager. If the employee scores 1.20 or higher on his/her next evaluation, the employee shall automatically move two steps forward on the compensation table.

An employee who does not reach a score of .80 will be denied a step advancement. The employee will be informed of job functions in need of improvement and will be given specific direction and methods to improve an inadequacy. The employee's performance shall be reviewed three (3) months after the job performance problems and methods of improvements were discussed with the employee. If the employee's performance has improved, the employee shall be eligible for one (1) step increase on the wage table effective from the date the employee's evaluator has determined the employee's performance has improved sufficiently.

Transfer to a Higher Grade:

When an employee is transferred or promoted to a position of higher grade, the employee shall be placed at the first step of the new grade that provide a salary increase of at least four (4) percent.

6.9 A lead worker shall be appointed for crews of three (3) or more employees working on projects where an employee is required to be responsible for equipment and safety of the crew. The lead worker shall be compensated at a premium of five percent (5%), unless that employee is already being compensated for his/her supervisory or lead responsibilities as outlined in his/her job description.

6.10 Travel Time: Travel time between home and the work place is not time worked. Travel which keeps an employee away from home overnight and which occurs outside the employee's normal working hours is not considered as hours of work. However, travel which does not keep an employee away from home overnight is considered as hours worked, as is travel which occurs during the hours an employee normally works when the travel related to City business occurs on the employee's days off.

6.11 The City shall reduce compensation and other amounts payable to an employee under this Agreement to the extent provided in Article 14 or elsewhere in this Agreement.

ARTICLE 7 **HOLIDAYS**

7.1 The following guaranteed paid holidays shall be recognized under this Agreement:

New Year's Day.....	January 1
Martin Luther King Day.....	Third Monday in January
Memorial Day.....	Last Monday in May
Independence Day.....	July 4
Labor Day.....	First Monday in September
Veteran's Day.....	November 11
Thanksgiving Day.....	Fourth Thursday in November
Christmas Day.....	December 25

7.2 All work performed on a closed Holiday shall be two (2) times the applicable rate of pay. Insofar as practical, assignment of holiday work on a closed holiday will be on a seniority basis in the same job classification.

7.3 The following guaranteed paid holidays shall be recognized as open holidays under this Agreement:

President's Day.....	Third Monday in February
Alaska Day.....	October 18

Facilities will remain open and business will be conducted on a limited basis. Work performed on open holidays shall be paid for at the employee's regular rate of pay. Employees who work on open holidays will be credited with eight (8) hours of holiday time to be used with the same restrictions governing use of floating holiday time.

7.4 When any of the above holidays fall on a Sunday, the following Monday shall be observed as the holiday, or when it falls on a Saturday, the preceding Friday shall be observed; provided, however, that shift employees shall observe the holiday date as the holiday.

7.5 If the closed holiday falls during a regular full-time employee's scheduled work week, the employee shall receive time off without loss of pay. If the closed holiday falls during a regular part-time employee's regular work week, the employee shall receive pro-rated time off. If the closed holiday falls during the employee's regularly scheduled day off, they will receive another day off.

7.6 In addition to the holidays granted above, all regular full-time employees who have completed six (6) months of employment shall receive two (2) floating holidays per calendar year to be taken at a time approved by the employee's immediate supervisor in writing.

7.7 When a holiday falls on a regular work day during an employee's vacation, that holiday shall not be counted against accrued vacation time or sick leave.

7.8 Except for absence for vacation, bona fide illness, or with prior approval, an employee must have been in pay status the last regularly scheduled day prior to the holiday and the first regularly scheduled day following the holiday to be eligible for holiday pay.

7.9 Employees scheduled to work at Ketchikan Public Library on Easter Sunday shall have the option to reschedule their hours within that pay period to suffer no loss of wages due to the closure of Ketchikan Public Library in observance of Easter Sunday.

ARTICLE 8

VACATIONS

8.1 Effective upon contract ratification and execution by IBEW, Local 1547 and the City, after completing six (6) months of employment, all regular full-time employees shall be eligible to receive paid vacation benefits accrued according to the following schedule:

<u>Years of Continuous Service</u>	<u>Days off</u>
1 st year	12
Starting 2 nd year	15
Starting 3 rd through 4 th year	19
Starting 5 th through 9 th year	24
Starting 10 th through 15 th year	30
Starting 16 th year and thereafter	34

8.2 Vacation pay shall be the amount which the employee would have earned had the employee worked during the vacation at the employee's current regular rate of pay.

8.3 After completion of six (6) months employment, employees shall be paid upon termination of employment for any vacation hours earned but not used.

8.4 An employee may not accumulate more than fifty (50) days of accrued vacation as of the end of any calendar year without the written approval of the City Manager. The City Manager may approve accruals and carry overs of more than fifty (50) work days of vacation when the employee was unable to take time off due to City staffing and work load requirements or any other reason that made it unfeasible for the employee to use the excess accrued vacation benefits.

8.5 Vacations may be postponed in a case of emergency. Emergency is defined as the existence of unusual conditions that, in the opinion of the City Manager, endanger life or property.

ARTICLE 9

SICK PAY

9.1 Upon completion of the probationary period, full-time employees shall accrue paid sick leave benefits at the rate of eight (8) hours each month of continuous full-time employment under this Agreement.

9.2 Paid sick leave benefits shall accumulate from the date of hire as a probationary employee.

9.3 Accrued but unused sick leave up to sixty five (65) days shall be paid in cash upon termination of employment at the employee's current rate of pay according to the following schedule:

- A. Employees hired after September 20, 1985 and prior to May 1, 2001, will be paid at the rate of 50% of up to 65 days.
- B. Employees hired on or after May 1, 2001, will not be paid for sick leave upon termination.
- C. One hundred percent (100%) of accrued sick leave up to 65 days will be paid in cases of death, or bona fide retirement when the employee is eligible for retirement benefits. Any sick leave forfeited (not paid for) due to lay-off will be reinstated when (if) the employee is reemployed by the Employer.

9.4 Any payment for time off due to sickness shall be subject to notification of absence which shall be given to the Employer as soon as possible prior to the beginning of the employee's shift. Except in the case of bona fide emergencies, verified by the Department Head, if such notification is not given, such absence shall be charged to leave without pay. The employee shall give notice of absence for each day the absence will continue.

9.5 The Employer reserves the right to require reasonable written proof of illness. Excessive absenteeism shall constitute grounds for discharge.

9.6 Paid sick leave benefit(s) shall be paid at the employee's current straight time rate of pay for an illness or injury which has actually incapacitated the employee and prevented the employee from performing normal duties or for doctor and dental appointments. Employees may use accrued sick leave when their presence is required to care for an ill or injured member of their immediate family. Immediate family shall mean relatives and dependents domiciled in the employee's household as well as children or parents not living in the employee's home.

9.7 Workers' Compensation Insurance: An employee who is entitled to receive compensation benefits under the Alaska Workers' Compensation Act or other similar legislation shall continue to earn vacation benefits and sick leave benefits, and the City shall continue to pay its portion of such employee's group medical and life insurance premiums, during the period the employee is unable to return to work, not to exceed six (6) months. If, at the expiration of such six (6) month period, the employee is still unable to return to work, the employee shall cease to earn vacation benefits and sick leave benefits, and the City will not continue to pay its portion of the employee's group medical and life insurance premiums, provided, however, that if the employee is not separated from employment with the City, the employee, at his or her option, may elect to continue such insurance coverage at the employee's cost as provided under the terms of such insurance policies and any applicable state or federal laws, and may continue to use accrued sick leave and vacation benefits until such earned but unused benefits are exhausted. An employee who is injured on the job and eligible for said benefits shall suffer no loss of pay for the day of injury.

9.8 In case of injury or ailment, which is covered by the Alaska Workers' Compensation Act, the City will pay weekly to any employee disabled in the City's employment a sum equal to the difference between Workers' Compensation and the employee's gross wages, after required deduction, to which the employee would have been entitled, computed at straight time rate for his regularly scheduled hours of employment, had the employee been on active employment on the condition that such pay shall start on the first day of disability and further; provided, all such payments in lieu of wages shall be limited to the period for which the employee is entitled.

ARTICLE 10

SENIORITY

10.1 Seniority as used herein shall mean the length of continuous employment by the Employer within job classifications covered by this Agreement. Employees shall not accumulate seniority during the period of probationary employment. After employees have completed the probationary period, seniority shall be dated from the date of hire as a probationary employee.

10.2 The seniority of an employee shall terminate if that employee:

10.2.1 Is laid off for a period of more than twelve (12) consecutive months.

10.2.2 Resigns from employment with the Employer.

10.2.3 Is discharged for just cause.

10.2.4 Is temporarily laid off and fails to return to work within ten (10) days after written notice requesting the individual to return to work is delivered by registered

mail to the individual's last known address or to the individual personally, and fails to notify the Employer of an intention to return to work within forty-eight (48) hours after having received such notification.

10.3 In the selection of shifts and vacations, seniority shall prevail insofar as practical in the best interest of service.

10.4 Any layoffs shall be made in the inverse order of the seniority of the employees with the department, provided ability and qualifications are considered equal by the Employer. If thereafter a vacancy occurs, seniority, ability and qualifications shall be considered when filling the vacancy.

10.5 For purposes of this Agreement, date of hire shall mean the most recent date an employee becomes covered by this Agreement. An employee who has worked for the Employer for three (3) years or more and who has terminated because of injury or illness shall, if rehired within three (3) years after such termination, be credited with his or her prior service for seniority purposes after three (3) more years of service.

ARTICLE 11

LEAVES OF ABSENCE

11.1 All leaves of absence without pay are to be requested from the Employer in writing as far in advance as possible, stating the reason for the leave and the amount of time requested. A written reply granting or denying the request shall be given by the Employer within thirty (30) days excepting in the case of an emergency.

11.2 Leaves of absence without pay may be granted for periods of up to ninety (90) days provided that the employee must use accrued vacation leave before being placed on leave without pay status. Leaves may be extended up to a maximum of one hundred eighty (180) days with special permission of the City Manager.

11.3 When a death occurs to a member of an employee's family, the employee, at his request, may be granted reasonable time off as funeral leave of absence. Such time off shall be charged, at the employee's option, to his vacation account or sick leave account provided that use of sick leave shall be limited to five (5) days if the funeral is in Southeast Alaska and ten (10) days if the funeral is outside Southeast Alaska. Should the employee's vacation and sick leave accounts both be insufficient, the employee may be permitted a reasonable amount of time as funeral leave without pay. In the event of death of an employee's parent, sibling, father-in-law, mother-in-law, grandparents, child or spouse, the first five (5) days of such leave shall be paid by the Employer without affect on the employee's sick leave account or vacation account.

11.4 Leave required in order for an employee to maintain status in the National Guard or a military reserve of the United States shall be granted without pay and without loss of benefits accrued to the date such leave commences. Regular full-time employees on such leave shall be compensated by the Employer for the difference between their military pay and their regular pay up to a maximum of two (2) weeks or eighty (80) hours. A copy of the order issued by appropriate authority for military training shall accompany requests for special military leave. Upon return to

duty the employee shall furnish the Employer evidence of the amount of National Guard or Reserve pay received during the period of special military leave, before he/she will be reimbursed any additional monies by the City.

11.5 Any employee who is selected or properly appointed to a position of responsibility in the Union may be granted a leave of absence without pay or fringe benefits or seniority accrual for a period not to exceed three (3) years without loss of established seniority. Such leave of absence shall be requested by the Union and will be considered based on the operational needs of the City. Upon expiration of the leave of absence, the employee shall be reinstated to the first available opening in the Employee's former classification or position which the Employee is qualified to fill.

11.6 Accrued vacation leave must be used before going on leave without pay status. Except as provided for elsewhere in this Agreement, while on leave without pay, the employee may opt to pay the insurance premiums pursuant to federal COBRA requirements in order to continue health plan coverage.

11.6.1 The Employer shall provide leave to eligible employees in accordance with the requirements of the state and federal Family and Medical Leave Acts (FMLA) for any of the following reasons:

- A. To care for the employee's child after birth, or placement for adoption or foster care; or
- B. To care for the employee's spouse, child, or parent, who has a serious health condition; or
- C. For a serious health condition that makes the employee unable to perform his/her job.

If both parents work for the Employer, only one parent at a time may request family leave to care for their child after birth, the placement of a child for adoption or foster care, or to care for the employee's spouse, child, or parent, who has a serious health condition.

11.6.2 Employees may retain up to five (5) days of paid leave prior to being placed on Family Medical Leave without pay. The choice to retain leave must be included in the initial request.

11.6.3 Consistent with the requirements of the Family Medical Leave Act (FMLA) of 1993, employees on approved FMLA shall have their health insurance benefits continued as if they were working for the first twelve (12) weeks of such leave in a twelve (12) month period. However, in order to maintain such coverage, the employee is responsible for making arrangements with the employer to pay the employee's share of the premiums. After the twelve (12) weeks of paid health benefits has been exhausted, an employee on approved FMLA may only continue insurance coverage by paying the full COBRA rates in effect during the leave.

11.7 Employees requesting to attend conferences, workshops, seminars or meetings on behalf of the Union will be allowed to request such leave without pay. Employees requesting

leave without pay for union business do not have to use accrued leave prior to being placed on leave without pay status.

ARTICLE 12

JURY DUTY

12.1 Employees who are called to serve on jury duty, or who are subpoenaed to testify in court on a matter related to their employment or volunteer activities on behalf of the City, shall be compensated by the Employer for the difference between their jury duty or witness pay and their normal straight-time pay. If the employee is temporarily or permanently excused from jury or witness duty, the employee shall promptly return to work.

ARTICLE 13

TRAINING

13.1 The Employer and the Union will cooperate in encouraging training programs including government funded programs which will provide initial and advanced training for the employees. Within budget limitations, the Employer will provide an educational assistance plan for regular full-time employees to improve skills, knowledge and abilities relating to their present positions or to positions to which they might logically progress.

13.2 In order to receive reimbursement under this plan, employees must request and receive prior approval from the department head and must satisfactorily complete the course. Satisfactory completion shall be considered receipt of a passing grade, or a grade C or better. Upon completion of the approved course, the employee shall submit a request for reimbursement, together with receipt for tuition and books, to the department head who will process for payment. All usable books and other materials received as a part of the Employer-funded courses shall be the property of the Employer, and shall be available in applicable departments for use by employees.

ARTICLE 14

MEDICAL BENEFITS

14.1 The City shall make contributions to the Alaska Electrical Health and Welfare Plan and Trust for all regular full-time employees and part-time employees who are regularly scheduled to work at least thirty (30) hours per week. These employees shall also participate in the life insurance plan provided by the City of Ketchikan. Eligibility, benefits, and all other terms of these plans are subject to and governed by the terms of those plans.

14.2 The Employer shall reimburse regular full-time employees for the difference between available medical and/or industrial insurance benefits and the cost of repairing or replacing (at the Employer's option) up to one (1) pair per year of eyeglasses broken on the job, provided proof of job-related loss is submitted.

14.3 The Employer shall, upon request, reimburse regular full-time employees for the cost of no more than one (1) complete physical examination per year, provided that the claim must first be processed through the insurance carrier. The Employer will reimburse no more than \$75.00 of the amount not paid by the carrier.

14.4 The Employer shall contribute \$1,503.00 dollars per month to the Alaska Electrical Health and Welfare Fund on behalf of employees described in Section 14.1. The City will reduce the compensation (or amounts otherwise payable under this Agreement) of each employee for whom it makes this contribution by \$167.00 per month. Such reduction is not elective; if the City pays a contribution to the Fund on behalf of an employee, then the City shall also reduce the employee's compensation accordingly. To the extent necessary to maintain Alaska Electrical Health and Welfare Fund benefits and as directed by the Fund Plan Administrator, the City shall increase or decrease its monthly contribution. The City shall then also reduce employee compensation by half of any increased monthly contribution to the Fund, and decrease the compensation reduction authorized under this Section by half of any decreased monthly contribution to the Fund.

The Union and the Employer agree that non-represented City employees, as a group, may participate in the Alaska Electrical Health and Welfare Fund (AEH&WF) as long as:

- 1) The non-represented group is accepted by the AEH&WF Trustees;
- 2) The Plan chosen by the non-represented group does not exceed the benefits of the IBEW represented employees plan.

No other provisions of this Collective Bargaining Agreement will apply to non-represented employees.

ARTICLE 15

RETIREMENT PLAN

15.1 The Employer shall continue making contributions to the Alaska Electrical Pension Trust retirement plan on behalf of regular employees covered by this Agreement. For the purpose of computing the Employer's contribution, compensable hours shall include overtime, vacation, holiday hours, plus sick leave, jury duty and funeral leave for which the employee receives compensation except when those benefits are paid on termination of employment.

Effective January 1, 2013, the Employer's contribution rate shall be based on 17% of gross wages, including compensation for on-call time, with a minimum contribution of \$2.50 per hour and a maximum contribution of \$4.07 per hour.

Employees on workers' compensation for temporary disability shall receive pension contributions for forty (40) hour per week, pro-rated for part-time employees, for each week while on workers' compensation. Such contributions will be made at the same rates as for hour's worked/compensable hours. If an employee receives workers' compensation for a portion of a week, the contributions will be pro-rated.

ARTICLE 16

LABOR/MANAGEMENT COMMITTEE

16.1 A Labor/Management Committee, consisting of three (3) regular representatives from City Management, and three (3) representatives from the employee group will meet upon written

notification of desire to convene by either party. The primary activities of this committee will include: contract interpretation, pre-grievance discussions of operating problems, method improvement and public relations.

16.2 The Committee will not have the authority to alter the meaning or cost application of the collective bargaining agreement, nor will it act as a grievance committee once a grievance has been filed. The chair shall rotate between the City and the Union, alternately, at each meeting.

ARTICLE 17

EMPLOYMENT PRACTICES

17.1 Employees shall have access to the confidential personnel and payroll files that relate to them. Access to these files by other than the City Manager, the employee's immediate supervisor and department head shall not be allowed without prior approval of the City Manager, except that the Finance Director may have access to payroll records. Employees shall be advised as to any other persons who may be granted access to these files.

17.2 Except as required by the Employer, a Public Works day shift employee who has been called back on duty for six (6) or more hours after 8:00 p.m. shall not report to work the next day following until the employee has had eight (8) hours of relief; provided however, that such employee shall be paid at his or her straight-time rate for those hours of his or her regularly scheduled shift included in the eight (8) hours of relief; and, provided further, if such employee does not report for work immediately following such eight (8) hours of relief, he or she will not be entitled to straight-time pay for those hours of his or her regularly scheduled shift which were included in the eight (8) hours of relief.

17.3 An employee may exchange a scheduled day off for another day if the employee's supervisor and any other affected employee agree.

17.4 Employees shall be notified by their normal quitting time of the preceding day of any scheduled overtime work. The employees shall bring and furnish their own meals to be eaten on the Employer's time during a one-half (1/2) hour lunch period after a four (4) hour work period has passed. The meal is to be eaten on the Employer's time. The Employer will provide a one-half (1/2) hour lunch period and meal after the next four (4) hour work period and for each successive four (4) hour work period thereafter, provided that the work and lunch period are successive in nature.

17.5 In case of occupational injury, or prolonged illness, the employee's position or a comparable position shall be held for up to twelve (12) months or until it has been medically determined that the employee will be unable to return to that job, whichever occurs first, and the employee shall not lose accrued seniority during this period.

17.6 The Employer shall furnish such safety devices and first aid kits as may be needed for the safety and proper emergency medical treatment of employees.

17.7 If an employee's personal tools used in the performance of assigned duties are destroyed or damaged by fire, storm or flood while stored on the Employer's premises or carried in

the Employer's equipment, the Employer will replace or repair such tools at no expense to such employee upon presentation of proof of loss.

The Employer will provide and replace-as needed-retro-reflective rain gear and steel toed rubber boots for all employees working in Public Works.

17.8 Personal tools which are worn out or broken while being used by mechanics in the performance of their work will be replaced by the Employer with tools of equal quality. Employees will normally be required to present the broken or worn tool to the Employer prior to receiving a replacement. The Employer will also replace such tools when stolen if evidence of forcible entry or other physical evidence of theft is presented and the employee has filed a complaint with the police department.

17.9 The Employer shall furnish a room with lockers for clothes, tools, etc., and facilities for draping clothing and equipment for full-time Public Works and Parking Enforcement employees.

In January of each year, full-time Public Works and Parking Enforcement employees shall receive a clothing allowance of \$250.00.

17.10 Employees shall travel shop to shop on the Employer's time and in City vehicles and shall report at shop headquarters in which they are regularly employed. Employees will not use personal vehicles in the course of their work unless specifically authorized in writing, in which case the maximum Internal Revenue Service (IRS) allowable reimbursement rate per mile will be paid.

17.11 Employees who report for work on a scheduled work day and who, because of inclement weather or comparable reasons, are unable to discharge their usual duties, will be paid for such day at the applicable rate; provided, however, that such employee may be assigned to other work or participate in training and instruction pertinent to their employment, including first aid and safety.

17.12 All work shall be executed in a safe and proper manner. The Employer and employees shall be responsible for carrying out safety practices. Any employee injured on the job, however slightly, must report the fact immediately to his/her supervisor or other responsible department official. All first aid kits shall be kept properly supplied, and in clean and good condition. Hand tackle shall be kept in good repair.

17.13 A Safety and Training Committee composed of equal representation from the Employer and the employees shall be created to inspect all tools and equipment and review safety programs and training. The Safety Committee shall have the right to recommend disciplinary action for any employee who disregards safety practices and regulations. Inspections and safety meetings are to be made on a monthly basis.

17.13.1 There shall be a Joint Health and Safety Committee consisting of representatives from the Employer, from the KPU bargaining unit and the City of Ketchikan bargaining unit. A minimum of four (4) committee members shall be appointed by the Employer from among its employees and a minimum of four committee members from each bargaining unit shall be

appointed by the Union from among its members. The parties agree that this Section is not intended to replace or eliminate the monthly divisional/departmental safety meetings held within the KPU and City bargaining units.

Chairman & Secretary: The positions of Chairman and Secretary of the Committee will be filled from among designated Committee members, rotating the positions between the Employer and the Union Committee members on a basis determined by the Committee.

The Chairman will efficiently manage the business of Committee meetings in accordance with accepted rules of order and schedule meetings in accordance with the provisions of this article.

The Secretary will prepare for each meeting minutes and agendas, and distribute those items to the Committee members in advance (normally a minimum of one (1) week) of each regular scheduled meeting.

Purpose of the Committee: The purpose of the Committee as herein agreed by the Employer and the Union is to (a) further promote safety awareness and safe working conditions among all employees and supervisors; (b) attempt to resolve issues in dispute and make recommendations with respect to additions or revisions in safety rules; (c) review and discuss occupational accidents or hazards and make recommendations to management concerning hazards that should be abated, safety practices that should be implemented or changed, and the appropriate compliance methods relating to safety and health standards; and (d) to foster awareness of non-occupational and home safety for all employees.

Meetings: The Joint Health and Safety Committee shall regularly meet monthly. In addition to the regular meetings, the Committee shall also meet on a mutually convenient date at the request of any four (4) Committee members.

Agenda: The Committee members, the Employer, or the Union may submit items for discussion to the Committee Secretary at least one (1) week prior to any scheduled meeting date. Items so submitted will comply with the purpose of the Committee as stated above and will be listed on the agenda prepared by the Secretary. Additional agenda items will be considered by the Committee when pursuant to the purpose of the Committee.

17.14 Employees may engage in occupations or outside activities as long as they do not interfere with their job duties or create a conflict of interest.

17.15 An employee who is laid off or is discharged by the Employer shall receive all accrued earnings less any personal obligations owed the City within three (3) working days following the effective date of his/her termination. An employee who resigns shall receive all accrued earnings less any personal obligations owed the City at the time of resignation provided the employee has given a minimum notice of two (2) working days.

17.16 When any work is being done in a manhole, applicable General Safety Codes shall apply.

17.17 Changes on time cards that involve an employee's rate of pay or hours worked shall be brought to the attention of the employee involved and the authorized Union representative. Copies of an employee's time cards shall be made available for inspection if requested by the employee or an authorized Union representative.

17.18 The Employer will pay employees semi-monthly, by the 5th and 20th of each month. If a payday falls on a holiday or weekend, the preceding business day shall be the payday. Each paycheck shall be accompanied by a statement showing the number of hours worked at straight-time, the number of hours worked at overtime, and all deductions. Annual statements shall be furnished each employee showing gross earnings, total deductions made, and total vacation and sick leave time accumulated. No unauthorized deductions or accrued earnings shall be withheld from an employee's earnings.

17.19 Employees on layoff or leave of absence without pay shall not accrue or be eligible for fringe benefits or other compensation.

17.20 Instructions will normally and usually be given by the employee's immediate supervisor.

17.21 If important changes have been made in any job covered by this Agreement from a functional or responsibility standpoint, then the job description will be rewritten to reflect new job requirements and it will be rated for a new grade within the City Compensation Plan.

17.22 An employee whose work requires driving motor vehicles must possess a valid driver's license issued by the State of Alaska, with an acceptable driving record. The Employer shall reimburse employees for the cost of job required renewal of commercial driving endorsements, including any required physical examinations. Any employee who does not hold a valid driver's license will not be allowed to operate a City vehicle until such time as a valid license is obtained. Employees must immediately report any suspension, revocation, or restriction of driving privileges to their supervisor. Failure to report a suspension, revocation, or restriction of driving privileges may result in disciplinary action against the employee, up to, and including, termination.

17.23 Drug and Alcohol Testing: The IBEW and the City of Ketchikan maintain a firm joint commitment to: ensure a drug-free workplace; to the establishment of a city-wide policy of pre-employment testing; and to comply with applicable laws and regulations pursuant to United States Department of Transportation Regulations for employees in positions requiring commercial driver licenses.

ARTICLE 18

NO STRIKE – NO LOCKOUT

18.1 This Agreement is a guarantee by both parties that there will be neither strikes nor lockouts during the life of this Agreement. The Union and employees further agree that they will not sanction, aid or abet, encourage or continue any work stoppages, strike, picketing, sick-outs, slowdowns, handbilling or other disruptive activity during the life of the Agreement, and shall undertake all reasonable means to prevent or terminate any such activity.

ARTICLE 19

GRIEVANCE PROCEDURE

19.1 A grievance is defined as an alleged breach of this Agreement raised during its term. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. The parties agree that any problems should be resolved as quickly as possible and at the lowest level of supervision possible. If informal resolution is not possible, the following steps shall apply:

19.2 Step I – Immediate Supervisor: Any employee shall first discuss any grievance with his or her immediate supervisor within five (5) working days after the grievance arose. The employee may be accompanied by his or her Shop Steward.

19.3 Step II – Department Head: If the matter cannot be resolved informally and it is the employee's desire to proceed further, the Union shall reduce the grievance to writing and submit it to the Department Head within seven (7) working days after the date of the Step I meeting. The written grievance shall contain a description of the alleged problem, the section of the Agreement involved, the date it occurred, and the corrective action desired. Within seven (7) working days following receipt of the written grievance, a meeting will be held between the Department Head, the employee and a Union representative. The Department Head shall respond in writing within seven (7) working days of the date of the meeting.

19.4 Step III – City Manager: If the employee is not satisfied with the reply in Step II, the employee may within seven (7) working days of receipt of the reply present the written grievance to the City Manager or designee. The City Manager or designee and a Union representative shall meet within seven (7) working days from when the grievance was presented at Step III for the purpose of resolving the grievance. The City Manager or designee shall respond in writing within seven (7) working days after the date of the meeting.

19.5 Step IV – Arbitration: If not settled, the Union may submit the grievance to final and binding arbitration within seven (7) working days following receipt of the Step III response. Within seven (7) working days of the notification that the dispute is submitted for arbitration, the Employer and the Union shall attempt to agree on an arbitrator. If the parties are unable to agree on an arbitrator, the Union shall within seven (7) working days after failure to agree and no later than fourteen (14) working days following the Employer's receipt of the notice of appeal to arbitration, request the Federal Mediation & Conciliation Service to supply a list of thirteen (13) qualified arbitrators and the parties shall alternately strike names from such list until the name of one arbitrator remains who shall be the arbitrator.

The party to strike the first name shall be determined by coin toss. The arbitrator shall be notified immediately of his or her selection by letters from the Employer and the Union requesting that a time and place for a hearing be set as soon as possible. The Arbitrator's award shall be final and binding, subject to limits of authority stated below. The parties shall use their best efforts to minimize the cost.

19.6 The Arbitrator's function is to interpret the Agreement. The Arbitrator shall consider only the particular issue presented in writing by the Employer and the Union. The Arbitrator shall

have no authority or power to add to, delete from, disregard, or alter any of the provisions of this Agreement, but shall be authorized only to interpret the specific facts of the issue in dispute. The Arbitrator shall not decide on the merit or wisdom of any action or failure to act, but only on the contractual obligation inherent in this Agreement. If the Arbitrator should find that the Employer was not prohibited by this Agreement from taking, or not taking, the action grieved, he or she shall have no authority to change or restrict the Employer's action or inaction or to substitute his or her own judgment for that of the Employer. Unless a specific provision of this Agreement expressly grants the Union or employees a right, privilege or benefit claimed by it or them, the Arbitrator shall not award any such right, privilege or benefit to the Union or employees.

19.7 Any dispute as to procedure shall be heard and decided by the Arbitrator in a separate proceeding prior to any hearing on the merits. Any dismissal of a grievance by the Arbitrator, whether on the merits or on procedural grounds, shall bar any further arbitration. Each party shall bear one-half (1/2) of the fee of the Arbitrator and any other expense jointly incurred by mutual agreement incidental to the arbitration hearing. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party, except that witnesses who are employees of the Employer shall be paid by the Employer for normal working time spent testifying at the hearing.

19.8 If an employee or the Union fails to process a grievance at any step within the time limits set forth above and the procedure is not waived by mutual written agreement, that grievance shall be deemed waived and such failure shall constitute a bar to any future actions thereon. The grievance shall automatically progress to the next step if the Employer fails to answer a grievance at any step in the procedure. In any event, the Union shall be entitled to a written response from the Employer prior to submission to arbitration.

19.9 Unless otherwise agreed to herein, neither party shall be required during the term of this Agreement to provide the other party with any data, documents, or reports in its possession or under its control for any purpose or reason unless they are relevant to a filed grievance. Copies of all documents used to support and answer a grievance shall be made available to the parties.

19.10 For purposes of this Article "working days" shall exclude Saturdays, Sundays and recognized holidays.

ARTICLE 20

UNION REPRESENTATION

20.1 The Union's Business Representative shall appoint no more than five (5) Shop Stewards and so notify the Employer as to their names and specific duties. No other employee or member of the Union, outside of the Business Manager, Business Representative or its appointed Stewards shall represent the Union.

20.2 Shop Stewards shall perform work for the Employer to the same extent as other employees. After giving notice or having made an appointment, authorized Union representatives shall be allowed admission to any shop or job at any reasonable time for the purpose of investigating conditions existing on the job. Such authorized representatives shall confine their activities during such investigation to matters relating to this Agreement.

20.3 The Union shall have bulletin boards designated by the Employer for the posting of Union information.

20.4 The Employer will provide the Union with a monthly report containing the following information about employees covered by this Agreement: Name, and date of hire of new employees hired each month, Union dues or service charges deducted and classifications. The method and format of reporting shall be determined by the Employer. As a condition of receiving the foregoing information, the Union will treat it as confidential and limit its dissemination to official Union representatives. The Employer shall respond within twenty (20) days to any written request from the Union for information as to why any employee was not included with said information. If not satisfied with the response, the Union may submit to the grievance procedure contained herein, beginning at Step 3, any claim that the Employer has wrongfully excluded any employee from the bargaining unit.

ARTICLE 21

UNION SECURITY

21.1 All full-time and part-time employees covered by this Agreement shall share in the cost of maintaining and operating the Union as their collective bargaining agent and shall be members thereof in good standing, or become members within thirty (30) days of their date of hire or the signing of this Agreement, whichever is later, or comply with Agency Shop procedure. For the purpose of this Agreement, agency shop procedure means a union security clause as a condition of continued employment which provides that an employee in the bargaining unit who refuses to join the Union must pay a service fee to the Union equal to Union dues.

21.2 During the term of this Agreement, the Employer shall deduct from the wages of employees covered by this Agreement and pay over monthly to the proper officers of the Union the membership dues or equivalent service charge for those employees who individually and voluntarily authorize such deductions in writing by signing an authorization for payroll deduction of Union dues. The Employer will not be held liable for deduction errors but will make proper adjustments with the Union for errors as soon as is practicable. The Union will hold the Employer harmless for any action taken at the written direction of the Union pertaining to this Article.

21.3 During the term of this Agreement, the Employer shall deduct seven dollars (\$7.00) per pay period from the wages of Employees covered by this Agreement and pay monthly wages to a person or entity designated by the Union as voluntary contributions to the Union's Political Action Committee Fund for those Employees who individually and voluntarily authorize such deductions in writing by signing and giving to the Employer the standard deduction authorization form provided by the Union. The deduction authorization may be revoked by the employee at any time. Both the Union and the employee agree to indemnify and hold the Employer harmless from any and all claims, demands, suits or other actions or liability that may arise out of, or exist as a result of, making these deductions or contributions including the Employer's attorney's fees, costs of suit, fines or other penalties.

21.4 IBEW Hardship & Benevolent Fund (IHBF): If a majority of Bargaining Unit employees working under the City of Ketchikan Collective Bargaining Agreement elect to participate in the IBEW Hardship and Benevolent Fund, the Employer shall, beginning with the first

pay period following notice of election, deduct and forward to the IHBF five cents (\$0.05) per compensable hour of each bargaining unit employee. Such funds shall be forwarded in the same manner and form as other contributions are submitted by the Employer.

21.5 Employees may make voluntary contributions to the Money Purchase Pension Plan through payroll deduction. The Employer agrees to withhold and forward any and all voluntary contributions authorized by an employee and forward such contributions in the same manner and form as all other contributions to the Alaska Electrical Trust Funds. The Employer will not begin any deduction or make changes to any deductions or contributions until such they are given written notification by the employee.

ARTICLE 22

NONDISCRIMINATION

22.1 The Employer and the Union agree that there shall be no unlawful discrimination against any employee or applicant for employment because of race, color, religion, age, gender, sexual orientation or gender identity or national origin, except as permitted by law and unless one of the foregoing factors constitutes a bona fide occupational qualification; provided, however, that a claim that this provision has been violated shall not be subject to Step 4 of the grievance procedure of this Agreement unless mutually agreed to by the parties hereto, and provided further that any claim, complaint or charge that this provision has been breached or violated shall be deemed waived and unenforceable and the Employer and the Union thereby released from any liability if not filed with the appropriate administrative agency and/or court of law within one hundred eighty (180) days of the alleged act of discrimination.

ARTICLE 23

GENERAL PROVISIONS

23.1 Any and all agreements, written and verbal, previously entered into by the parties hereto are in all things mutually canceled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer. The Union shall be notified of changes in Employer's policies or practices which affect bargaining unit employees.

23.2 Nothing contained herein shall prohibit the Employer, at its sole discretion, from paying wages and/or benefits in excess of those provided for herein.

23.3 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the parties hereto, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of any or all of the parties at the time they negotiated or

signed this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

23.4 Should any Article, Section or provisions herein contained be rendered or declared invalid by reason of any existing or subsequently enacted statute, ordinance or other law, or by the decree of judgment of any court of competent jurisdiction, the invalidation of such Article, Section or provision will not affect the remaining portions hereof and such other parts and provisions will remain in full force and effect. Upon the invalidation of any Article, Section or provision hereof, the parties will meet and negotiate the parts and provisions concerned within thirty (30) days from the date the fact of such invalidation is communicated to them; provided, however, that the parties may mutually agree to extend the time for such negotiations.

ARTICLE 24

TERM OF AGREEMENT

24.1 This Agreement shall become effective at 12:01 a.m., on January 1, 2015 upon contract ratification and execution by IBEW, Local 1547 and the City and shall continue in full force and effect through and including 11:59 p.m. December 31, 2017, and shall continue in full force and effect from year to year thereafter unless notice of desire to amend this Agreement is served by either party upon the other at least ninety (90) days prior to the date of expiration. If notice to amend is given, negotiations shall commence within thirty (30) days following the date of the notice, and this Agreement shall remain in effect until the terms of a new or amended Agreement are agreed upon; provided, however, that if a notice to amend is timely given, either party may at any time thereafter notify the other in writing of its desire to terminate this Agreement as of a date stated in such notice to terminate, and shall be at least ten (10) days subsequent to the giving of such notice to terminate.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly

Executed this 5th day of August, 2015

ATTEST

By *Ki Stankor*
~~Katherine Suiter~~ Deputy City Clerk
Kim Stankor
Deputy City Clerk

THE CITY OF KETCHIKAN,

By *[Signature]*
Karl Amylon
City Manager

By *Marie K. Miller*
Marie Miller
Human Resources Manager

By *[Signature]*
David Martin
Assistant City Manager

By *Jerry Gates*
Jerry Gates
City Negotiator

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 1547, AFL-CIO**

By *Mike Hodsdon*
Mike Hodsdon
Business Manager

By *Jay Rhodes*
Jay Rhodes
Assistant Business Manager

By *Pamela Cline*
Pam Cline
Business Representative

By *[Signature]*
Clayton Hancock
Negotiating Committee

By *[Signature]*
Chet Hugo
Negotiating Committee

By *Tony Skaggs*
Tony Skaggs
Negotiating Committee

APPENDIX A

JOB TABLE BY GRADE AND TITLE

Grade	Job Classification Title	Department
34	Museum Attendant	Museum
37	Parking Enforcement Specialist	Police
38	Museum – Program Assistant	Museum
38	Library Assistant I	Library
38	Customer Service Rep. I – P&H	Port & Harbors
38	Customer Service Rep. I – Finance	Finance
39	Building Maintenance Worker	Public Works
40	Scale House Operator	Public Works
40	Office Services Technician	Finance
42	Library Assistant II – Adult Services	Library
42	Library Assistant II – UAS Campus	Library
42	Library Assistant II – Children’s Services	Library
42	Accounting Technician – Finance	Finance
42	Accounting Technician – A/P	Finance
42	Customer Service Rep. II – Finance	Finance
43	Computer Operations Specialist	Info Tech
44	Laborer	Public Works
45	Solid Waste Collector	Public Works
46	Accounts Payable Coordinator	Finance
47	Building Maintenance Technician	Public Works
48	Library Office Manager	Library
48	Maintenance Technician	Public Works
48	Maintenance Technician – Signs	Public Works
48	Survey Technician	Public Works
49	Librarian – Outreach	Library
49	Curator of Exhibits	Museum
49	Museum – Program Coordinator	Museum
49	Registrar – Museum	Museum

50	Wastewater Systems Operator	Public Works
51	Solid Waste Facility Operator	Public Works
51	PC Network Technician	Info Tech
52	Mechanic	Public Works
52	Senior Maintenance Technician	Public Works
52	Engineering Technician – CADD & GIS	Public Works
52	Engineering Technician	Public Works
54	Senior Wastewater Systems Operator	Public Works
55	Project Inspector/Engineer in Training	Public Works
55	Building Maintenance Supervisor	Public Works
56	Wastewater Laboratory Analyst	Public Works
56	Construction/Survey Coordinator	Public Works
56	Building Inspector	Public Works
56	Senior Engineering Technician	Public Works
60	Building Official	Public Works
60	Contract/Grants Administrator	Public Works

Amendment:

- A. Upon ratification of this Agreement, the positions of Payroll Coordinator and Garage Supervisor shall be removed from the bargaining unit. Incumbent employees in the positions of Streets Division Supervisor and Solid Waste Division Supervisor shall be grandfathered under the Collective Bargaining Unit until they elect to leave the bargaining unit or vacate their position. Upon removal of these four positions, the union recognizes that these positions will not be part of the bargaining unit for the life of the positions.

City of Ketchikan/Ketchikan Public Utilities Compensation Table

Hourly Rates - IBEW/General Government Represented Employees

Union Code: 01
Effective Date: January 1, 2015
FINAL

APPENDIX B

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
301	6.26	6.36	6.44	6.54	6.63	6.75	6.85	6.95	7.05	7.16	7.26	7.37	7.48	7.60	7.72	7.83	7.95	8.06	8.19	8.31	8.43
302	6.41	6.50	6.60	6.71	6.81	6.91	7.01	7.12	7.22	7.33	7.44	7.55	7.67	7.79	7.90	8.02	8.14	8.26	8.38	8.50	8.63
303	6.57	6.68	6.78	6.88	6.98	7.09	7.19	7.29	7.40	7.51	7.63	7.75	7.86	7.98	8.09	8.22	8.34	8.46	8.59	8.73	8.86
304	6.75	6.86	6.96	7.06	7.16	7.26	7.37	7.48	7.60	7.72	7.83	7.95	8.06	8.19	8.31	8.43	8.55	8.69	8.82	8.95	9.08
305	6.94	7.04	7.14	7.22	7.33	7.44	7.55	7.67	7.79	7.90	8.02	8.14	8.26	8.38	8.50	8.64	8.77	8.90	9.03	9.16	9.30
306	7.08	7.18	7.28	7.39	7.50	7.62	7.74	7.86	7.97	8.08	8.21	8.33	8.45	8.58	8.74	8.84	8.97	9.10	9.25	9.39	9.53
307	7.25	7.36	7.47	7.59	7.71	7.82	7.94	8.05	8.18	8.30	8.42	8.54	8.68	8.81	8.94	9.07	9.22	9.35	9.48	9.62	9.77
308	7.43	7.54	7.66	7.78	7.89	8.01	8.13	8.25	8.37	8.49	8.62	8.76	8.89	9.02	9.16	9.30	9.43	9.57	9.72	9.88	10.02
309	7.62	7.74	7.85	7.97	8.08	8.21	8.33	8.45	8.58	8.74	8.84	8.97	9.10	9.25	9.38	9.51	9.65	9.81	9.96	10.11	10.26
310	7.81	7.92	8.04	8.17	8.29	8.41	8.53	8.67	8.80	8.93	9.06	9.20	9.34	9.48	9.61	9.77	9.92	10.06	10.21	10.36	10.52
311	8.01	8.13	8.25	8.37	8.49	8.62	8.76	8.89	9.02	9.16	9.30	9.43	9.57	9.72	9.88	10.02	10.16	10.32	10.47	10.63	10.80
312	8.21	8.33	8.46	8.58	8.71	8.84	8.97	9.10	9.25	9.38	9.51	9.65	9.81	9.96	10.10	10.25	10.40	10.56	10.71	10.88	11.04
313	8.41	8.53	8.67	8.80	8.93	9.06	9.20	9.34	9.47	9.61	9.77	9.92	10.06	10.21	10.36	10.52	10.67	10.84	11.00	11.17	11.33
314	8.62	8.76	8.89	9.02	9.16	9.30	9.43	9.57	9.72	9.88	10.02	10.16	10.32	10.47	10.63	10.80	10.95	11.12	11.29	11.46	11.63
315	8.85	8.98	9.11	9.26	9.39	9.52	9.66	9.82	9.97	10.11	10.26	10.41	10.57	10.73	10.89	11.05	11.22	11.39	11.55	11.72	11.91
316	9.06	9.20	9.34	9.47	9.61	9.77	9.92	10.06	10.21	10.36	10.52	10.67	10.84	11.00	11.17	11.34	11.50	11.66	11.86	12.03	12.21
317	9.30	9.43	9.57	9.72	9.88	10.02	10.16	10.32	10.47	10.63	10.80	10.96	11.12	11.29	11.45	11.61	11.81	11.98	12.15	12.33	12.52
318	9.52	9.66	9.82	9.97	10.11	10.26	10.41	10.57	10.73	10.89	11.05	11.22	11.39	11.55	11.72	11.92	12.09	12.26	12.46	12.64	12.83
319	9.77	9.92	10.06	10.21	10.36	10.52	10.67	10.84	11.00	11.17	11.34	11.50	11.66	11.86	12.03	12.20	12.39	12.57	12.75	12.95	13.15
320	10.01	10.15	10.31	10.46	10.62	10.79	10.94	11.10	11.28	11.44	11.60	11.79	11.97	12.14	12.32	12.51	12.69	12.89	13.08	13.27	13.46
321	10.26	10.41	10.57	10.73	10.89	11.05	11.22	11.39	11.55	11.72	11.92	12.09	12.26	12.46	12.64	12.84	13.03	13.22	13.42	13.62	13.83
322	10.51	10.66	10.83	10.99	11.16	11.33	11.49	11.65	11.85	12.02	12.19	12.37	12.56	12.74	12.94	13.14	13.33	13.53	13.73	13.94	14.14
323	10.78	10.93	11.09	11.27	11.43	11.59	11.78	11.96	12.13	12.31	12.50	12.68	12.88	13.07	13.26	13.46	13.66	13.88	14.08	14.30	14.51
324	11.04	11.21	11.38	11.54	11.71	11.91	12.08	12.25	12.45	12.63	12.83	13.01	13.21	13.41	13.60	13.81	14.03	14.23	14.45	14.66	14.88
325	11.32	11.48	11.64	11.84	12.01	12.18	12.36	12.55	12.73	12.93	13.13	13.32	13.52	13.72	13.94	14.14	14.35	14.57	14.78	15.02	15.24
326	11.59	11.78	11.96	12.13	12.31	12.50	12.68	12.88	13.07	13.26	13.46	14.01	14.21	14.43	14.64	14.85	15.09	15.31	15.54	15.78	16.02
327	11.90	12.07	12.24	12.44	12.62	12.80	13.00	13.20	13.40	13.60	13.79	14.01	14.21	14.43	14.64	14.85	15.09	15.31	15.54	15.78	16.02
328	12.18	12.36	12.55	12.73	12.93	13.13	13.32	13.52	13.72	13.94	14.14	14.35	14.57	14.78	15.02	15.24	15.47	15.70	15.94	16.17	16.42
329	12.49	12.67	12.87	13.06	13.25	13.45	13.64	13.86	14.07	14.27	14.49	14.70	14.94	15.15	15.37	15.61	15.83	16.08	16.32	16.56	16.80
330	12.79	12.99	13.19	13.39	13.58	13.78	14.00	14.20	14.42	14.63	14.84	15.08	15.30	15.53	15.76	16.01	16.25	16.49	16.73	16.99	17.24
331	13.13	13.32	13.52	13.72	13.94	14.14	14.35	14.57	14.78	15.02	15.24	15.47	15.70	15.94	16.18	16.42	16.67	16.92	17.18	17.43	17.69
332	13.45	13.64	13.86	14.07	14.27	14.49	14.70	14.94	15.15	15.37	15.61	15.83	16.08	16.32	16.56	16.80	17.07	17.31	17.58	17.84	18.12
333	13.78	14.00	14.20	14.42	14.63	14.84	15.08	15.30	15.53	15.76	16.01	16.25	16.49	16.73	16.99	17.24	17.50	17.76	18.02	18.29	18.56
334	14.13	14.34	14.56	14.77	15.01	15.22	15.45	15.68	15.91	16.15	16.39	16.63	16.88	17.14	17.39	17.66	17.91	18.20	18.46	18.74	19.02
335	14.49	14.70	14.94	15.15	15.37	15.61	15.83	16.08	16.32	16.56	16.80	17.07	17.31	17.58	17.83	18.12	18.38	18.65	18.93	19.22	19.51
336	14.84	15.08	15.30	15.53	15.76	16.01	16.25	16.49	16.73	16.99	17.24	17.50	17.76	18.02	18.30	18.56	18.85	19.14	19.42	19.70	19.99
337	15.22	15.45	15.68	15.91	16.15	16.39	16.63	16.88	17.14	17.39	17.66	17.91	18.20	18.46	18.74	19.02	19.30	19.59	19.88	20.19	20.49
338	15.60	15.82	16.07	16.31	16.55	16.79	17.06	17.30	17.57	17.82	18.11	18.37	18.64	18.92	19.21	19.50	19.79	20.09	20.39	20.70	21.00
339	15.99	16.23	16.46	16.71	16.97	17.22	17.46	17.74	18.00	18.28	18.54	18.83	19.12	19.40	19.69	19.97	20.29	20.58	20.90	21.22	21.54
340	16.38	16.62	16.87	17.13	17.38	17.65	17.90	18.19	18.45	18.72	19.01	19.29	19.58	19.87	20.18	20.47	20.78	21.09	21.41	21.72	22.05
341	16.78	17.05	17.29	17.56	17.81	18.09	18.36	18.63	18.91	19.20	19.49	19.78	20.08	20.38	20.69	20.99	21.32	21.63	21.96	22.29	22.63
342	17.21	17.47	17.73	17.99	18.27	18.53	18.82	19.11	19.39	19.68	19.96	20.28	20.57	20.88	21.20	21.51	21.83	22.16	22.49	22.83	23.17
343	17.64	17.89	18.18	18.44	18.71	19.00	19.28	19.57	19.86	20.17	20.46	20.77	21.08	21.40	21.72	22.04	22.36	22.68	23.05	23.41	23.75
344	18.08	18.35	18.62	18.90	19.19	19.47	19.76	20.06	20.36	20.66	20.97	21.30	21.61	21.94	22.27	22.60	22.93	23.28	23.62	23.98	24.34
345	18.52	18.81	19.09	19.38	19.67	19.95	20.27	20.56	20.87	21.18	21.50	21.82	22.15	22.48	22.82	23.16	23.51	23.87	24.22	24.58	24.94
346	18.99	19.27	19.56	19.85	20.15	20.45	20.76	21.07	21.39	21.70	22.03	22.37	22.70	23.04	23.39	23.74	24.10	24.48	24.83	25.21	25.58
347	19.46	19.75	20.05	20.35	20.65	20.96	21.29	21.59	21.92	22.25	22.58	22.91	23.26	23.60	23.96	24.31	24.68	25.04	25.43	25.81	26.20
348	19.93	20.25	20.54	20.85	21.16	21.48	21.80	22.13	22.46	22.80	23.14	23.49	23.85	24.20	24.57	24.93	25.31	25.68	26.07	26.47	26.86
349	20.44	20.75	21.06	21.38	21.69	22.02	22.36	22.69	23.03	23.39	23.73	24.09	24.47	24.82	25.21	25.58	25.97	26.36	26.75	27.15	27.56
350	20.95	21.28	21.58	21.90	22.23	22.57	22.90	23.25	23.59	23.95	24.30	24.67	25.03	25.42	25.79	26.18	26.58	26.97	27.38	27.79	28.20

1.6% Increase applied to January 1, 2014 Compensation Table.

City of Ketchikan/Ketchikan Public Utilities Compensation Table

Hourly Rates - IBEW/General Government Represented Employees

Union Code: 01
Effective Date: January 1, 2015
FINAL

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
351	21.48	21.80	22.13	22.46	22.80	23.14	23.49	23.85	24.20	24.57	24.93	25.31	25.68	26.07	26.47	26.85	27.26	27.67	28.08	28.51	28.94
352	22.01	22.35	22.68	23.02	23.36	23.71	24.07	24.44	24.80	25.19	25.56	25.95	26.33	26.73	27.13	27.54	27.94	28.37	28.79	29.22	29.67
353	22.57	22.90	23.25	23.59	23.95	24.30	24.67	25.03	25.42	25.79	26.18	26.58	26.97	27.38	27.79	28.20	28.63	29.06	29.49	29.93	30.39
354	23.13	23.48	23.84	24.19	24.56	24.92	25.30	25.67	26.06	26.46	26.84	27.25	27.66	28.07	28.49	28.92	29.35	29.79	30.24	30.69	31.15
355	23.70	24.06	24.42	24.78	25.17	25.54	25.93	26.31	26.71	27.11	27.52	27.92	28.35	28.77	29.20	29.65	30.07	30.53	30.99	31.46	31.92
356	24.30	24.67	25.03	25.42	25.79	26.18	26.58	26.97	27.38	27.79	28.20	28.63	29.06	29.49	29.93	30.39	30.85	31.31	31.78	32.25	32.74
357	24.91	25.29	25.66	26.05	26.45	26.83	27.24	27.65	28.06	28.48	28.91	29.34	29.78	30.23	30.68	31.14	31.61	32.08	32.56	33.05	33.55
358	25.54	25.93	26.31	26.71	27.11	27.52	27.92	28.35	28.77	29.20	29.65	30.07	30.53	30.99	31.46	31.92	32.41	32.89	33.39	33.88	34.40
359	26.18	26.58	26.97	27.38	27.79	28.20	28.63	29.06	29.49	29.93	30.39	30.85	31.31	31.78	32.26	32.75	33.23	33.73	34.23	34.75	35.27
360	26.83	27.24	27.65	28.06	28.48	28.91	29.34	29.78	30.23	30.68	31.14	31.61	32.08	32.56	33.05	33.55	34.05	34.56	35.08	35.61	36.14
361	27.51	27.91	28.34	28.76	29.19	29.64	30.06	30.52	30.98	31.45	31.91	32.40	32.88	33.38	33.87	34.39	34.90	35.43	35.96	36.50	37.04
362	28.19	28.62	29.05	29.48	29.92	30.38	30.84	31.30	31.77	32.25	32.74	33.21	33.72	34.22	34.74	35.26	35.79	36.32	36.87	37.42	37.99
363	28.90	29.33	29.77	30.22	30.67	31.12	31.60	32.06	32.55	33.04	33.54	34.04	34.55	35.07	35.60	36.13	36.68	37.23	37.79	38.34	38.92
364	29.63	30.05	30.51	30.97	31.44	31.90	32.39	32.87	33.37	33.86	34.38	34.89	35.42	35.95	36.49	37.03	37.59	38.15	38.73	39.31	39.90
365	30.37	30.83	31.28	31.76	32.24	32.73	33.20	33.71	34.21	34.73	35.25	35.78	36.31	36.86	37.42	37.99	38.56	39.13	39.72	40.30	40.91
366	31.12	31.60	32.06	32.55	33.04	33.54	34.04	34.55	35.07	35.60	36.13	36.68	37.23	37.79	38.34	38.92	39.52	40.11	40.71	41.32	41.94
367	31.90	32.39	32.87	33.37	33.86	34.38	34.89	35.42	35.95	36.49	37.03	37.59	38.15	38.73	39.31	39.90	40.49	41.11	41.73	42.35	42.99
368	32.69	33.18	33.69	34.19	34.71	35.22	35.73	36.28	36.83	37.38	37.96	38.53	39.10	39.68	40.27	40.88	41.49	42.11	42.75	43.38	44.03
369	33.52	34.02	34.53	35.04	35.57	36.10	36.65	37.20	37.75	38.31	38.89	39.47	40.08	40.68	41.28	41.90	42.52	43.16	43.82	44.47	45.14
370	34.35	34.87	35.39	35.93	36.46	37.00	37.56	38.12	38.70	39.27	39.86	40.45	41.06	41.69	42.31	42.95	43.59	44.25	44.91	45.58	46.27
371	35.20	35.73	36.26	36.81	37.36	37.93	38.51	39.08	39.66	40.25	40.86	41.47	42.09	42.73	43.36	44.01	44.67	45.34	46.02	46.72	47.41
372	36.09	36.64	37.19	37.74	38.30	38.88	39.46	40.07	40.67	41.27	41.89	42.51	43.15	43.81	44.46	45.13	45.82	46.50	47.20	47.91	48.63
373	36.99	37.55	38.11	38.69	39.26	39.85	40.44	41.05	41.68	42.30	42.94	43.58	44.24	44.90	45.56	46.24	46.94	47.63	48.34	49.07	49.81
374	37.91	38.49	39.06	39.64	40.23	40.84	41.45	42.07	42.71	43.34	43.99	44.65	45.32	46.00	46.70	47.40	48.11	48.83	49.56	50.30	51.06
375	38.86	39.44	40.05	40.65	41.25	41.87	42.49	43.13	43.79	44.44	45.11	45.80	46.48	47.18	47.90	48.62	49.35	50.10	50.85	51.60	52.37
376	39.84	40.43	41.04	41.67	42.29	42.93	43.57	44.23	44.89	45.55	46.23	46.93	47.62	48.33	49.06	49.79	50.54	51.29	52.06	52.83	53.62
377	40.83	41.44	42.06	42.70	43.33	43.98	44.64	45.31	45.99	46.68	47.39	48.10	48.82	49.55	50.29	51.05	51.81	52.58	53.37	54.17	54.99
378	41.86	42.48	43.12	43.78	44.43	45.10	45.78	46.47	47.17	47.89	48.61	49.34	50.09	50.84	51.60	52.37	53.17	53.96	54.76	55.59	56.42
379	42.91	43.54	44.19	44.86	45.52	46.20	46.90	47.59	48.30	49.03	49.75	50.51	51.26	52.02	52.80	53.59	54.41	55.23	56.05	56.89	57.74
380	43.97	44.62	45.30	45.98	46.66	47.38	48.09	48.81	49.54	50.28	51.04	51.80	52.57	53.36	54.15	54.96	55.80	56.63	57.49	58.35	59.22
381	45.07	45.75	46.44	47.14	47.85	48.57	49.31	50.06	50.81	51.57	52.34	53.14	53.93	54.73	55.54	56.39	57.23	58.09	58.96	59.84	60.74
382	46.20	46.90	47.59	48.30	49.03	49.75	50.51	51.26	52.02	52.80	53.59	54.41	55.23	56.05	56.89	57.74	58.61	59.49	60.38	61.29	62.21
383	47.35	48.07	48.79	49.52	50.26	51.01	51.78	52.55	53.34	54.13	54.96	55.78	56.61	57.46	58.32	59.20	60.10	60.99	61.89	62.82	63.76
384	48.53	49.27	50.02	50.76	51.52	52.30	53.09	53.89	54.69	55.50	56.35	57.19	58.05	58.92	59.79	60.70	61.61	62.52	63.47	64.42	65.39
385	49.74	50.49	51.25	52.01	52.79	53.58	54.40	55.22	56.04	56.88	57.73	58.60	59.49	60.37	61.29	62.21	63.14	64.07	65.03	66.01	67.00
386	50.99	51.76	52.53	53.32	54.11	54.94	55.76	56.59	57.44	58.30	59.18	60.08	60.97	61.87	62.81	63.75	64.71	65.68	66.66	67.66	68.67
387	52.27	53.06	53.85	54.65	55.47	56.32	57.16	58.02	58.89	59.76	60.67	61.58	62.49	63.44	64.39	65.36	66.34	67.34	68.35	69.37	70.41
388	53.57	54.39	55.20	56.03	56.87	57.71	58.58	59.47	60.35	61.25	62.18	63.11	64.04	65.00	65.98	66.97	67.98	69.00	70.03	71.08	72.15
389	54.92	55.75	56.58	57.43	58.29	59.17	60.07	60.95	61.86	62.80	63.74	64.70	65.66	66.65	67.66	68.67	69.70	70.74	71.80	72.88	73.97
390	56.30	57.14	58.00	58.86	59.74	60.65	61.56	62.47	63.42	64.37	65.34	66.32	67.32	68.33	69.35	70.38	71.45	72.51	73.60	74.71	75.82

APPENDIX B

1.6% Increase applied to January 1, 2014 Compensation Table.

City of Ketchikan/Ketchikan Public Utilities Compensation Table

Hourly Rates - IBEW/General Government Represented Employees

Union Code: 01
Effective Date: January 1, 2016
FINAL

APPENDIX B

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
301	6.39	6.48	6.57	6.67	6.76	6.89	6.99	7.09	7.19	7.30	7.41	7.52	7.63	7.75	7.87	7.99	8.11	8.22	8.36	8.48	8.60
302	6.54	6.63	6.73	6.84	6.95	7.05	7.15	7.26	7.36	7.48	7.59	7.70	7.82	7.96	8.06	8.18	8.30	8.43	8.56	8.67	8.80
303	6.70	6.81	6.92	7.02	7.12	7.23	7.33	7.44	7.55	7.66	7.78	7.91	8.02	8.14	8.25	8.38	8.51	8.63	8.76	8.90	9.04
304	6.89	6.99	7.09	7.19	7.30	7.41	7.52	7.63	7.75	7.87	7.99	8.11	8.22	8.35	8.48	8.60	8.72	8.86	9.00	9.13	9.26
305	7.05	7.15	7.26	7.36	7.48	7.59	7.70	7.82	7.95	8.06	8.18	8.30	8.43	8.56	8.67	8.81	8.95	9.08	9.21	9.34	9.49
306	7.22	7.32	7.43	7.54	7.65	7.77	7.89	8.01	8.13	8.24	8.37	8.50	8.62	8.75	8.88	9.02	9.15	9.28	9.44	9.58	9.72
307	7.40	7.51	7.62	7.74	7.86	7.98	8.09	8.21	8.34	8.47	8.59	8.71	8.85	8.99	9.12	9.25	9.40	9.54	9.67	9.81	9.97
308	7.58	7.69	7.81	7.94	8.05	8.17	8.29	8.42	8.54	8.66	8.79	8.94	9.07	9.20	9.34	9.49	9.66	9.80	9.97	10.08	10.22
309	7.77	7.89	8.01	8.13	8.24	8.37	8.50	8.62	8.75	8.88	9.02	9.15	9.28	9.44	9.57	9.70	9.84	10.01	10.16	10.31	10.47
310	7.97	8.08	8.20	8.33	8.46	8.58	8.70	8.84	8.98	9.11	9.24	9.38	9.53	9.66	9.80	9.97	10.12	10.26	10.41	10.57	10.73
311	8.17	8.29	8.42	8.54	8.66	8.79	8.94	9.07	9.20	9.34	9.49	9.62	9.76	9.91	10.08	10.22	10.36	10.53	10.68	10.84	11.02
312	8.37	8.50	8.62	8.75	8.88	9.02	9.15	9.28	9.44	9.57	9.70	9.84	10.01	10.16	10.30	10.46	10.61	10.77	10.92	11.10	11.26
313	8.58	8.70	8.84	8.98	9.11	9.24	9.38	9.53	9.66	9.80	9.97	10.12	10.26	10.41	10.57	10.73	10.88	11.06	11.22	11.39	11.56
314	8.79	8.94	9.07	9.20	9.34	9.49	9.62	9.76	9.91	10.08	10.22	10.36	10.53	10.68	10.84	11.02	11.17	11.34	11.52	11.69	11.86
315	8.99	9.16	9.29	9.45	9.58	9.71	9.85	10.02	10.17	10.31	10.47	10.62	10.78	10.94	11.11	11.27	11.44	11.62	11.80	11.97	12.15
316	9.24	9.38	9.53	9.66	9.80	9.97	10.12	10.26	10.41	10.57	10.73	10.88	11.06	11.22	11.39	11.57	11.73	11.91	12.09	12.27	12.45
317	9.49	9.62	9.76	9.91	10.08	10.22	10.36	10.53	10.68	10.84	11.02	11.17	11.34	11.52	11.68	11.84	12.05	12.22	12.39	12.58	12.77
318	9.74	9.85	10.02	10.17	10.31	10.47	10.62	10.78	10.94	11.11	11.27	11.44	11.62	11.78	11.95	12.16	12.33	12.51	12.71	12.89	13.09
319	9.97	10.12	10.26	10.41	10.57	10.73	10.88	11.06	11.22	11.39	11.57	11.73	11.89	12.10	12.27	12.44	12.64	12.82	13.01	13.21	13.41
320	10.21	10.35	10.52	10.67	10.83	11.01	11.16	11.32	11.51	11.67	11.83	12.03	12.21	12.38	12.57	12.76	12.94	13.15	13.36	13.59	14.11
321	10.47	10.62	10.78	10.94	11.11	11.27	11.44	11.62	11.81	11.95	12.16	12.33	12.51	12.68	12.89	13.10	13.29	13.48	13.69	13.92	14.12
322	10.72	10.87	11.05	11.21	11.38	11.56	11.72	11.88	12.09	12.26	12.43	12.62	12.81	12.99	13.20	13.40	13.60	13.80	14.00	14.22	14.42
323	11.00	11.15	11.31	11.50	11.66	11.82	12.02	12.20	12.37	12.56	12.75	12.93	13.14	13.33	13.53	13.73	13.93	14.16	14.36	14.59	14.80
324	11.26	11.43	11.61	11.77	11.94	12.15	12.32	12.50	12.70	12.88	13.09	13.27	13.47	13.68	13.87	14.07	14.27	14.49	14.74	14.95	15.18
325	11.55	11.71	11.87	12.08	12.25	12.42	12.61	12.80	12.98	13.19	13.39	13.59	13.79	13.99	14.22	14.42	14.64	14.86	15.08	15.32	15.54
326	11.82	12.02	12.20	12.37	12.56	12.75	12.93	13.14	13.33	13.53	13.73	13.93	14.16	14.36	14.57	14.79	15.00	15.25	15.46	15.69	15.92
327	12.14	12.31	12.48	12.69	12.87	13.06	13.26	13.46	13.67	13.86	14.07	14.29	14.49	14.72	14.93	15.15	15.39	15.62	15.85	16.10	16.34
328	12.42	12.61	12.80	12.98	13.19	13.39	13.59	13.79	13.99	14.22	14.42	14.64	14.86	15.08	15.32	15.54	15.78	16.01	16.26	16.49	16.75
329	12.74	12.92	13.13	13.32	13.52	13.72	13.91	14.14	14.35	14.56	14.78	14.99	15.24	15.45	15.68	15.92	16.15	16.40	16.65	16.89	17.14
330	13.05	13.25	13.45	13.66	13.85	14.06	14.28	14.48	14.71	14.92	15.14	15.38	15.61	15.84	16.08	16.33	16.58	16.82	17.06	17.32	17.58
331	13.39	13.59	13.79	13.99	14.22	14.42	14.64	14.86	15.08	15.32	15.54	15.78	16.01	16.26	16.50	16.75	17.00	17.26	17.52	17.78	18.04
332	13.72	13.91	14.14	14.35	14.56	14.78	14.99	15.24	15.45	15.68	15.92	16.15	16.40	16.65	16.89	17.14	17.41	17.66	17.93	18.20	18.48
333	14.06	14.28	14.48	14.71	14.92	15.14	15.38	15.61	15.84	16.08	16.33	16.58	16.82	17.06	17.33	17.58	17.85	18.12	18.38	18.66	18.93
334	14.41	14.63	14.85	15.07	15.31	15.52	15.76	15.99	16.23	16.47	16.72	16.96	17.22	17.47	17.74	18.01	18.27	18.56	18.83	19.11	19.40
335	14.78	14.99	15.24	15.45	15.68	15.92	16.15	16.40	16.65	16.89	17.14	17.41	17.66	17.93	18.19	18.46	18.75	19.02	19.31	19.60	19.90
336	15.14	15.38	15.61	15.84	16.08	16.33	16.58	16.82	17.06	17.33	17.58	17.85	18.12	18.38	18.67	18.93	19.23	19.52	19.81	20.09	20.39
337	15.52	15.76	15.99	16.23	16.47	16.72	16.96	17.22	17.47	17.74	18.01	18.27	18.56	18.83	19.11	19.40	19.69	19.98	20.28	20.59	20.90
338	15.91	16.14	16.39	16.64	16.88	17.13	17.39	17.65	17.92	18.18	18.47	18.74	19.01	19.30	19.59	19.89	20.19	20.49	20.80	21.11	21.42
339	16.31	16.55	16.79	17.04	17.31	17.56	17.83	18.09	18.36	18.65	18.91	19.21	19.50	19.79	20.08	20.37	20.67	20.99	21.32	21.64	21.97
340	16.71	16.95	17.21	17.47	17.73	18.00	18.26	18.55	18.82	19.09	19.39	19.68	19.97	20.27	20.58	20.88	21.20	21.51	21.84	22.15	22.49
341	17.12	17.39	17.64	17.91	18.17	18.45	18.73	19.00	19.29	19.58	19.88	20.18	20.48	20.79	21.10	21.41	21.75	22.06	22.40	22.74	23.08
342	17.55	17.82	18.08	18.35	18.64	18.90	19.20	19.49	19.78	20.07	20.36	20.69	20.98	21.30	21.62	21.94	22.27	22.60	22.94	23.29	23.63
343	17.99	18.25	18.54	18.81	19.08	19.38	19.67	19.96	20.26	20.57	20.87	21.19	21.50	21.83	22.15	22.48	22.83	23.16	23.51	23.88	24.23
344	18.44	18.72	18.99	19.28	19.57	19.86	20.16	20.46	20.77	21.07	21.39	21.73	22.04	22.38	22.72	23.05	23.39	23.75	24.09	24.46	24.83
345	18.89	19.19	19.47	19.77	20.06	20.35	20.68	20.97	21.29	21.60	21.93	22.26	22.59	22.93	23.28	23.62	23.98	24.35	24.70	25.07	25.44
346	19.37	19.66	19.95	20.25	20.56	20.86	21.18	21.49	21.82	22.13	22.47	22.82	23.15	23.50	23.87	24.21	24.58	24.97	25.34	25.71	26.09
347	19.85	20.15	20.45	20.76	21.06	21.38	21.72	22.02	22.36	22.70	23.03	23.37	23.66	24.07	24.44	24.80	25.17	25.54	25.94	26.33	26.72
348	20.33	20.66	20.95	21.27	21.58	21.91	22.24	22.57	22.91	23.26	23.60	23.96	24.33	24.68	25.06	25.43	25.82	26.19	26.59	27.00	27.40
349	20.85	21.17	21.48	21.81	22.12	22.46	22.81	23.14	23.49	23.86	24.20	24.57	24.96	25.32	25.71	26.09	26.49	26.89	27.29	27.69	28.11

2 % Increase applied to January 1, 2015 Compensation Table.

City of Ketchikan/Ketchikan Public Utilities

Compensation Table

Hourly Rates - IBEW/General Government Represented Employees

Union Code: 01
Effective Date: January 1, 2016
FINAL

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
350	21.37	21.71	22.01	22.34	22.67	23.02	23.36	23.72	24.06	24.43	24.79	25.16	25.53	25.93	26.31	26.70	27.11	27.51	27.93	28.35	28.76
351	21.91	22.24	22.57	22.91	23.26	23.60	23.96	24.33	24.68	25.06	25.43	25.82	26.19	26.59	27.00	27.39	27.81	28.22	28.64	29.08	29.52
352	22.45	22.80	23.13	23.48	23.85	24.18	24.55	24.93	25.30	25.69	26.07	26.47	26.86	27.26	27.67	28.09	28.50	28.94	29.37	29.80	30.26
353	23.02	23.36	23.72	24.06	24.43	24.78	25.16	25.53	25.93	26.31	26.70	27.11	27.51	27.93	28.35	28.76	29.20	29.64	30.07	30.53	31.00
354	23.59	23.95	24.32	24.67	25.05	25.42	25.81	26.18	26.58	26.99	27.38	27.80	28.21	28.63	29.06	29.50	29.94	30.39	30.84	31.30	31.77
355	24.17	24.54	24.91	25.28	25.67	26.05	26.45	26.84	27.24	27.65	28.07	28.48	28.92	29.35	29.78	30.24	30.67	31.14	31.61	32.09	32.56
356	24.79	25.16	25.53	25.93	26.31	26.70	27.11	27.51	27.93	28.35	28.76	29.20	29.64	30.08	30.53	31.00	31.47	31.94	32.42	32.90	33.39
357	25.41	25.80	26.17	26.57	26.98	27.37	27.78	28.20	28.62	29.05	29.49	29.93	30.38	30.83	31.29	31.76	32.24	32.72	33.21	33.71	34.22
358	26.05	26.45	26.84	27.24	27.65	28.07	28.48	28.92	29.35	29.78	30.24	30.67	31.14	31.61	32.09	32.56	33.06	33.55	34.06	34.56	35.09
359	26.70	27.11	27.51	27.93	28.35	28.76	29.20	29.64	30.08	30.53	31.00	31.47	31.94	32.42	32.91	33.41	33.89	34.40	34.91	35.45	35.98
360	27.37	27.78	28.20	28.62	29.05	29.49	29.93	30.38	30.83	31.29	31.76	32.24	32.72	33.21	33.71	34.22	34.73	35.25	35.78	36.32	36.86
361	28.06	28.47	28.91	29.34	29.77	30.23	30.66	31.13	31.60	32.08	32.55	33.05	33.54	34.05	34.55	35.08	35.60	36.14	36.68	37.23	37.78
362	28.75	29.19	29.63	30.07	30.52	30.99	31.46	31.93	32.41	32.90	33.39	33.87	34.39	34.90	35.43	35.97	36.51	37.05	37.61	38.17	38.75
363	29.48	29.92	30.37	30.82	31.28	31.74	32.23	32.70	33.20	33.70	34.21	34.72	35.24	35.77	36.31	36.85	37.41	37.97	38.55	39.11	39.70
364	30.22	30.65	31.12	31.59	32.07	32.54	33.06	33.53	34.04	34.54	35.07	35.59	36.13	36.67	37.22	37.77	38.34	38.91	39.50	40.10	40.70
365	30.98	31.45	31.91	32.40	32.88	33.38	33.86	34.38	34.89	35.42	35.96	36.50	37.04	37.59	38.17	38.75	39.33	39.91	40.51	41.11	41.73
366	31.74	32.23	32.70	33.20	33.70	34.21	34.72	35.24	35.77	36.31	36.85	37.41	37.97	38.55	39.14	39.70	40.31	40.91	41.52	42.15	42.78
367	32.54	33.04	33.53	34.04	34.54	35.07	35.59	36.13	36.67	37.22	37.77	38.34	38.91	39.50	40.10	40.70	41.30	41.93	42.56	43.20	43.85
368	33.34	33.84	34.36	34.87	35.40	35.92	36.47	37.01	37.57	38.13	38.72	39.30	39.88	40.47	41.08	41.70	42.32	42.95	43.61	44.25	44.91
369	34.19	34.70	35.22	35.74	36.28	36.82	37.38	37.94	38.51	39.08	39.67	40.26	40.88	41.49	42.11	42.74	43.37	44.02	44.70	45.36	46.04
370	35.04	35.57	36.10	36.65	37.19	37.74	38.31	38.88	39.47	40.06	40.66	41.26	41.88	42.52	43.16	43.81	44.46	45.14	45.81	46.49	47.20
371	35.90	36.44	36.99	37.55	38.11	38.69	39.28	39.86	40.45	41.06	41.68	42.30	42.93	43.58	44.23	44.89	45.56	46.25	46.94	47.65	48.36
372	36.81	37.37	37.93	38.49	39.07	39.66	40.25	40.87	41.48	42.10	42.73	43.36	44.01	44.69	45.35	46.03	46.74	47.43	48.14	48.87	49.60
373	37.73	38.30	38.87	39.46	40.05	40.65	41.25	41.87	42.51	43.15	43.80	44.45	45.12	45.80	46.47	47.16	47.88	48.58	49.31	50.05	50.81
374	38.67	39.26	39.84	40.43	41.03	41.66	42.28	42.91	43.56	44.21	44.87	45.54	46.23	46.92	47.63	48.35	49.07	49.81	50.55	51.31	52.08
375	39.64	40.23	40.85	41.46	42.08	42.71	43.34	43.99	44.67	45.33	46.01	46.72	47.41	48.12	48.86	49.59	50.34	51.10	51.87	52.63	53.42
376	40.64	41.24	41.86	42.50	43.14	43.79	44.44	45.11	45.79	46.46	47.15	47.87	48.57	49.30	50.04	50.79	51.55	52.32	53.10	53.89	54.69
377	41.65	42.27	42.90	43.55	44.20	44.86	45.53	46.22	46.91	47.61	48.34	49.06	49.80	50.54	51.30	52.07	52.85	53.63	54.44	55.25	56.09
378	42.70	43.33	43.96	44.66	45.32	46.00	46.70	47.40	48.11	48.85	49.58	50.33	51.09	51.86	52.63	53.42	54.23	55.04	55.86	56.70	57.55
379	43.77	44.41	45.07	45.76	46.43	47.12	47.84	48.54	49.27	50.01	50.75	51.52	52.29	53.06	53.86	54.66	55.50	56.33	57.17	58.03	58.89
380	44.85	45.51	46.21	46.90	47.59	48.33	49.05	49.79	50.53	51.29	52.06	52.84	53.62	54.43	55.23	56.08	56.92	57.76	58.64	59.52	60.40
381	45.97	46.67	47.37	48.08	48.81	49.54	50.30	51.06	51.83	52.60	53.39	54.20	55.01	55.82	56.65	57.52	58.37	59.25	60.14	61.04	61.95
382	47.12	47.84	48.54	49.27	50.01	50.75	51.52	52.32	53.06	53.86	54.66	55.50	56.33	57.17	58.03	58.89	59.78	60.69	61.59	62.52	63.45
383	48.30	49.03	49.77	50.51	51.27	52.03	52.82	53.60	54.41	55.21	56.06	56.90	57.74	58.61	59.49	60.38	61.30	62.21	63.13	64.08	65.04
384	49.50	50.26	51.02	51.78	52.55	53.35	54.15	54.97	55.78	56.61	57.48	58.33	59.21	60.10	60.99	61.91	62.84	63.77	64.74	65.71	66.70
385	50.73	51.50	52.28	53.05	53.85	54.65	55.49	56.32	57.16	58.02	58.88	59.77	60.68	61.58	62.52	63.45	64.40	65.35	66.33	67.33	68.34
386	52.01	52.80	53.58	54.39	55.19	56.04	56.88	57.72	58.59	59.47	60.36	61.28	62.19	63.11	64.07	65.03	66.00	66.99	67.99	69.01	70.04
387	53.32	54.12	54.93	55.74	56.58	57.45	58.30	59.18	60.07	60.96	61.88	62.81	63.74	64.71	65.68	66.67	67.67	68.69	69.72	70.76	71.82
388	54.64	55.48	56.30	57.15	58.01	58.86	59.75	60.66	61.56	62.48	63.42	64.37	65.32	66.30	67.30	68.31	69.34	70.38	71.43	72.50	73.59
389	56.02	56.87	57.71	58.58	59.46	60.35	61.27	62.17	63.10	64.06	65.01	65.99	66.97	67.98	69.01	70.04	71.09	72.15	73.24	74.34	75.45
390	57.43	58.28	59.16	60.04	60.93	61.86	62.79	63.72	64.69	65.66	66.65	67.65	68.67	69.70	70.74	71.79	72.88	73.96	75.07	76.20	77.34

APPENDIX B

City of Ketchikan/Ketchikan Public Utilities
Compensation Table
Hourly Rates - IBEW/General Government Represented Employees

Union Code: 01
Effective Date: January 1, 2017
FINAL

APPENDIX B

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
301	6.52	6.61	6.70	6.80	6.90	7.03	7.13	7.23	7.33	7.45	7.56	7.67	7.78	7.91	8.03	8.15	8.27	8.38	8.52	8.66	8.77
302	6.67	6.76	6.86	6.96	7.06	7.19	7.29	7.41	7.51	7.63	7.74	7.85	7.94	8.11	8.22	8.34	8.47	8.59	8.72	8.86	8.98
303	6.83	6.95	7.06	7.16	7.26	7.37	7.48	7.59	7.70	7.81	7.94	8.07	8.18	8.30	8.42	8.54	8.66	8.80	8.94	9.08	9.22
304	7.03	7.13	7.23	7.33	7.45	7.56	7.67	7.78	7.91	8.03	8.15	8.27	8.38	8.52	8.65	8.77	8.89	9.04	9.18	9.31	9.45
305	7.26	7.29	7.41	7.51	7.63	7.74	7.85	7.98	8.11	8.22	8.34	8.47	8.60	8.72	8.84	8.98	9.13	9.26	9.39	9.53	9.68
306	7.49	7.47	7.58	7.69	7.80	7.93	8.05	8.17	8.29	8.40	8.54	8.67	8.79	8.93	9.06	9.20	9.33	9.47	9.63	9.77	9.91
307	7.65	7.66	7.77	7.89	8.02	8.14	8.25	8.37	8.51	8.64	8.76	8.88	9.02	9.17	9.30	9.44	9.59	9.73	9.86	10.01	10.17
308	7.73	7.84	7.97	8.10	8.24	8.33	8.46	8.59	8.74	8.83	8.97	9.12	9.25	9.38	9.53	9.68	9.81	9.96	10.11	10.28	10.42
309	7.93	8.05	8.17	8.29	8.40	8.54	8.67	8.79	8.93	9.06	9.20	9.33	9.47	9.63	9.76	9.89	10.04	10.19	10.36	10.52	10.68
310	8.13	8.24	8.36	8.50	8.63	8.75	8.87	9.02	9.16	9.29	9.42	9.57	9.72	9.85	10.00	10.17	10.32	10.47	10.62	10.78	10.94
311	8.33	8.46	8.59	8.74	8.83	8.97	9.12	9.25	9.38	9.53	9.68	9.81	9.96	10.11	10.28	10.42	10.57	10.72	10.89	11.06	11.24
312	8.54	8.67	8.79	8.93	9.06	9.20	9.33	9.47	9.63	9.76	9.89	10.04	10.21	10.36	10.51	10.67	10.82	10.99	11.14	11.32	11.49
313	8.75	8.87	9.02	9.16	9.29	9.42	9.57	9.72	9.85	10.00	10.17	10.32	10.47	10.62	10.78	10.94	11.10	11.28	11.44	11.62	11.79
314	8.97	9.12	9.25	9.38	9.53	9.68	9.81	9.96	10.11	10.28	10.42	10.57	10.74	10.89	11.06	11.24	11.39	11.57	11.75	11.92	12.10
315	9.24	9.34	9.48	9.64	9.77	9.90	10.05	10.22	10.37	10.52	10.68	10.83	11.00	11.16	11.33	11.50	11.67	11.85	12.02	12.19	12.39
316	9.42	9.57	9.72	9.85	10.00	10.17	10.32	10.47	10.62	10.78	10.94	11.10	11.28	11.44	11.62	11.79	11.96	12.13	12.34	12.52	12.70
317	9.68	9.81	9.96	10.11	10.28	10.42	10.57	10.74	10.89	11.06	11.24	11.39	11.57	11.75	11.91	12.08	12.29	12.46	12.64	12.83	13.03
318	9.90	10.05	10.22	10.37	10.52	10.68	10.83	11.00	11.16	11.33	11.50	11.67	11.85	12.02	12.19	12.40	12.58	12.76	12.96	13.15	13.35
319	10.17	10.32	10.47	10.62	10.78	10.94	11.10	11.28	11.44	11.62	11.80	11.96	12.13	12.34	12.52	12.69	12.89	13.08	13.27	13.47	13.68
320	10.41	10.56	10.73	10.88	11.05	11.23	11.38	11.55	11.74	11.90	12.07	12.27	12.45	12.63	12.82	13.02	13.20	13.41	13.61	13.81	14.00
321	10.68	10.83	11.00	11.16	11.33	11.50	11.67	11.85	12.02	12.19	12.37	12.58	12.76	12.96	13.15	13.36	13.56	13.75	13.96	14.17	14.39
322	10.93	11.09	11.27	11.43	11.61	11.79	11.95	12.12	12.30	12.47	12.68	12.87	13.07	13.25	13.46	13.67	13.87	14.08	14.28	14.50	14.71
323	11.22	11.37	11.54	11.73	11.91	12.09	12.26	12.44	12.62	12.81	12.99	13.19	13.37	13.54	13.80	14.00	14.21	14.44	14.65	14.88	15.10
324	11.49	11.66	11.84	12.01	12.18	12.39	12.57	12.75	12.95	13.14	13.35	13.54	13.74	13.95	14.15	14.37	14.60	14.80	15.03	15.25	15.48
325	11.78	11.94	12.11	12.32	12.50	12.67	12.86	13.06	13.24	13.40	13.60	13.81	14.01	14.21	14.44	14.66	14.87	15.08	15.30	15.56	15.85
326	12.06	12.26	12.44	12.62	12.81	13.01	13.19	13.37	13.53	13.73	13.94	14.14	14.35	14.55	14.76	15.00	15.20	15.43	15.63	15.88	16.24
327	12.38	12.56	12.73	12.94	13.13	13.32	13.53	13.73	13.94	14.14	14.35	14.55	14.76	14.98	15.16	15.38	15.63	15.83	16.09	16.33	16.59
328	12.67	12.86	13.06	13.24	13.45	13.66	13.86	14.07	14.27	14.47	14.67	14.88	15.08	15.29	15.54	15.85	16.16	16.47	16.73	16.98	17.23
329	12.99	13.18	13.39	13.59	13.79	13.99	14.19	14.42	14.64	14.85	15.08	15.29	15.54	15.85	16.16	16.47	16.73	17.01	17.26	17.51	17.87
330	13.31	13.52	13.72	13.93	14.13	14.34	14.57	14.77	15.00	15.22	15.44	15.69	15.92	16.16	16.40	16.66	16.91	17.16	17.48	17.81	18.14
331	13.66	13.86	14.07	14.27	14.50	14.71	14.93	15.16	15.38	15.63	15.85	16.10	16.33	16.59	16.83	17.09	17.34	17.61	18.01	18.29	18.40
332	13.99	14.19	14.42	14.64	14.85	15.08	15.29	15.54	15.76	16.00	16.24	16.47	16.73	16.98	17.23	17.48	17.76	18.21	18.48	18.75	19.03
333	14.34	14.57	14.77	15.00	15.22	15.44	15.69	15.92	16.16	16.40	16.66	16.91	17.16	17.40	17.68	17.93	18.21	18.48	18.75	19.03	19.31
334	14.70	14.92	15.15	15.37	15.62	15.83	16.08	16.31	16.55	16.80	17.05	17.30	17.56	17.83	18.01	18.29	18.37	18.64	18.93	19.21	19.49
335	15.08	15.29	15.54	15.76	15.99	16.24	16.47	16.73	16.98	17.23	17.48	17.75	18.01	18.29	18.55	18.85	18.37	18.64	18.93	19.21	19.49
336	15.44	15.69	15.92	16.16	16.40	16.66	16.91	17.16	17.40	17.68	17.93	18.21	18.48	18.75	19.04	19.31	19.61	19.13	19.40	19.70	19.99
337	15.83	16.08	16.31	16.55	16.80	17.05	17.30	17.56	17.83	18.09	18.37	18.64	18.93	19.21	19.49	19.79	20.08	20.38	20.69	20.91	20.80
338	16.23	16.46	16.72	16.97	17.22	17.47	17.75	18.00	18.28	18.54	18.84	19.11	19.39	19.69	19.98	20.29	20.59	20.90	21.22	21.53	21.85
339	16.64	16.88	17.13	17.38	17.66	17.91	18.19	18.45	18.73	19.02	19.29	19.59	19.89	20.19	20.48	20.78	21.11	21.41	21.75	22.07	22.41
340	17.04	17.29	17.55	17.82	18.08	18.36	18.63	18.92	19.20	19.47	19.78	20.07	20.37	20.68	20.99	21.30	21.62	21.94	22.28	22.59	22.94
341	17.46	17.74	18.02	18.27	18.53	18.82	19.10	19.38	19.68	19.97	20.28	20.58	20.89	21.21	21.52	21.84	22.19	22.50	22.85	23.19	23.54
342	17.90	18.18	18.44	18.72	19.01	19.28	19.58	19.88	20.18	20.47	20.77	21.07	21.39	21.73	22.05	22.38	22.72	23.05	23.40	23.76	24.10
343	18.35	18.62	18.91	19.19	19.46	19.77	20.06	20.36	20.67	20.98	21.29	21.61	21.93	22.27	22.59	22.93	23.29	23.62	23.98	24.36	24.71
344	18.81	19.09	19.37	19.67	19.96	20.26	20.56	20.87	21.19	21.49	21.82	22.16	22.48	22.83	23.17	23.51	23.86	24.23	24.57	24.95	25.33
345	19.27	19.57	19.86	20.17	20.46	20.76	21.09	21.39	21.72	22.03	22.37	22.71	23.04	23.39	23.75	24.09	24.46	24.84	25.19	25.57	25.95
346	19.76	20.05	20.35	20.66	20.97	21.28	21.60	21.92	22.26	22.57	22.92	23.28	23.61	23.97	24.35	24.69	25.07	25.47	25.84	26.22	26.61
347	20.25	20.55	20.86	21.18	21.48	21.81	22.15	22.46	22.81	23.15	23.49	23.84	24.20	24.55	24.93	25.30	25.67	26.05	26.46	26.86	27.25
348	20.74	21.07	21.37	21.70	22.01	22.35	22.68	23.02	23.37	23.73	24.07	24.44	24.82	25.17	25.56	25.94	26.34	26.71	27.12	27.54	27.95
349	21.27	21.59	21.91	22.25	22.56	22.91	23.27	23.60	23.96	24.34	24.68	25.06	25.46	25.83	26.22	26.61	27.02	27.43	27.84	28.24	28.67
350	21.80	22.14	22.45	22.79	23.12	23.48	23.83	24.19	24.54	24.92	25.29	25.66	26.04	26.45	26.84	27.23	27.65	28.06	28.49	28.92	29.34

City of Ketchikan/Ketchikan Public Utilities Compensation Table

Union Code: 01
Effective Date: January 1, 2017
FINAL

Hourly Rates - IBEW/General Government Represented Employees

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
351	22.35	22.68	23.02	23.37	23.73	24.07	24.44	24.82	25.17	25.56	25.94	26.34	26.71	27.12	27.54	27.94	28.37	28.78	29.21	29.66	30.11
352	22.90	23.26	23.59	23.95	24.33	24.66	25.04	25.43	25.81	26.20	26.59	27.00	27.40	27.81	28.22	28.65	29.07	29.52	29.96	30.40	30.87
353	23.48	23.83	24.19	24.54	24.93	25.29	25.66	26.04	26.45	26.84	27.23	27.65	28.06	28.49	28.92	29.34	29.78	30.23	30.68	31.14	31.62
354	24.06	24.43	24.81	25.16	25.55	25.93	26.33	26.70	27.11	27.50	27.93	28.36	28.77	29.20	29.64	30.09	30.54	31.00	31.46	31.93	32.41
355	24.65	25.03	25.41	25.79	26.18	26.57	26.98	27.38	27.78	28.20	28.63	29.05	29.50	29.94	30.38	30.84	31.28	31.76	32.24	32.73	33.21
356	25.29	25.66	26.04	26.45	26.84	27.23	27.65	28.06	28.49	28.92	29.34	29.78	30.23	30.68	31.14	31.62	32.10	32.58	33.07	33.56	34.06
357	25.92	26.32	26.69	27.10	27.52	27.92	28.34	28.76	29.19	29.63	30.08	30.53	31.14	31.62	32.10	32.58	33.07	33.57	34.06	34.57	35.06
358	26.57	26.96	27.38	27.78	28.20	28.63	29.05	29.50	29.94	30.38	30.84	31.28	31.76	32.24	32.73	33.21	33.72	34.22	34.74	35.25	35.79
359	27.23	27.65	28.06	28.49	28.92	29.34	29.78	30.23	30.68	31.14	31.62	32.10	32.58	33.07	33.57	34.08	34.57	35.09	35.61	36.16	36.70
360	27.92	28.34	28.76	29.19	29.63	30.08	30.53	30.99	31.45	31.92	32.40	32.88	33.37	33.87	34.38	34.90	35.42	35.96	36.50	37.05	37.60
361	28.62	29.04	29.49	29.93	30.37	30.83	31.27	31.75	32.23	32.72	33.20	33.71	34.21	34.73	35.24	35.78	36.31	36.86	37.41	37.97	38.54
362	29.33	29.77	30.22	30.67	31.13	31.61	32.09	32.57	33.06	33.56	34.06	34.55	35.08	35.60	36.14	36.69	37.24	37.79	38.36	38.93	39.53
363	30.07	30.52	30.98	31.44	31.91	32.37	32.87	33.35	33.86	34.37	34.89	35.41	35.94	36.49	37.04	37.59	38.16	38.73	39.32	39.89	40.49
364	30.82	31.26	31.74	32.22	32.71	33.19	33.70	34.20	34.72	35.23	35.77	36.30	36.85	37.40	37.96	38.53	39.11	39.69	40.29	40.90	41.51
365	31.60	32.08	32.55	33.05	33.54	34.05	34.54	35.07	35.59	36.13	36.68	37.23	37.78	38.35	38.93	39.53	40.12	40.71	41.32	41.93	42.56
366	32.37	32.87	33.35	33.86	34.37	34.89	35.41	35.94	36.49	37.04	37.59	38.16	38.73	39.32	39.89	40.49	41.12	41.73	42.35	42.98	43.64
367	33.19	33.70	34.20	34.72	35.23	35.77	36.30	36.85	37.40	37.96	38.53	39.11	39.69	40.29	40.90	41.51	42.13	42.77	43.41	44.06	44.73
368	34.01	34.52	35.05	35.57	36.11	36.64	37.20	37.75	38.32	38.89	39.49	40.09	40.68	41.28	41.90	42.53	43.17	43.81	44.48	45.14	45.81
369	34.87	35.39	35.92	36.45	37.01	37.56	38.13	38.70	39.28	39.86	40.46	41.07	41.70	42.32	42.95	43.59	44.24	44.90	45.59	46.27	46.96
370	35.74	36.28	36.82	37.38	37.93	38.49	39.08	39.66	40.26	40.86	41.47	42.09	42.72	43.37	44.02	44.69	45.35	46.04	46.73	47.42	48.14
371	36.62	37.17	37.73	38.30	38.87	39.46	40.07	40.66	41.26	41.88	42.51	43.15	43.79	44.45	45.11	45.79	46.47	47.18	47.88	48.60	49.33
372	37.55	38.12	38.69	39.26	39.85	40.45	41.06	41.69	42.31	42.94	43.58	44.23	44.89	45.58	46.26	46.95	47.67	48.38	49.10	49.85	50.59
373	38.48	39.07	39.65	40.25	40.85	41.46	42.08	42.71	43.36	44.01	44.68	45.34	46.02	46.72	47.40	48.10	48.84	49.55	50.30	51.05	51.83
374	39.44	40.05	40.64	41.24	41.85	42.49	43.13	43.77	44.43	45.09	45.77	46.45	47.15	47.86	48.58	49.32	50.05	50.81	51.56	52.34	53.12
375	40.43	41.03	41.67	42.29	42.92	43.56	44.21	44.87	45.56	46.24	46.93	47.65	48.36	49.08	49.84	50.58	51.35	52.12	52.91	53.68	54.49
376	41.45	42.06	42.70	43.35	44.00	44.67	45.33	46.01	46.71	47.39	48.09	48.83	49.54	50.29	51.04	51.81	52.58	53.37	54.16	54.97	55.78
377	42.48	43.12	43.76	44.42	45.08	45.76	46.44	47.14	47.85	48.56	49.31	50.04	50.80	51.55	52.33	53.11	53.91	54.70	55.53	56.36	57.21
378	43.55	44.20	44.86	45.55	46.23	46.92	47.63	48.35	49.07	49.83	50.57	51.34	52.11	52.90	53.68	54.49	55.31	56.14	56.98	57.83	58.70
379	44.65	45.30	45.97	46.68	47.36	48.06	48.80	49.51	50.26	51.01	51.77	52.55	53.34	54.12	54.94	55.75	56.61	57.46	58.31	59.19	60.07
380	45.75	46.42	47.13	47.84	48.54	49.30	50.03	50.79	51.54	52.32	53.10	53.90	54.69	55.52	56.33	57.20	58.06	58.92	59.81	60.71	61.61
381	46.89	47.60	48.32	49.04	49.79	50.53	51.31	52.08	52.87	53.65	54.46	55.28	56.11	56.94	57.78	58.67	59.54	60.44	61.34	62.26	63.19
382	48.06	48.80	49.51	50.26	51.01	51.77	52.55	53.34	54.12	54.94	55.75	56.61	57.46	58.31	59.19	60.07	60.98	61.90	62.82	63.77	64.72
383	49.27	50.01	50.77	51.52	52.30	53.07	53.88	54.67	55.50	56.31	57.18	58.04	58.89	59.78	60.68	61.59	62.53	63.45	64.39	65.36	66.34
384	50.49	51.27	52.04	52.82	53.60	54.42	55.23	56.07	56.90	57.74	58.63	59.50	60.39	61.30	62.21	63.15	64.10	65.05	66.03	67.02	68.03
385	51.74	52.53	53.33	54.11	54.93	55.74	56.60	57.45	58.30	59.18	60.06	60.97	61.89	62.81	63.77	64.72	65.69	66.66	67.66	68.68	69.71
386	53.05	53.86	54.65	55.48	56.29	57.16	58.02	58.87	59.76	60.66	61.57	62.51	63.43	64.37	65.35	66.33	67.32	68.33	69.35	70.39	71.44
387	54.39	55.20	56.03	56.85	57.71	58.60	59.47	60.36	61.27	62.18	63.12	64.07	65.01	66.00	66.99	68.00	69.02	70.06	71.11	72.18	73.26
388	55.73	56.59	57.43	58.29	59.17	60.04	60.95	61.87	62.79	63.73	64.69	65.66	66.63	67.63	68.65	69.68	70.73	71.79	72.86	73.95	75.06
389	57.14	58.01	58.86	59.75	60.65	61.56	62.50	63.41	64.36	65.34	66.31	67.31	68.31	69.34	70.39	71.44	72.51	73.59	74.70	75.83	76.96
390	58.58	59.45	60.34	61.24	62.15	63.10	64.05	64.99	65.98	66.97	67.98	69.00	70.04	71.09	72.15	73.23	74.34	75.44	76.57	77.72	78.89

APPENDIX B