

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF KETCHIKAN

AND

PUBLIC SAFETY EMPLOYEES ASSOCIATION

This Memorandum of Understanding (MOU) is entered into between The City of Ketchikan (COK) and the Public Safety Employees Association (PSEA) and is specific to an extension of the current Collective Bargaining Agreement (CBA) between the parties.

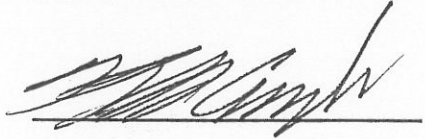
1. **Term:** An additional three year term, commencing July 1, 2018 through June 30, 2021.
2. **Wages:**
 - Effective July 1, 2018 pay grade tables shall be increased by 1.6%.
 - Effective July 1, 2019 pay grade tables shall be increased by 2.0%.
 - Effective July 1, 2020 pay grade tables shall be increased by 2.0%.
3. **Standby Pay:** Police Officers, corporals, sergeants and dispatchers on standby time shall receive one dollar and fifty cents (\$1.50) per hour while on standby. Standby time is a period of time in addition to normal work time during which an employee is not working but is directed by his/her supervisor to restrict activities and to immediately return to work upon being called. A police officer, corporal, sergeant or dispatcher is not considered to be on standby status unless he/she has previously been specifically directed by their supervisor that he/she is on standby for a specific purpose. A police officer, corporal, sergeant or dispatcher is not eligible for standby pay simply because of a general duty to report for work when called or a general duty to protect the public safety. Police officers, corporals, sergeants or dispatcher on standby are not covered by the call back provisions of the Personnel Policies.
4. **Health Insurance:** The parties agree that negotiations over Article 15 can be reopened by written notice of either party on or before February, 1 2018. Bargaining unit members will continue to pay their share of premiums as set forth in Article 15, and reset as of July 1, 2017, through the duration of this contract unless or until those contributions are renegotiated by mutual agreement of both parties upon reopening of negotiations on Article 15, on or before February 1, 2018.
5. **Appendix A – Compensation:** This section is meant for clarification purposes only. All positions with the exception of police officer recruits, police officers, corporals, and sergeants receive step increases as outlined in the City of Ketchikan's Compensation Plan Amended November 11, 2016. With the exception of police officer recruits, police

officers, corporals and sergeants if in steps A – D will receive a step increase every six-months, if in steps F or higher the step increase will be annually as outlined in the Compensation Plan.

The parties recognize this extension agreement is subject to ratification of the Bargaining Unit and the approval of the City Council.

Dated this 16th day of November, 2017.

The City of Ketchikan



Karl Amylon
General Manager

Public Safety Employees Association



Jake Metcalfe
Executive Director

APPENDIX A
Salary Table for PSEA
Represented Police Department Employees
Hourly Rates

2 % Effective 7/1/2017

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
545	20.36	20.66	20.98	21.28	21.61	21.92	22.27	22.59	22.93	23.29	23.62	23.97	24.35	24.68	25.06	25.46	25.83	26.21	26.60	27.00	27.41
554	25.43	25.80	26.19	26.58	26.99	27.38	27.78	28.21	28.64	29.06	29.51	29.95	30.39	30.86	31.30	31.77	32.25	32.75	33.23	33.74	34.24
556	26.70	27.11	27.54	27.93	28.37	28.78	29.21	29.64	30.09	30.55	31.01	31.48	31.94	32.41	32.90	33.38	33.88	34.39	34.91	35.43	35.97
562	30.99	31.45	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	41.11	41.72

A) Grades and Steps. With the exception of police officer recruits, police officers, corporals, and sergeants hired at Step A will advance one (1) step every three (3) months for the first year until attaining Step E at the end of twelve (12) months, provided they receive satisfactory evaluations as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step E shall advance to Step F after six (6) months, provided they receive a satisfactory evaluation as described in the City's Compensation Plan. After six (6) months in Step F, police officers, corporals, and sergeants will move to Step G, provided they receive a satisfactory evaluation as described in the City's Compensation Plan. Police officers, corporals, and recruits in Step G or higher shall advance two (2) steps per year on their anniversary date until reaching Step R, provided they receive satisfactory evaluations as described in the City's Compensation Plan. No employee may advance from one step to another unless that employee has received a satisfactory evaluation as described in the City's Compensation Plan.

Effective date of July 1, 2017