

# **COLLECTIVE BARGAINING AGREEMENT**

**By and Between**

**THE CITY OF KETCHIKAN, ALASKA**

**And**

**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 2761**

**AFL – CIO – CLC**

January 1, 2025, through December 31, 2027

## **PREAMBLE**

The rules contained herein constitute an agreement between the City of Ketchikan, (hereinafter referred to as the “City”), and the International Association of Fire Fighters, Local 2761, (hereinafter referred to as the “Union”). This agreement governs wages, hours and working conditions for certain employees of the Ketchikan Fire Department.

The City and the Union agree that the purpose of this agreement is to provide for fair and reasonable compensation and working conditions for the city employees represented by this bargaining unit and to provide for the efficient and uninterrupted performance of municipal functions. This agreement has been reached through the process of collective bargaining with the objective of fostering effective cooperation between the City and its employees.

## **ARTICLE 1** **RECOGNITION**

1.1 The City recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all members in the bargaining unit.

1.2 The bargaining unit includes personnel in the classifications of:

Firefighter/Medic  
Firefighter/EMT  
Lieutenant  
Captain

All reference to employees covered by this Agreement shall be construed to mean only regular employees as defined by Ketchikan Municipal Code 2.06.015(3), and not irregular, seasonal, temporary, or part-time employees working less than nineteen (19) hours a week, or volunteers.

## **ARTICLE 2**

### **UNION SECURITY**

2.1 All full-time and part-time employees covered by this Agreement may voluntarily share in the cost of maintaining and operating the Union as their collective bargaining agent. The Union will indemnify, defend and hold the Employer harmless for any action taken by the City to comply with this Article.

## **ARTICLE 3**

### **PERSONNEL RULES**

3.1 The City of Ketchikan, Personnel Rules shall continue to apply to employees covered by this Agreement except as and only to the extent expressly modified herein.

All floating and/or open holidays will be credited to employees at the beginning of the year.

Where a specific provision of the Personnel Rules conflicts with a specific provision contained in a section of this Agreement, as it may apply to any employee covered by this Agreement, the provision of this Agreement shall prevail.

The City reserves the right at any time to propose amendments to the Personnel Rules other than those, which are specifically referenced herein. Any proposed amendments to the Personnel Rules by the City shall be discussed at a Labor-Management Committee meeting prior to presenting the changes to the City Council.

## **ARTICLE 4**

### **NO STRIKE - NO WORK STOPPAGE**

4.1 The City and the Union agree that the public interest requires the efficient and uninterrupted performance of all services, and to this end, pledge their best efforts to avoid or eliminate any conduct contrary to this objective. The Union shall not cause or condone, and the employees shall not engage in any work stoppage, strike, slowdown, mass resignation, or absenteeism, or any other interference with City functions and should same occur, the Union agrees to take appropriate steps to end such interference. Violation of this provision by an employee shall constitute just cause for termination of employment.

## **ARTICLE 5**

### **HOURS OF WORK AND OVERTIME**

5.1 Standard Work Period: The standard work period will consist of one hundred eighty-two (182) hours in a twenty-four (24) day period. Employees assigned to non-shift (day) schedules will typically work 40 hours per week, consistent with applicable FLSA rules and City scheduling practices. The City retains the authority to set work periods and scheduling parameters in accordance with operational needs and legal requirements.

5.2 Basic Work Schedule: The basic work schedule will be forty-eight (48) hours, broken into two (2)-twenty-four (24) hour shifts, on duty and ninety-six (96) hours off duty. The regular workday for twenty-four (24) hour employees shall be from 0700 to 1700. With the exception of nights that have drill scheduled on which the workday will extend until 2100. Duties on scheduled holidays will be limited to normal station cleaning and emergency response. Duties during mealtimes will be limited to emergency response. Employees assigned to administrative or support duties shall typically work an average of 40 hours per week. The City retains the right to assign hours and adjust schedules as needed to meet operational requirements, consistent with the Fair Labor Standards Act (FLSA). The standard workweek for overtime purposes shall be defined by

City payroll policy. The City recognizes that flexibility may be required for certain assignments. Supervisors may adjust individual schedules to align with department needs, special assignments, training, or events. Employees will be notified of schedule adjustments as early as practical.

5.3 Scheduling Changes: The basic work schedule may be changed by the City with four (4) weeks written notification to the Union or sooner with the agreement of both parties, shift changes are excluded.

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 Replacement Work: In the event that a replacement is required to fill a shift, Union members and volunteer staff will be used to perform the replacement work. Union members will have first right of refusal for any vacancies requiring replacement work. If the need for replacement work exceeds or is projected to exceed six shifts in duration, Union members will have the first right of refusal for the first six shifts. After six shifts have been filled by Union members, Management may hire a temporary employee to cover said vacancy and other vacancies that may arise during the temporary employee's term of employment. Except in emergencies or inability to find a qualified individual to fill a shift, replacement shall be voluntary.

5.5 Overtime Compensation: Employees assigned to work twenty-four (24) hour shifts will be compensated at the straight-time rate of pay for all time worked during the standard work period. All time worked in excess of one hundred eighty-two (182) hours in a twenty-four (24) day standard work period shall be considered overtime and compensated at the premium rate of time and one-half (1-1/2) times their straight-time rate of pay.

Effective January 1, 2005, court time, administrative, annual, sick leave and holiday pay shall be considered as time worked for purposes of computing overtime compensation. This excludes Union Leave Time.

## **ARTICLE 6**

### **WAGES**

6.1 Compensation Plan: The City of Ketchikan, Compensation Plan, as adopted on June 1993 and as from time to time amended by the City Council, shall continue to apply to employees covered by this Agreement.

Any proposed changes to the City Compensation Plan by the City shall be discussed at a Labor-Management Committee meeting prior to presenting the change to the City Council.

Any dispute concerning the City Compensation Plan, as it relates to an individual employee, shall be subject to discussion at a Labor-Management meeting. If the dispute cannot be resolved by the Labor-Management Committee, the parties may mutually agree to present the issue to a neutral third party for a recommended settlement.

6.2 Wage Rates: For the period of January 1, 2025, through December 31, 2025, the pay grade tables in Appendix A shall be increased by 3%.

For the period of January 1, 2026, through December 31, 2026, the pay grade tables in Appendix A shall be increased by 5%.

For the period of January 1, 2027, through December 31, 2027, the pay grade tables in Appendix A shall be increased by 5%.

Steps V, W, and X shall be added to the wage table effective upon the date this Agreement is ratified and fully executed by all parties. These steps shall not be applied to any period prior to that date.

Current employees who are being assigned to new job descriptions that contain requirements which they are now receiving premium pay for will be placed on the new compensation scale so they will not suffer a net loss.

6.3 Shift Differential Pay: City of Ketchikan Personnel Rules 5.5.1 as amended on August 3, 1995.

6.4 Out of Classification Pay: Employees temporarily assigned by their department head to a higher-graded position and required to perform all of the normal duties of that position for twelve hours or more shall receive a premium of eight percent (8%) of their regular rate of pay for all time worked in the higher-graded position; provided, however, that the position the employee is temporarily assigned to is at least three (3) pay grades higher than the employee's existing position. Any employee temporarily assigned to a position that is less than three (3) pay grades higher shall receive a premium of five percent (5%). This premium shall not apply to assignments made for purposes of training (including on-the-job training).

6.5 Promotional Pay: When an employee is promoted or transferred to a higher graded position, the employee will be placed in the first step of the new grade that provides a salary increase of at least eight percent (8%).

6.6 Meal Allowance: Employees who are assigned to work twenty-four-hour (24-hour) shifts shall be paid a meal allowance of two thousand four hundred dollars (\$2,400) per year. This payment will be made in arrears and pro-rated based on the number of months worked during the portion of the year the payment covers. This payment will be made in two (2) equal installments on the paychecks for the June 30 and December 31 pay days. (Added November 4, 1993, by Resolution 93-1749.)

6.7 Certificate Pay: effective upon the date this Agreement is ratified and fully executed by all parties., certification pay will be paid in accordance with the following schedule, which is in addition to the base hourly rate:

Fire Instructor	\$50.00
Fire Instructor II	\$50.00
Fire fighter II	\$75.00
EMT II	\$75.00
Alaska-specific AEMT	\$75.00
Paramedic	\$400.00
EMT I Instructor	\$75.00
EMT Multi Level Instructor	\$50.00
Hazmat Technician	\$50.00
Fire Investigator	\$75.00
Fit for Duty	\$75.00

6.8 Call-back Pay and Court Pay: City of Ketchikan Personnel Rules 5.8.1 and 5.8.2. Call-back pay provisions, including the two-hour minimum, shall apply to all off-duty responses, including but not limited to, fire investigations.

## **ARTICLE 7** **SICK LEAVE**

7.1 Deductions for Absence: City of Ketchikan Personnel Rule 6.3.10 as amended on August 3, 1995. Amended by agreement dated September 20, 1999, A Fire Department employee whose regular workday is 24 hours shall be charged sick leave on an hour for hour basis for actual time not worked.

7.2 Payment of Sick Leave Benefits Upon Employment Cessation: 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.

Employees hired on or after May 1, 2001, will not be paid sick leave upon termination.

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.

## **ARTICLE 8** **VACATION**

8.1 Vacation: After completing six (6) months of employment, 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>Vacation Accrued Annually</u>
1 <sup>st</sup> year	134.40 hours
Starting 2 <sup>nd</sup> year	168.00 hours
Starting 3 <sup>rd</sup> year	212.80 hours
Starting 5 <sup>th</sup> year	268.80 hours
Starting 10 <sup>th</sup> year	336.00 hours
Starting 16 <sup>th</sup> year	380.76 hours

The above increased vacation schedule does not affect the formula used to calculate annual leave.

8.2 Union Leave: There is hereby created a Union Leave Bank for the purposes of:

Reimbursing employees for wages lost while performing union business during the employee's normal work hours; and

No employee may receive payment from the Union Leave Bank unless authorized by the President or Secretary of Local 2761.

Upon completing their probationary periods all new fire suppression employees covered by this Agreement shall contribute the first twelve (12) hours of accrued annual leave to the Union Leave Bank. Upon completing their probationary periods, all day staff employees covered by this agreement shall contribute the first eight (8) hours of their accrued annual leave to the Union Leave Bank. Unless the Union Leave Bank reaches four hundred eighty (480) hours or more each fire suppression

employee covered by this Agreement shall contribute twelve (12) hours and each day staff employee shall contribute eight (8) hours of annual leave on January 1st of every year.  
The contributions are mandatory and shall be made without other authorization from the employee.

Contributions to the Union Leave Bank balance are not refundable to any employee. The balance in the Union Leave Bank is not transferable to successor bargaining agents and has no value upon decertification of the Union.

The Union shall indemnify, defend, and hold harmless the City, its agents, insurers, and non-bargaining unit employees from any claim, grievance, arbitration, or cause of action arising from or related to the Union Leave Bank, mandatory contributions to it, or payments made from it.

## **ARTICLE 9**

### **GROUP INSURANCE BENEFITS**

9.1 All employees shall participate in the City's group medical-hospital and life insurance programs according to each program's eligibility requirements. During the term of this Agreement, the deductible levels will not be increased above \$500/\$1,500. A prescription drug program will remain in effect. Any other contemplated changes to the terms of the medical plan shall be by mutual agreement.

The employer agrees to a reopener of Article 9.1 on the sole subject of healthcare coverage should the IAFF identify a significantly more favorable plan that does not increase the cost to the City of Ketchikan.

9.2 Effective January 1, 2025, the City and employees (via payroll deduction) shall contribute the following amounts toward the monthly premiums for employee medical, dental, and vision coverage.

### **MONTHLY HEALTH INSURANCE PREMIUMS**

<b><u>Type of Coverage</u></b>		<b><u>Employer Pick-Up</u></b>	<b><u>Employee Pick-Up</u></b>	<b><u>Total Health Care Cost w/HRA</u></b>
A.	Employee Only	\$948.01	\$132.04	\$1,080.05
B.	Employee + 1 child	\$1,565.06	\$216.49	\$1,781.55
C.	Employee+ 2 Children	\$1,924.96	\$264.56	\$2,189.52
D.	Employee & Spouse	\$2,051.34	\$286.89	\$2,338.23
E.	Employee, Spouse + 1 Child	\$2,681.58	\$372.97	\$3,054.55
F.	Employee, Spouse + 2 + children	\$2,975.90	\$415.14	\$3,391.04

9.3 If and when the City's insurance carrier increases the premiums from the amounts shown above, The City shall pick up the cost of any premium increase of three percent (3%) or less. The City and employee shall share equally in the cost of that portion of any premium increase over three (3%), up to a maximum of ten percent (10%). The employee shall pay for that portion of any premium increase which exceeds ten percent (10%).

9.4 The City shall offer a premium-only tax savings plan as allowed under Section 125(G) of the Internal Revenue Service (IRS) Code.

9.5 Repair/Replacement of Eyewear: Personnel Rule 6.12.2 as amended on August 3, 1995.

9.6 Physical Examination: Personnel Rule 6.11.3 as amended on August 3, 1995.

9.7 Health Plan Review Committee: The City and the Union recognize that the escalating cost of health care and insurance has become a significant problem. There is hereby established a joint labor-management Health Plan Review Committee. The purpose of this Committee shall be the ongoing review of the City's medical, dental, and vision insurance plans. The City and the Ketchikan Professional Firefighters Association, Local 2761, I.A.F., agree that Local 2761 shall participate in and have representation on the Health Plan Review Committee.

## **ARTICLE 10**

### **WORKERS' COMPENSATION**

10.1 Unless such employee is separated from employment with the City, an employee who is entitled to receive compensation benefits under the Alaska Workers' Compensation Act shall continue to have the City pay the employer's 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 not able to return to work, and the employee continues to be entitled to receive compensation benefits under the Alaska Workers' Compensation Act, the employee, at their discretion, may elect to continue their health care coverage under COBRA. If the employee elects to continue their health care coverage under COBRA, the City of Ketchikan will continue to pay the employer's portion of the health insurance premium for up to an additional six (6) months as long as the employee is not able to return to work and continues to be entitled to receive compensation benefits under the Alaska Workers' Compensation Act. The period for the continuation of the coverage elected by the employee cannot exceed a total of six (6) months.

Effective upon the date of contract ratification, a Firefighter/EMT, Firefighter/Medic, Senior Medic or Captain who, in the performance of his/her official duties, receives a "line of duty injury" and who receives at least thirty (30) consecutive days of Workers' Compensation for that injury will be placed on Injury Leave. The Firefighter/EMT, Firefighter/Medic, Senior Medic or captain on Injury Leave will be paid at thirty-five percent (35%) of his/her regular rate (excluding overtime or other premium pay) for up to twelve (12) consecutive months retroactive to the date of injury, provided that the Firefighter/EMT, Firefighter/Medic, Senior Medic or Captain is unable to return to work and continues to receive Workers' Compensation for lost work. For purposes of this provision, a "line of duty injury" is an injury while being compensated by the City of Ketchikan and which is due to the covered employee performing his/her duties as a Firefighter/EMT, Firefighter/Medic, Senior Medic or Captain or which is incurred while operating or riding in an emergency vehicle, which is clarified to mean that the emergency vehicle was operated within department rules. A Firefighter/EMT, Firefighter/Medic, Senior Medic or Captain is not eligible for injury leave or pay under this section if;

- 1). The negligence or misconduct of the firefighter/EMT,

Firefighter/Medic, Senior Medic or Captain was a substantial contributing factor to the injury or 2) the Firefighter/EMT, Firefighter/Medic, Senior Medic or Captain was under the influence of a drug or intoxicant at the time of injury.

## **ARTICLE 11**

### **PROTECTIVE CLOTHING AND UNIFORMS**

11.1 The City shall provide each employee covered by this Agreement with uniforms according to General Order #6 of the Fire Department.

11.2 The City shall provide protective clothing required to carry out Department functions. Items to be provided are outlined in Fire Department General Order #6. All protective items and clothing will meet current N.F.P.A. standards at the time of purchase.

11.3 Laundry facilities will be provided by the Fire Department. However, employees will be responsible for keeping assigned uniforms and protective clothing clean.

11.4 The City will replace any items that are damaged or that, upon examination, are deemed worn out.

## **ARTICLE 12**

### **PROMOTION**

Employees promoted to positions held prior to being reduced in rank shall be promoted in the reverse order from which they were reduced in rank, unless demoted for the good of City Service.

## **ARTICLE 13**

### **LABOR-MANAGEMENT COMMITTEE**

13.1 A Labor-Management Committee, consisting of three (3) regular representatives from City management, and three (3) representatives from the Union will meet during working hours no less than quarterly. The primary activities of this committee will include: contract interpretation, pre-grievance discussions of operating problems, method improvement, and public relations.

13.2 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 14**

### **GENERAL PROVISIONS**

14.1 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 the City's policies or practices, which affect bargaining unit employees.



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

14.3 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.

14.4 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 15**

### **MANAGEMENT RIGHTS**

15.1 The Union recognizes the right of the City 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 operation 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 City, shall not be exercised 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 City on a unilateral basis in accordance with such policies and procedures as it from time to time shall determine.

Any claim that the City has exercised such rights and power contrary to the provision of the Agreement may be submitted to the grievance procedure contained herein.

15.2 Subcontracting: The City 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 City 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 City makes a decision to contract out work that will result in the displacement of such employees, the City 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 the City of Ketchikan, Personnel Rules, Section 3.5 (Layoffs).
- E. Employees laid off as a result of subcontracting shall be given preference when filling future vacancies.
- F. The City 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 City's ability to implement a decision to subcontract services within the time frame set by the City.

15.3 Transfer of Employees to a Third Party: The City 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 15.2.B or with the third party, such employee's rights to the severance pay and preferential re-hire provisions of Article 15.2 shall cease.

## **ARTICLE 16**

### **GRIEVANCE AND ARBITRATION**

- A) A grievance is an alleged breach of this Agreement. Oral warnings, written warnings, counseling, and letters of Correction or Instruction are not subject to the grievance procedure. However, an employee may submit a written response, which response shall be placed in the employee's personnel file.

B) All grievances shall be submitted in writing and shall contain at least the following information at the first step in the grievance procedure:

- 1) the name and job classification of the employee(s) who is (are) alleging the grievance;
- 2) the date of the alleged action or omission which led to the grievance;
- 3) a concise statement of the facts and arguments supporting the grievance;
- 4) a list of those Articles and Sections of the Collective Bargaining Agreement which are alleged to have been violated, and an explanation of how each Article or Section has allegedly been violated;
- 5) the remedy sought, and
- 6) the signature of the employee(s) or Association representation submitting the grievance.

Any grievance which fails to contain all of this information by the filing of Step III of the grievance procedure shall be deemed to have been waived. The parties may attempt to resolve their disputes informally, but regardless of any such attempts, grievances must be filed and submitted by the Association or the employee within the time limits set forth herein unless the parties agree to waive them.

- C) Step I. An employee or the Association shall submit a grievance in writing to the employee's supervising captain within ten (10) calendar days of the event which gave rise to the grievance. Within fourteen (14) calendar days, the captain shall discuss the grievance with the grievant and provide a written response to the grievant and IAFF. If the grievance is an allegation based on an action of a department administrator other than the employee's supervising captain, the Step I grievance will be submitted to that department administrator.
- D) Step II. If the grievance is not resolved at Step I, the employee or the Association shall submit the grievance to the Chief within ten (10) calendar days from the date of written response from the captain or Department Administrator, as appropriate. Within fourteen (14) calendar days, the Chief shall provide a written response to the grievant and IAFF.
- E) Step III. If the grievance is not resolved at Step II, the employee or the Association shall submit the grievance to the City Manager within ten (10) calendar days from the date of the written response of the Chief. Within fourteen (14) calendar days, the City Manager shall provide a written response to the grievant and IAFF.
- F) Step IV. If the grievance is not resolved at Step III, the Association or the employee may submit the grievance for arbitration by delivering a demand for arbitration to the City Manager within ten (10) calendar days from the date of the City Manager's written response. Within ten (10) calendar days from the date of the written demand for arbitration, the Association shall request the Federal Mediation and Conciliation Service to supply a list of thirteen (13) qualified arbitrators. The parties shall alternatively strike names from such list until the name of one arbitrator remains who shall be the arbitrator.

- G) If the Association declines to arbitrate a grievance which an employee does not wish to see waived, the employee shall notify the City Manager and the Association in writing prior to the date on which the grievance becomes waived that he/she desires to proceed with the grievance at their own expense. The City Manager or his designee shall meet with the employee to determine a procedure for selection of and payment for an arbitrator or for presenting the grievance to the City's Personnel Board which shall then act as arbitrator. The Association will not be held fiscally liable for any arbitration costs associated with the grievant proceeding to arbitration. If no agreement can be reached, the grievance will be submitted to the Federal Mediation and Conciliation Service and an arbitrator selected as prescribed in Section (F).
- H) The arbitrator's decision shall be final and binding subject, however, to appeal within the limitations of the law and the limitations stated herein. The arbitrator's sole function is to interpret the Agreement. The arbitrator shall have no authority or power to add to, delete from, disregard, or alter any of the provisions of this Agreement. The arbitrator shall be authorized only to interpret the existing provisions of this Agreement as they may apply to 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. Unless a specific provision of this Agreement expressly grants the Association 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 Association or employees.

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 actions on the grievance or its subject matter, subject, however, to appeal within the limitation of law and limitations stated herein. Except for the fees and expenses of the arbitrator, all expenses shall be borne by the party incurring them. Neither party shall be responsible for the expenses of witnesses called by the other party or for other costs, expenses, or attorney fees incurred by the other side. The arbitrator's fees and expenses shall be assigned by the arbitrator to the losing party. If, in the opinion of the arbitrator, neither party can be considered the losing party, then such fees and expenses shall be apportioned as in the arbitrator's judgment is equitable, except as may be otherwise agreed to by the City under Section (G) of this Article. The arbitrator shall timely provide written findings of fact and conclusions.

If the arbitrator determines that an employee has been terminated or suspended in violation of this Agreement, then the arbitrator may re-instate the employee with or without back pay but under no circumstances shall the arbitrator award interest, punitive damages, or other relief, compensatory or otherwise in any arbitration. If back pay is awarded, an arbitrator may, but is not required to, award not more than lost wages (excluding overtime, call-in time, court time, and payments for special assignments held at the time of termination or suspension), uniform and cleaning allowance, credit for lost leave accruals, payment of PERS contributions, and reimbursement of the employee's payment of the City's share and COBRA premiums of the City's medical insurance premiums for the period that the employee was terminated or suspended. If an employee fails to maintain the City's group health insurance by failing to pay all of the City's share, the employee's share, and any additional COBRA premiums, the City shall

not be obligated to reimburse or make any payment for medical costs or medical insurance during the period of termination or suspension. Any award of back pay shall deduct all unemployment compensation received by the employee, all increased earnings from other employment or self-employment during the suspension or termination, and all increased earnings from employment or self-employment which with reasonable effort an employee could have earned after the City Manager's response upholding a termination.

- I) If an employee or Association 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 on the grievance or its subject matter. The grievance shall automatically progress to the next step and not be deemed waived if the captain, Chief, or City Manager fail to timely discuss or respond to a grievance at any step in the procedure.

## **ARTICLE 17**

### **CAPTAINS**

Captains: A Captain is a bargaining unit member in this classification who has been promoted by the Chief to the position of Captain. Although covered by this Agreement, Captains shall have full supervisory authority and responsibility as directed by the City and the City shall be the sole judge of their qualifications, selection, performance, and removal. Removal shall not be for reasons that are solely arbitrary and capricious. Any grievance on the removal of the Captain will conclude at Step III of the grievance process and will not be subject to arbitration. The written response of the City Manager in Step III of the grievance process will be final.


## **ARTICLE 18**

### **TERM OF AGREEMENT**

18.1 This Agreement shall become effective at 12:01 a.m. on January 1, 2025, and shall continue in full force and effect through and including 11:59 p.m., December 31, 2027. No provision of this Agreement shall be applied retroactively unless expressly stated. This Agreement 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.

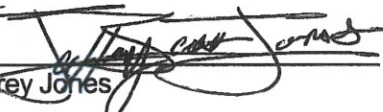
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed this 2 day of October, 2025.

**ATTEST:**


By   
Kim Stanker  
City Clerk

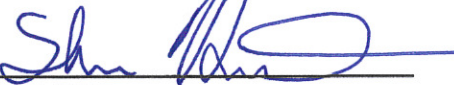
**INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS LOCAL 2761**

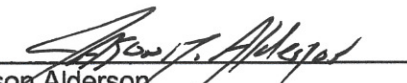
By   
Tracy Mettler, President

By   
Jeffrey Jones

**THE CITY OF KETCHIKAN, ALASKA**

By   
Lacey Simpson  
Acting City/General Manager

By   
Shawn Hart  
Acting Assistant City/General Manager

By   
Jason Alderson  
Human Resources Manager

By   
Kelly Brown  
Human Resources Office Manager

## Appendix A

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### SALARY SCHEDULE

Effective January 1, 2025

## Appendix B

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### City of Ketchikan Payroll Procedures

#### Fire Department

#### 24 Hour Shift Employees

### City of Ketchikan Payroll Procedures Hourly Pay Rate Calculations for Fire Department 24 Hour Shift Employees as amended per Memorandum of Understanding dated May 4, 2010

#### A. Normal Shift Regular Time, Holiday & Leave Hourly Pay Rates

A normal shift pay period hourly pay rate is calculated each pay period in order to allocate an employee's half month salary to regular time and leave categories.

This pay rate is calculated as follows:

1. Calculate normal shift half-month salary (Monthly salary divided by 2).
2. Divide half-month salary by the number of normal shift hours (regular hours, shift 2, sick & annual leave and holiday time) that the employee is to be compensated for during the pay period. Do not include overtime hours.
3. The result is the pay period hourly pay rate for "normal time" for this pay period.

#### B. Normal Shift Acting Lieutenant - Code 2 - Pay Rate

The pay rate for time worked as an acting lieutenant while on normal shift is calculated so that pay in this category will be 8 percent more than it would be if the employee had not performed acting lieutenant duty. This pay rate is calculated as follows:

1. Multiply the pay period normal time pay rate calculated in Step A by 1.08.
2. The result is the pay rate for acting lieutenant for this pay period.

#### C. Extra Shift - Code 11 - Pay Rate

The pay rate for extra shift work is based on the employee's average annual hourly pay amount that includes incentive pay. This pay rate is calculated as follows:

1. Calculate total monthly basic pay (Monthly salary + monthly incentive pay).
2. Calculate total annual basic pay (Monthly basic pay X 12 months).
3. Divide total annual basic pay by 2918 hours (The accepted number of average normal shift hours that a 24-hour shift employee works per year).
4. The result is the pay rate for extra shift work.



#### D. Extra Shift Acting Lieutenant - Code 12 - Pay Rate

The pay rate for time worked as an acting lieutenant while on extra shift is calculated so that pay in this category will be 8 percent more than it would be if the employee had not performed extra shift acting lieutenant duty. This pay is calculated as follows:

1. Multiply the extra shift pay rate calculated in Step C by 1.08.
2. The result is the extra shift acting lieutenant pay rate.

#### E. Extra Paid Holiday - code 13 (used for 24-hour shift employees)

A 24-hour shift employee who DOES WORK on the holiday is entitled to double time and one half pay for the holiday. This pay category compensates employees who are unable to benefit from a holiday by being away from work during one of their normally scheduled workdays. This pay amount represents the pay that an 8-hour per day employee would receive under the same circumstances. The pay rate and pay amount is calculated as follows:

1. Calculate an hourly pay rate on an 8-hour per day basis by dividing monthly salary by 243 hours (The average number of hours worked per month by a 24 hour per day employee).
2. Calculate holiday hours amount by multiplying this pay rate by 1.5 to arrive at the overtime holiday pay rate.
3. These hours are also included in regular hours, and the result will be double time and one half for one day.

#### Non-Work Holiday - Code 14 Pay Rate

A 24-hour shift employee who DOES NOT work on the holiday is entitled to receive double time pay for the holiday. This will compensate the employee for the fact that they are unable to benefit from a holiday by being away from work during one of their normally scheduled workdays.

1. Calculate an hourly pay rate on an 8-hour per day basis by dividing monthly salary by 243 hours. (The average number of hours worked per month by a 24 hour per day employee).
2. The holiday hours will be one day's pay of 11.2 hours X the pay rate calculated in step 1. These hours are also included in regular hours, and the result will be double time rate for one day.

#### G. Regular Overtime - Code 4 - Pay Rate

Pay in this category represents the amount of additional pay that is due for hours worked in excess of the maximum number of non-premium hours specified in the Fair Labor Standards Act for each specific work period. Since overtime is paid at time and a half, and the employee had already received regular time pay for all time worked, the pay rate used in this category is calculated to pay employees for the additional (one half) pay amount that is due as a result of working overtime. This pay rate is calculated as follows:

1. Multiply the extra shift pay rate calculated in step C by  $\frac{1}{2}$ .
2. The result is the regular overtime pay rate.

#### H. Overtime Acting Lieutenant - Code 12 - Pay Rate

The pay rate for overtime worked as an acting lieutenant is calculated so that pay in this category will be 8 percent more than it would be if the employee had not performed overtime while on acting lieutenant duty. This pay rate is calculated as follows:

1. Multiply the overtime pay rate calculated in step G by 1.08.
2. The result is the pay rate for time worked on overtime while on acting lieutenant duty.

#### I. Incentive Pay Amount

This pay represents one half of the monthly incentive pay amount that has been approved for the employee.

#### J. Termination and Excess Sick Leave Pay Rate

The pay rate for termination and excess sick leave is based on the employee's average annual pay rate and does not include incentive pay. This rate is calculated as follows:

1. Calculate total annual salary (Monthly salary X 12 months).
2. Divide total annual salary by 2918 hours (The accepted number of average normal shift hours that 24 hours shift employee works per year).
3. The result is the pay rate for termination and excess sick leave.

**Calculations are in accordance with the Fair Labor Standards Act, Fire protection employees' hourly overtime standards.**

Work Period= 24 days

Total regular hours per work period = 182 (FLSA 29 CFR 553.230)

24-hour Shift Schedule work period = 48 hours work (two consecutive 24-hour shifts) / 96 hours off. This schedule repeats four (4) times in a 24-day period.

48 hours per 6 six days x 4 repeats = 192 hours per period (10 hours OT)

365 days per year divided by 24 days = 15.2 work periods per year.

192 hours per work period x 15.2 periods per year= 2918 hours per year

2918 hours per year divided by 12 = 243 hours/month

2918 hours per year divided by 2080 (avg hrs. per year for an 8-hr. employee) = 1.40

8.00 hrs. per month normal sick leave accrual x 1.40 = 11.2 hrs. sick leave accrual for a 24-hr. shift employee.

11.2 hrs. x 50 days = 560 maximum annual leave hrs. at year-end.

## **APPENDIX C**

### **HOLIDAY SCHEDULE**

New Year's Day	January 1
Martin Luther King Day	Third Monday in January
President's Day – OPEN	February 18
Memorial Day	May 26
Juneteenth	June 19
Independence Day	July 4
Labor Day	September 1
Alaska Day – OPEN	October 18
Veteran's Day	November 11
Thanksgiving Day	November 27
Christmas Day	December 25

In addition to the Holiday's listed above, Fire Department employees observe FOUR Floating Holidays annually.

## City of Ketchikan/Ketchikan Public Utilities

Union Code: IAFF

## Compensation Wage Table

## IAFF Base Monthly Salary

3.0% Increase Effective: January 1, 2025

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	Step V	Step W	Step X
601	-1,361.40	-1,381.60	-1,402.36	-1,423.38	-1,444.73	-1,466.40	-1,488.41	-1,510.73	-1,533.38	-1,556.38	-1,579.74	-1,603.42	-1,627.48	-1,651.88	-1,676.68	-1,701.82	-1,727.36	-1,753.26	-1,779.56	-1,806.24	-1,833.36	-1,860.86	-1,888.76	-1,917.09
602	-1,395.25	-1,416.16	-1,437.40	-1,458.93	-1,480.85	-1,503.06	-1,525.61	-1,548.47	-1,571.72	-1,595.26	-1,619.20	-1,643.49	-1,668.16	-1,693.16	-1,718.57	-1,744.35	-1,770.52	-1,797.08	-1,824.01	-1,851.36	-1,879.16	-1,907.35	-1,935.96	-1,965.00
603	-1,430.12	-1,451.66	-1,473.34	-1,495.44	-1,517.87	-1,540.62	-1,563.72	-1,587.18	-1,611.00	-1,635.18	-1,660.70	-1,686.58	-1,709.88	-1,735.64	-1,761.56	-1,787.96	-1,814.79	-1,842.02	-1,869.66	-1,897.68	-1,926.16	-1,955.05	-1,984.38	-2,014.15
604	-1,466.87	-1,487.85	-1,510.17	-1,532.83	-1,556.82	-1,579.17	-1,602.83	-1,626.86	-1,651.29	-1,676.05	-1,701.18	-1,726.73	-1,752.65	-1,778.92	-1,805.58	-1,832.67	-1,860.17	-1,888.08	-1,916.38	-1,945.16	-1,974.31	-2,003.92	-2,033.98	-2,064.49
605	-1,502.52	-1,525.05	-1,547.91	-1,571.15	-1,594.72	-1,618.65	-1,642.91	-1,667.55	-1,692.55	-1,717.96	-1,743.73	-1,769.88	-1,796.40	-1,823.37	-1,850.70	-1,878.46	-1,906.66	-1,935.25	-1,964.30	-1,993.75	-2,023.66	-2,054.01	-2,084.82	-2,116.09
606	-1,540.07	-1,563.19	-1,586.62	-1,610.43	-1,634.58	-1,659.10	-1,683.99	-1,709.26	-1,734.90	-1,760.93	-1,787.34	-1,814.15	-1,841.37	-1,868.90	-1,897.01	-1,925.47	-1,954.36	-1,983.66	-2,013.40	-2,043.63	-2,074.27	-2,105.38	-2,136.96	-2,169.01
607	-1,578.69	-1,602.27	-1,626.31	-1,650.69	-1,675.44	-1,700.57	-1,726.08	-1,751.98	-1,778.26	-1,804.94	-1,832.01	-1,859.52	-1,887.39	-1,915.70	-1,944.42	-1,973.60	-2,003.19	-2,033.26	-2,063.74	-2,094.68	-2,126.12	-2,158.01	-2,190.38	-2,223.24
608	-1,618.04	-1,642.31	-1,666.93	-1,691.93	-1,717.34	-1,743.09	-1,769.24	-1,795.76	-1,822.71	-1,850.03	-1,877.79	-1,905.97	-1,934.56	-1,963.58	-1,993.01	-2,022.94	-2,053.26	-2,084.07	-2,115.35	-2,147.06	-2,179.27	-2,211.96	-2,245.14	-2,278.82
609	-1,658.51	-1,683.36	-1,708.62	-1,734.24	-1,760.25	-1,786.66	-1,813.47	-1,840.66	-1,868.27	-1,896.29	-1,924.73	-1,953.60	-1,982.91	-2,012.66	-2,042.84	-2,073.49	-2,105.59	-2,138.17	-2,182.21	-2,200.73	-2,233.74	-2,267.25	-2,301.26	-2,335.78
610	-1,699.96	-1,725.45	-1,751.34	-1,777.50	-1,804.26	-1,831.31	-1,858.79	-1,886.67	-1,914.98	-1,943.67	-1,972.84	-2,002.42	-2,032.45	-2,062.95	-2,093.89	-2,125.29	-2,157.19	-2,189.52	-2,222.40	-2,255.72	-2,289.57	-2,323.91	-2,358.77	-2,394.15
611	-1,742.48	-1,768.67	-1,795.10	-1,822.08	-1,849.39	-1,877.10	-1,905.27	-1,933.84	-1,962.85	-1,992.29	-2,022.18	-2,052.51	-2,083.31	-2,114.57	-2,146.27	-2,178.45	-2,211.13	-2,244.31	-2,277.97	-2,312.15	-2,346.83	-2,382.03	-2,417.76	-2,454.03
612	-1,786.03	-1,812.80	-1,840.01	-1,867.60	-1,895.60	-1,924.03	-1,952.88	-1,982.17	-2,011.90	-2,042.09	-2,072.74	-2,103.82	-2,135.39	-2,167.42	-2,199.93	-2,232.92	-2,266.39	-2,300.40	-2,334.90	-2,369.92	-2,405.48	-2,441.56	-2,478.18	-2,515.35
613	-1,830.66	-1,858.14	-1,886.00	-1,914.32	-1,942.98	-1,972.13	-2,001.73	-2,031.74	-2,062.26	-2,093.16	-2,124.54	-2,156.43	-2,188.78	-2,221.63	-2,254.94	-2,288.74	-2,323.07	-2,357.93	-2,393.30	-2,429.20	-2,465.63	-2,502.61	-2,540.15	-2,578.25
614	-1,876.43	-1,904.60	-1,933.18	-1,962.15	-1,991.61	-2,021.47	-2,051.78	-2,082.59	-2,113.80	-2,145.53	-2,177.68	-2,210.35	-2,243.50	-2,277.19	-2,311.32	-2,346.01	-2,381.18	-2,416.91	-2,453.16	-2,489.93	-2,527.28	-2,565.19	-2,603.67	-2,642.73
615	-1,923.35	-1,952.20	-1,981.50	-2,011.20	-2,041.38	-2,072.00	-2,103.08	-2,134.62	-2,166.62	-2,199.14	-2,232.13	-2,265.64	-2,299.60	-2,334.09	-2,369.08	-2,404.66	-2,440.72	-2,477.33	-2,514.48	-2,552.19	-2,590.49	-2,629.35	-2,668.79	-2,708.82
616	-1,971.47	-2,001.00	-2,031.03	-2,061.51	-2,092.43	-2,123.82	-2,155.67	-2,188.02	-2,220.83	-2,254.17	-2,287.94	-2,322.27	-2,357.11	-2,392.48	-2,428.34	-2,464.76	-2,501.74	-2,539.28	-2,577.35	-2,616.04	-2,655.29	-2,695.12	-2,735.55	-2,776.58
617	-2,020.75	-2,051.05	-2,081.82	-2,113.05	-2,144.72	-2,176.91	-2,209.56	-2,242.71	-2,276.33	-2,310.50	-2,345.16	-2,380.31	-2,416.03	-2,452.24	-2,489.05	-2,526.35	-2,564.27	-2,602.74	-2,641.77	-2,681.39	-2,721.60	-2,762.42	-2,803.86	-2,845.92
618	-2,071.23	-2,102.32	-2,133.85	-2,165.85	-2,198.35	-2,231.34	-2,264.81	-2,298.76	-2,333.27	-2,368.25	-2,403.77	-2,439.84	-2,476.43	-2,513.58	-2,551.28	-2,589.54	-2,628.41	-2,667.81	-2,707.82	-2,748.45	-2,789.67	-2,831.52	-2,873.99	-2,917.10
619	-2,123.03	-2,154.87	-2,187.21	-2,220.03	-2,253.30	-2,287.09	-2,321.40	-2,356.22	-2,391.56	-2,427.45	-2,463.83	-2,500.82	-2,538.33	-2,576.41	-2,615.04	-2,654.27	-2,694.10	-2,734.50	-2,775.52	-2,817.16	-2,859.39	-2,902.28	-2,945.81	-2,990.00
620	-2,176.10	-2,208.73	-2,241.87	-2,275.49	-2,309.62	-2,344.28	-2,379.43	-2,415.11	-2,451.37	-2,488.11	-2,525.44	-2,563.32	-2,601.76	-2,640.81	-2,680.42	-2,720.63	-2,761.44	-2,802.84	-2,844.90	-2,887.58	-2,930.85	-2,974.81	-3,019.43	-3,064.72
621	-2,230.51	-2,263.95	-2,297.91	-2,332.35	-2,367.38	-2,402.89	-2,438.92	-2,475.52	-2,512.65	-2,550.33	-2,588.58	-2,627.40	-2,666.79	-2,706.81	-2,747.42	-2,788.62	-2,830.47	-2,872.91	-2,916.00	-2,959.76	-3,004.17	-3,049.23	-3,094.97	-3,141.39
622	-2,286.27	-2,320.56	-2,355.36	-2,390.70	-2,426.56	-2,462.95	-2,499.89	-2,537.38	-2,575.47	-2,614.10	-2,653.31	-2,693.11	-2,733.53	-2,774.50	-2,816.12	-2,858.38	-2,901.26	-2,944.78	-2,988.96	-3,033.75	-3,079.26	-3,125.45	-3,172.33	-3,219.91
623	-2,343.41	-2,378.58	-2,414.24	-2,450.45	-2,487.23	-2,524.51	-2,562.36	-2,600.83	-2,639.83	-2,679.42	-2,719.63	-2,760.43	-2,801.84	-2,843.84	-2,886.51	-2,929.81	-2,973.74	-3,018.35	-3,063.64	-3,109.57	-3,156.24	-3,203.58	-3,251.63	-3,300.40
624	-2,401.97	-2,438.02	-2,474.62	-2,511.73	-2,549.43	-2,587.64	-2,626.44	-2,665.86	-2,705.85	-2,746.43	-2,787.63	-2,829.46	-2,871.87	-2,914.95	-2,958.68	-3,003.08	-3,048.12	-3,093.83	-3,140.24	-3,187.35	-3,235.15	-3,283.68	-3,332.94	-3,382.93
625	-2,462.08	-2,499.00	-2,536.49	-2,574.54	-2,613.15	-2,652.35	-2,692.15	-2,732.52	-2,773.51	-2,815.10	-2,857.35	-2,900.18	-2,943.70	-2,987.93	-3,032.66	-3,078.11	-3,124.31	-3,171.14	-3,218.74	-3,267.30	-3,316.02	-3,365.76	-3,416.25	-3,467.49
626	-2,523.62	-2,561.48	-2,599.88	-2,638.91	-2,678.45	-2,718.64	-2,759.40	-2,800.81	-2,842.84	-2,885.48	-2,928.76	-2,972.70	-3,017.28	-3,062.54	-3,108.50	-3,155.11	-3,202.43	-3,250.47	-3,299.21	-3,348.74	-3,398.94	-3,449.92	-3,501.67	-3,554.20
627	-2,586.69	-2,625.50	-2,664.89	-2,704.85	-2,745.43	-2,786.62	-2,828.43	-2,870.87	-2,913.94	-2,957.65	-3,001.99	-3,047.04	-3,092.75	-3,139.14	-3,186.21	-3,234.02	-3,282.52	-3,331.76	-3,381.76	-3,432.49	-3,484.00	-3,536.26	-3,589.30	-3,643.14
628	-2,651.36	-2,691.13	-2,731.53	-2,772.49	-2,814.07	-2,856.29	-2,899.14	-2,942.61	-2,986.77	-3,031.57	-3,077.04	-3,123.17	-3,170.03	-3,217.59	-3,265.84	-3,314.84	-3,364.54	-3,415.01	-3,466.25	-3,518.24	-3,571.02	-3,624.59	-3,678.96	-3,734.14
629	-2,717.66	-2,758.42	-2,799.80	-2,841.81	-2,884.43	-2,927.67	-2,971.61	-3,016.20	-3,061.44	-3,107.36	-3,153.96	-3,201.27	-3,249.30	-3,298.03	-3,347.52	-3,397.72	-3,448.70	-3,500.43	-3,552.92	-3,606.23	-3,660.32	-3,715.22	-3,770.95	-3,827.51
630	-2,785.61	-2,827.37	-2,869.79	-2,912.85	-2,956.54	-3,000.89	-3,045.91	-3,091.59	-3,137.98	-3,185.03	-3,232.83	-3,281.32	-3,330.53	-3,380.50	-3,431.20	-3,482.66	-3,534.93	-3,587.92	-3,641.74	-3,696.37	-3,751.83	-3,808.11	-3,865.23	-3,923.21
631	-2,855.24	-2,898.06	-2,941.55	-2,985.65	-3,030.46	-3,075.92	-3,122.06	-3,168.88	-3,216.40	-3,264.66	-3,313.65	-3,363.33	-3,413.77	-3,465.01	-3,516.97	-3,569.73	-3,623.27	-3,677.62	-3,732.77	-3,788.76	-3,845.63	-3,903.31	-3,961.86	-4,021.29
632	-2,926.59	-2,970.52	-3,015.09	-3,060.31	-3,106.22	-3,152.80	-3,200.10	-3,248.08	-3,296.80	-3,346.27	-3,396.44	-3,447.38	-3,499.12	-3,551.59	-3,604.88	-3,658.93	-3,713.83	-3,769.55	-3,826.08	-3,883.46	-3,941.73	-4,000.86	-4,060.87	-4,121.78
633	-2,999.78	-3,044.77	-3,090.45	-3,136.80	-3,183.83	-3,231.61	-3,280.07	-3,329.27	-3,379.21	-3,429.92	-3,481.36	-3,533.59	-3,586.56	-3,640.39	-3,694.98	-3,750.37	-3,806.66	-3,863.76	-3,921.69	-3,980.53	-4,040.26	-4,100.86	-4,162.37	-4,224.81
634	-3,074.78	-3,120.89	-3,167.70	-3,215.23	-3,263.47	-3,312.41	-3,362.12	-3,412.51	-3,463.74	-3,515.68	-3,568.42	-3,621.93	-3,676.29	-3,731.41	-3,787.42	-3,844.20	-3,901.86	-3,960.42	-4,019.80	-4,080.08	-4,141.29	-4,203.41	-4,266.46	-4,330.46
635	-3,151.66	-3,198.92	-3,246.87	-3,295.62	-3,345.04	-3,395.19	-3,446.13	-3,497.81	-3,550.28	-3,603.55	-3,657.59	-3,712.47	-3,768.14	-3,824.66	-3,882.06	-3,940.25	-3,999.36	-4,059.35	-4,120.23	-4,182.03	-4,244.77	-4,308.44	-4,373.07	-4,438.67
636	-3,230.43	-3,278.88	-3,328.04	-3,377.98	-3,428.65	-3,480.06	-3,532.28	-3,585.25	-3,639.03	-3,693.61	-3,749.01	-3,805.25	-3,862.32	-3,920.27	-3,979.08	-4,038.75	-4,099.33	-4,160.83	-4,223.25	-4,286.60	-4,350.86	-4,416.12	-4,482.36	-4,549.60
637	-3,311.18	-3,360.85	-3,411.26	-3,462.44	-3,514.38	-3,567.09	-3,620.60	-3,674.91	-3,730.00	-3,785.99	-3,842.77	-3,900.41	-3,958.91	-4,018.30	-4,078.58	-4,139.76	-4,201.86	-4,264.88	-4,328.84	-4,393.77	-4,459.70	-4,		

City of Ketchikan/Ketchikan Public Utilities  
Compensation Wage Table  
IAFF Base Monthly Salary

Union Code: IAFF

3.0% Increase Effective: January 1, 2025

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	Step V	Step W	Step X
674	8,255.99	8,379.85	8,505.56	8,633.13	8,762.63	8,894.06	9,027.48	9,162.89	9,300.34	9,439.84	9,581.43	9,725.16	9,871.02	10,019.08	10,169.37	10,321.93	10,476.77	10,633.91	10,793.42	10,955.32	11,119.63	11,286.42	11,455.72	11,627.56
675	8,462.41	8,589.35	8,718.17	8,848.95	8,981.67	9,116.41	9,253.14	9,391.95	9,532.83	9,675.81	9,820.97	9,968.28	10,117.78	10,269.55	10,423.61	10,579.96	10,738.68	10,899.72	11,063.23	11,229.18	11,397.61	11,568.57	11,742.10	11,918.23
676	8,673.98	8,804.08	8,936.16	9,070.20	9,206.24	9,344.34	9,484.49	9,626.76	9,771.16	9,917.73	10,066.49	10,217.50	10,370.76	10,526.32	10,684.22	10,844.48	11,007.16	11,172.28	11,339.84	11,509.95	11,682.59	11,857.83	12,035.70	12,216.24
677	8,890.82	9,024.20	9,159.53	9,296.94	9,436.40	9,577.91	9,721.59	9,867.40	10,015.42	10,165.65	10,318.14	10,472.91	10,630.01	10,789.46	10,951.30	11,115.57	11,282.32	11,451.52	11,623.32	11,797.67	11,974.65	12,154.27	12,336.58	12,521.63
678	9,113.08	9,249.81	9,388.52	9,529.38	9,672.32	9,817.42	9,964.67	10,114.15	10,265.86	10,419.83	10,576.15	10,734.79	10,895.80	11,059.24	11,225.16	11,393.53	11,564.42	11,737.89	11,913.95	12,092.67	12,274.06	12,458.17	12,645.04	12,834.72
679	9,340.91	9,481.07	9,623.24	9,767.59	9,914.12	10,062.80	10,213.75	10,366.96	10,522.48	10,680.31	10,840.48	11,003.10	11,168.15	11,335.65	11,505.71	11,678.29	11,853.48	12,031.25	12,211.73	12,394.90	12,580.83	12,769.54	12,961.08	13,155.50
680	9,574.43	9,718.07	9,863.84	10,011.79	10,161.94	10,314.39	10,469.10	10,626.14	10,785.55	10,947.36	11,111.56	11,278.21	11,447.40	11,619.12	11,793.38	11,970.31	12,149.84	12,332.10	12,517.06	12,704.82	12,895.41	13,088.84	13,285.17	13,484.45
681	9,813.81	9,961.03	10,110.43	10,262.09	10,416.00	10,572.25	10,730.80	10,891.78	11,055.17	11,220.98	11,389.27	11,560.13	11,733.54	11,909.54	12,088.19	12,269.51	12,453.55	12,640.35	12,829.95	13,022.41	13,217.73	13,416.00	13,617.24	13,821.50
682	10,059.13	10,210.02	10,363.18	10,518.64	10,676.40	10,836.57	10,999.12	11,164.09	11,331.57	11,501.54	11,674.05	11,849.13	12,026.91	12,207.29	12,390.41	12,576.25	12,764.91	12,956.36	13,150.71	13,347.96	13,548.20	13,751.42	13,957.69	14,167.06
683	10,310.62	10,465.29	10,622.26	10,781.61	10,943.34	11,107.46	11,274.07	11,443.18	11,614.84	11,789.07	11,965.90	12,145.38	12,327.58	12,512.49	12,700.18	12,890.68	13,084.05	13,280.31	13,479.51	13,681.71	13,886.93	14,095.23	14,306.66	14,521.26
684	10,568.39	10,726.92	10,887.83	11,051.13	11,216.89	11,385.17	11,555.93	11,729.27	11,905.22	12,083.77	12,265.04	12,449.01	12,635.76	12,825.29	13,017.67	13,212.95	13,411.14	13,612.29	13,816.51	14,023.76	14,234.10	14,447.61	14,664.32	14,884.28
685	10,832.60	10,995.07	11,160.01	11,327.43	11,497.33	11,669.80	11,844.85	12,022.51	12,202.86	12,385.91	12,571.68	12,760.24	12,951.65	13,145.93	13,343.11	13,543.26	13,746.38	13,952.62	14,161.88	14,374.32	14,589.95	14,808.80	15,030.93	15,256.39
686	11,103.42	11,269.97	11,439.03	11,610.59	11,784.75	11,961.51	12,140.95	12,323.05	12,507.90	12,695.53	12,885.95	13,079.23	13,275.43	13,474.57	13,676.70	13,881.85	14,090.07	14,301.43	14,515.91	14,733.70	14,954.67	15,178.99	15,406.67	15,637.77
687	11,380.99	11,551.71	11,725.01	11,900.87	12,079.40	12,260.56	12,444.47	12,631.15	12,820.62	13,012.91	13,208.10	13,406.23	13,607.34	13,811.42	14,018.60	14,228.86	14,442.31	14,658.94	14,878.81	15,102.01	15,328.53	15,558.46	15,791.84	16,028.72
688	11,665.52	11,840.48	12,018.09	12,198.39	12,381.35	12,567.06	12,755.57	12,946.91	13,141.11	13,338.24	13,538.33	13,741.38	13,947.50	14,156.72	14,369.05	14,584.61	14,803.37	15,025.43	15,250.79	15,479.56	15,711.73	15,947.41	16,186.62	16,429.42
689	11,957.17	12,136.53	12,318.55	12,503.35	12,690.89	12,881.23	13,074.48	13,270.59	13,469.63	13,671.68	13,876.77	14,084.91	14,296.18	14,510.62	14,728.30	14,949.21	15,173.48	15,401.05	15,632.07	15,866.56	16,104.57	16,346.14	16,591.33	16,840.20
690	12,256.08	12,439.92	12,626.50	12,815.93	13,008.16	13,203.31	13,401.35	13,602.36	13,806.40	14,013.53	14,223.72	14,437.07	14,653.62	14,873.42	15,096.58	15,322.98	15,552.82	15,786.13	16,022.95	16,263.27	16,507.21	16,754.82	17,006.14	17,261.23

## City of Ketchikan/Ketchikan Public Utilities

## Compensation Wage Table

## IAFF Base Monthly Salary

Union Code: IAFF

Effective: January 1, 2026

FINAL

5.0% Increase Effective: January 1, 2026

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	Step V	Step W	Step X
601	1,429.26	1,450.68	1,472.47	1,494.55	1,516.97	1,539.72	1,562.83	1,586.27	1,610.05	1,634.20	1,658.73	1,683.59	1,708.85	1,734.47	1,760.41	1,786.94	1,813.72	1,840.92	1,868.53	1,896.55	1,925.02	1,953.90	1,983.21	2,012.96
602	1,465.01	1,486.97	1,509.27	1,531.88	1,554.89	1,578.21	1,601.89	1,625.89	1,650.31	1,675.02	1,700.16	1,725.66	1,751.67	1,777.82	1,804.60	1,831.67	1,859.06	1,886.93	1,915.21	1,943.93	1,973.12	2,002.72	2,032.76	2,063.25
603	1,501.63	1,524.14	1,547.01	1,570.21	1,593.76	1,617.65	1,641.91	1,666.54	1,691.55	1,716.94	1,742.69	1,768.81	1,795.37	1,822.32	1,849.64	1,877.36	1,905.53	1,934.12	1,963.14	1,992.56	2,022.47	2,052.81	2,083.60	2,114.85
604	1,539.16	1,562.24	1,585.68	1,609.47	1,633.61	1,658.13	1,682.97	1,708.20	1,733.85	1,759.85	1,786.24	1,813.07	1,840.28	1,867.87	1,895.86	1,924.30	1,953.18	1,982.48	2,012.20	2,042.42	2,073.03	2,104.13	2,135.69	2,167.73
605	1,577.65	1,601.30	1,625.31	1,649.71	1,674.46	1,699.58	1,725.06	1,750.93	1,777.18	1,803.86	1,830.92	1,858.37	1,886.22	1,914.54	1,943.24	1,972.38	2,001.99	2,032.01	2,062.52	2,093.44	2,124.84	2,156.71	2,189.06	2,221.90
606	1,617.07	1,641.35	1,666.96	1,690.95	1,716.31	1,742.06	1,768.19	1,794.72	1,821.65	1,848.98	1,876.74	1,904.86	1,933.44	1,962.46	1,991.86	2,021.74	2,052.08	2,082.84	2,114.07	2,145.81	2,177.98	2,210.65	2,243.81	2,277.47
607	1,657.52	1,682.38	1,707.63	1,733.22	1,759.21	1,785.60	1,812.38	1,839.58	1,867.17	1,895.19	1,923.61	1,952.50	1,981.76	2,011.49	2,041.64	2,072.28	2,103.35	2,134.92	2,166.93	2,199.41	2,232.43	2,265.92	2,299.91	2,334.41
608	1,698.94	1,724.43	1,750.28	1,776.53	1,803.21	1,830.24	1,857.70	1,885.55	1,913.85	1,942.53	1,971.68	2,001.27	2,031.29	2,061.76	2,092.66	2,124.09	2,155.92	2,188.27	2,221.12	2,254.41	2,288.23	2,322.55	2,357.39	2,392.75
609	1,741.44	1,767.53	1,794.05	1,820.95	1,848.26	1,875.99	1,904.14	1,932.69	1,961.68	1,991.10	2,020.97	2,051.28	2,082.06	2,113.29	2,144.91	2,177.16	2,209.82	2,242.98	2,276.62	2,310.77	2,345.43	2,380.61	2,416.32	2,452.56
610	1,784.96	1,811.72	1,838.91	1,866.47	1,894.47	1,922.88	1,951.73	1,981.00	2,010.73	2,040.85	2,071.48	2,102.54	2,134.07	2,166.10	2,198.58	2,231.55	2,265.05	2,299.00	2,333.52	2,368.51	2,404.05	2,440.11	2,476.71	2,513.86
611	1,829.57	1,857.00	1,884.86	1,913.18	1,941.86	1,970.96	2,000.53	2,030.53	2,060.99	2,091.90	2,123.29	2,155.14	2,187.48	2,220.30	2,253.58	2,287.37	2,321.69	2,356.53	2,391.87	2,427.76	2,464.17	2,501.13	2,538.65	2,576.73
612	1,875.33	1,903.44	1,932.01	1,960.98	1,990.38	2,020.23	2,050.52	2,081.28	2,112.50	2,144.19	2,176.38	2,209.01	2,242.16	2,275.79	2,309.93	2,344.57	2,379.71	2,415.42	2,451.65	2,488.42	2,525.75	2,563.64	2,602.09	2,641.12
613	1,922.18	1,951.02	1,980.30	2,010.04	2,040.13	2,070.74	2,101.82	2,133.33	2,165.37	2,197.82	2,230.77	2,264.25	2,298.22	2,332.71	2,367.69	2,403.18	2,439.22	2,475.83	2,512.97	2,550.66	2,588.91	2,627.74	2,667.16	2,707.17
614	1,970.25	1,999.83	2,029.84	2,060.26	2,091.19	2,122.54	2,154.37	2,186.72	2,219.49	2,252.81	2,286.56	2,320.87	2,355.68	2,391.05	2,426.89	2,463.31	2,500.24	2,537.76	2,575.82	2,614.43	2,653.64	2,693.44	2,733.84	2,774.85
615	2,019.52	2,049.81	2,080.58	2,111.76	2,143.45	2,175.60	2,208.23	2,241.35	2,274.95	2,309.10	2,343.74	2,378.92	2,414.58	2,450.79	2,487.53	2,524.89	2,562.76	2,601.20	2,640.20	2,679.80	2,720.01	2,760.81	2,802.22	2,844.25
616	2,070.04	2,101.05	2,132.58	2,164.59	2,197.05	2,230.01	2,263.45	2,297.42	2,331.87	2,366.88	2,402.34	2,438.33	2,474.97	2,512.10	2,549.76	2,588.00	2,626.83	2,666.24	2,706.22	2,746.84	2,788.05	2,829.87	2,872.32	2,915.40
617	2,121.79	2,153.60	2,185.91	2,218.70	2,251.96	2,285.76	2,320.04	2,354.85	2,390.15	2,426.03	2,462.42	2,499.33	2,536.83	2,574.85	2,613.50	2,652.67	2,692.48	2,732.88	2,773.86	2,815.46	2,857.68	2,900.55	2,944.06	2,988.22
618	2,174.79	2,207.44	2,240.54	2,274.14	2,308.27	2,342.91	2,378.05	2,413.70	2,449.93	2,486.66	2,523.96	2,561.83	2,600.25	2,639.26	2,678.84	2,719.02	2,759.83	2,801.20	2,843.21	2,885.87	2,929.15	2,973.09	3,017.69	3,062.96
619	2,229.18	2,262.61	2,296.57	2,331.03	2,365.97	2,401.44	2,437.47	2,474.03	2,511.14	2,548.82	2,587.05	2,625.86	2,665.25	2,705.23	2,745.79	2,786.98	2,828.81	2,871.23	2,914.30	2,958.02	3,002.36	3,047.40	3,093.11	3,139.51
620	2,284.91	2,319.17	2,353.96	2,389.26	2,425.10	2,461.49	2,498.40	2,535.87	2,573.94	2,612.52	2,651.71	2,691.49	2,731.85	2,772.85	2,814.44	2,856.66	2,899.51	2,942.98	2,987.15	3,031.96	3,077.39	3,123.55	3,170.40	3,217.96
621	2,342.04	2,377.15	2,412.81	2,448.97	2,485.75	2,523.03	2,560.87	2,599.30	2,638.28	2,677.85	2,718.01	2,758.77	2,800.13	2,842.15	2,884.79	2,928.05	2,971.99	3,016.56	3,061.80	3,107.75	3,154.38	3,201.70	3,249.73	3,298.48
622	2,400.58	2,436.59	2,473.13	2,510.24	2,547.89	2,586.10	2,624.88	2,664.25	2,704.24	2,744.81	2,785.98	2,827.77	2,870.21	2,913.23	2,956.93	3,001.30	3,046.32	3,092.02	3,138.41	3,185.44	3,233.22	3,281.72	3,330.95	3,380.91
623	2,460.58	2,497.51	2,534.95	2,572.97	2,611.59	2,650.74	2,690.48	2,730.87	2,771.82	2,813.39	2,855.61	2,898.45	2,941.93	2,986.03	3,030.84	3,076.30	3,122.43	3,169.27	3,216.82	3,265.05	3,314.05	3,363.76	3,414.22	3,465.43
624	2,522.07	2,559.92	2,598.35	2,637.32	2,676.90	2,717.02	2,757.76	2,799.15	2,841.14	2,883.75	2,927.01	2,970.93	3,015.46	3,060.73	3,106.61	3,153.23	3,200.53	3,248.52	3,297.25	3,346.70	3,396.91	3,447.86	3,499.58	3,552.07
625	2,585.18	2,623.95	2,663.31	2,703.27	2,743.81	2,784.97	2,826.76	2,869.15	2,912.19	2,955.86	3,000.22	3,045.19	3,090.89	3,137.22	3,184.29	3,232.02	3,280.53	3,329.70	3,379.68	3,430.37	3,481.82	3,534.05	3,587.06	3,640.87
626	2,649.80	2,689.55	2,729.87	2,770.86	2,812.37	2,854.57	2,897.37	2,940.85	2,984.96	3,029.75	3,075.20	3,121.34	3,168.14	3,215.67	3,263.93	3,312.87	3,362.55	3,412.99	3,464.17	3,516.18	3,568.89	3,622.42	3,676.76	3,731.91
627	2,716.02	2,756.78	2,798.13	2,840.09	2,882.70	2,925.95	2,969.85	3,014.41	3,059.64	3,105.53	3,152.09	3,199.39	3,247.39	3,296.10	3,345.52	3,395.72	3,446.65	3,498.35	3,550.85	3,604.11	3,658.20	3,713.07	3,768.77	3,825.30
628	2,782.63	2,825.69	2,868.11	2,911.11	2,954.77	2,999.10	3,044.10	3,089.74	3,136.13	3,183.15	3,230.89	3,279.33	3,328.53	3,378.47	3,429.13	3,480.58	3,532.77	3,585.76	3,639.56	3,694.15	3,749.57	3,805.81	3,862.90	3,920.84
629	2,853.54	2,896.34	2,939.79	2,983.90	3,028.65	3,074.05	3,120.19	3,167.01	3,214.51	3,262.73	3,311.66	3,361.33	3,411.77	3,462.93	3,514.90	3,567.61	3,621.14	3,675.45	3,730.57	3,786.54	3,843.34	3,900.99	3,959.50	4,018.89
630	2,924.89	2,968.74	3,013.28	3,058.49	3,104.37	3,150.93	3,198.21	3,246.17	3,294.88	3,343.39	3,392.67	3,443.06	3,494.07	3,545.93	3,601.76	3,654.97	3,711.68	3,767.32	3,823.83	3,881.19	3,939.42	3,998.51	4,058.49	4,119.37
631	2,998.00	3,042.96	3,088.63	3,134.93	3,181.98	3,229.72	3,278.16	3,327.32	3,377.22	3,427.89	3,479.33	3,531.50	3,584.46	3,638.26	3,692.82	3,748.22	3,804.43	3,861.50	3,919.41	3,978.20	4,037.91	4,098.48	4,159.96	4,222.37
632	3,072.92	3,119.05	3,165.84	3,213.33	3,261.53	3,310.44	3,360.11	3,410.48	3,461.64	3,513.59	3,566.26	3,619.75	3,674.08	3,729.17	3,785.12	3,841.88	3,899.52	3,958.03	4,017.38	4,077.63	4,138.82	4,200.90	4,263.91	4,327.86
633	3,149.77	3,197.01	3,244.97	3,293.64	3,343.02	3,393.19	3,444.07	3,495.73	3,548.17	3,601.42	3,655.43	3,710.27	3,765.89	3,822.41	3,879.73	3,937.89	3,996.99	4,056.95	4,117.77	4,179.56	4,242.27	4,305.90	4,370.49	4,436.05
634	3,228.52	3,276.93	3,326.09	3,375.99	3,426.64	3,478.03	3,530.23	3,583.14	3,636.93	3,691.64	3,746.84	3,803.10	3,860.10	3,917.98	3,976.79	4,036.41	4,096.95	4,158.44	4,220.79	4,284.08	4,348.35	4,413.58	4,479.78	4,546.95
635	3,309.24	3,358.87	3,409.21	3,460.40	3,512.29	3,564.95	3,618.44	3,672.70	3,727.79	3,783.73	3,840.47	3,898.09	3,956.55	4,015.89	4,076.16	4,137.26	4,199.33	4,262.32	4,326.24	4,391.13	4,457.01	4,523.87	4,591.73	4,660.61
636	3,391.95	3,442.82	3,494.44	3,546.88	3,600.08	3,653.06	3,706.89	3,761.51	3,820.98	3,882.39	3,938.73	3,996.51	4,055.44	4,116.28	4,178.13	4,240.69	4,304.30	4,368.87	4,434.41	4,500.93	4,568.40	4,636.93	4,706.48	4,777.08
637	3,476.74	3,528.89	3,581.82	3,635.56	3,690.10	3,745.44	3,801.63	3,858.66	3,916.50	3,975.29	4,034.91	4,095.43	4,156.86	4,219.22	4,282.51	4,346.75								

City of Ketchikan/Ketchikan Public Utilities  
Compensation Wage Table  
IAFF Base Monthly Salary

Union Code: IAFF  
Effective: January 1, 2026  
**FINAL**

677	9,335.36	9,475.41	9,617.51	9,761.79	9,908.22	10,056.81	10,207.67	10,360.77	10,516.19	10,673.93	10,834.05	10,996.56	11,161.51	11,328.93	11,498.87	11,671.35	11,846.44	12,024.10	12,204.49	12,387.55	12,573.38	12,761.98	12,953.41	13,147.71
678	9,568.73	9,712.30	9,857.95	10,005.85	10,155.94	10,308.29	10,462.90	10,619.86	10,779.15	10,940.82	11,104.96	11,271.53	11,440.59	11,612.20	11,786.42	11,963.21	12,142.64	12,324.78	12,509.65	12,697.30	12,887.76	13,081.08	13,277.30	13,476.46
679	9,807.96	9,955.12	10,104.40	10,255.97	10,409.83	10,565.94	10,724.44	10,885.31	11,048.60	11,214.33	11,382.50	11,553.26	11,726.56	11,902.43	12,081.00	12,262.20	12,446.15	12,632.81	12,822.32	13,014.65	13,209.87	13,408.02	13,609.14	13,813.28
680	10,053.15	10,203.97	10,357.03	10,512.38	10,670.04	10,830.11	10,992.56	11,157.45	11,324.83	11,494.73	11,667.14	11,842.12	12,019.77	12,200.08	12,383.05	12,568.83	12,757.33	12,948.71	13,142.91	13,340.06	13,540.18	13,743.28	13,949.43	14,158.67
681	10,304.50	10,459.08	10,615.95	10,775.19	10,936.80	11,100.86	11,267.34	11,436.37	11,607.93	11,782.03	11,958.73	12,138.14	12,320.22	12,505.02	12,692.60	12,882.99	13,076.23	13,272.37	13,471.45	13,673.53	13,878.62	14,086.80	14,298.10	14,512.57
682	10,562.09	10,720.52	10,881.34	11,044.57	11,210.22	11,378.40	11,549.08	11,722.29	11,898.15	12,076.62	12,257.75	12,441.59	12,628.26	12,817.65	13,009.93	13,205.06	13,403.16	13,604.18	13,808.25	14,015.36	14,225.61	14,438.99	14,655.57	14,875.40
683	10,826.15	10,988.55	11,153.37	11,320.69	11,490.51	11,662.83	11,837.77	12,015.34	12,195.58	12,378.52	12,564.20	12,752.65	12,943.96	13,138.11	13,335.19	13,535.21	13,738.25	13,944.33	14,153.49	14,365.80	14,581.28	14,800.00	15,022.00	15,247.33
684	11,096.81	11,263.27	11,432.22	11,603.69	11,777.73	11,954.43	12,133.73	12,315.73	12,500.48	12,687.96	12,878.29	13,071.46	13,267.55	13,466.55	13,668.55	13,873.60	14,081.70	14,292.90	14,507.34	14,724.95	14,945.81	15,170.00	15,397.55	15,628.51
685	11,374.23	11,544.82	11,718.01	11,893.80	12,072.20	12,253.29	12,437.09	12,623.64	12,813.00	13,005.21	13,200.26	13,398.25	13,599.23	13,803.23	14,010.27	14,220.42	14,433.70	14,650.25	14,869.97	15,093.04	15,319.45	15,549.24	15,782.48	16,019.22
686	11,658.59	11,833.47	12,010.98	12,191.12	12,373.99	12,559.59	12,748.00	12,939.20	13,133.30	13,330.31	13,530.25	13,733.19	13,939.20	14,148.30	14,360.54	14,575.94	14,794.57	15,016.50	15,241.71	15,470.39	15,702.40	15,937.94	16,177.01	16,419.67
687	11,950.04	12,129.30	12,311.26	12,495.91	12,683.37	12,873.59	13,066.69	13,262.71	13,461.65	13,663.56	13,868.51	14,076.54	14,287.71	14,501.99	14,719.53	14,940.30	15,164.43	15,391.89	15,622.75	15,857.11	16,094.96	16,336.38	16,581.43	16,830.15
688	12,248.80	12,432.50	12,618.99	12,808.31	13,000.42	13,195.41	13,393.35	13,594.26	13,798.17	14,005.15	14,215.25	14,428.45	14,644.88	14,864.56	15,087.50	15,313.84	15,543.54	15,776.70	16,013.33	16,253.54	16,497.32	16,744.78	16,995.95	17,250.89
689	12,555.03	12,743.36	12,934.48	13,128.52	13,325.43	13,525.29	13,728.20	13,934.12	14,143.11	14,355.26	14,570.61	14,789.16	15,010.99	15,236.15	15,464.72	15,696.67	15,932.15	16,171.10	16,413.67	16,659.89	16,909.80	17,163.45	17,420.90	17,682.21
690	12,868.88	13,061.92	13,257.83	13,456.73	13,658.57	13,863.48	14,071.42	14,282.48	14,496.72	14,714.21	14,934.91	15,158.92	15,386.30	15,617.09	15,851.41	16,089.13	16,330.46	16,575.44	16,824.10	17,076.43	17,332.57	17,592.56	17,856.45	18,124.30

## City of Ketchikan/Ketchikan Public Utilities

## Compensation Wage Table

## IAFF Base Monthly Salary

Union Code: IAFF

Effective: January 1, 2027

FINAL

5.0% Increase Effective: January 1, 2027

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	Step V	Step W	Step X
601	-1,500.74	-1,523.24	-1,546.00	-1,569.28	-1,592.82	-1,616.74	-1,640.97	-1,665.58	-1,690.55	-1,715.91	-1,741.67	-1,767.77	-1,794.29	-1,821.49	-1,848.64	-1,876.26	1,904.41	1,932.97	1,961.96	1,991.38	2,021.27	2,051.59	2,082.36	2,113.60
602	-1,538.26	-1,561.32	-1,584.74	-1,608.47	-1,632.63	-1,657.12	-1,681.98	-1,707.18	-1,732.83	-1,758.77	-1,785.17	-1,811.94	-1,839.16	-1,866.74	-1,894.73	-1,923.15	1,952.00	1,981.28	2,010.97	2,041.13	2,071.78	2,102.86	2,134.40	2,166.42
603	-1,576.74	-1,600.36	-1,624.36	-1,648.72	-1,673.45	-1,698.53	-1,724.01	-1,749.87	-1,776.13	-1,802.79	-1,829.82	-1,857.26	-1,885.14	-1,913.44	-1,942.12	-1,971.23	2,000.81	2,030.83	2,061.30	2,092.19	2,123.59	2,155.44	2,187.77	2,220.59
604	-1,616.12	-1,640.35	-1,664.96	-1,689.94	-1,715.29	-1,741.04	-1,767.12	-1,793.61	-1,820.54	-1,847.84	-1,875.55	-1,903.72	-1,932.29	-1,961.26	-1,990.65	-2,020.52	2,050.84	2,081.60	2,112.81	2,144.54	2,176.68	2,209.33	2,242.47	2,276.11
605	-1,656.63	-1,681.37	-1,706.68	-1,732.20	-1,758.18	-1,784.56	-1,811.31	-1,838.48	-1,866.04	-1,894.05	-1,922.47	-1,951.29	-1,980.53	-2,010.27	-2,040.40	-2,071.00	2,102.09	2,133.61	2,165.65	2,198.11	2,231.08	2,264.55	2,298.52	2,333.00
606	-1,697.92	-1,723.42	-1,749.26	-1,775.50	-1,802.13	-1,829.16	-1,856.60	-1,884.46	-1,912.73	-1,941.43	-1,970.55	-2,000.10	-2,030.11	-2,060.58	-2,091.45	-2,122.83	2,154.68	2,186.98	2,219.77	2,253.10	2,286.88	2,321.18	2,356.00	2,391.34
607	-1,740.40	-1,766.50	-1,793.01	-1,819.88	-1,847.17	-1,874.88	-1,903.00	-1,931.56	-1,960.53	-1,989.95	-2,019.79	-2,050.13	-2,080.85	-2,112.06	-2,143.72	-2,175.89	2,208.52	2,241.67	2,275.28	2,309.38	2,344.05	2,379.21	2,414.90	2,451.12
608	-1,783.89	-1,810.65	-1,837.79	-1,865.36	-1,893.37	-1,921.75	-1,950.59	-1,979.83	-2,009.54	-2,039.66	-2,070.26	-2,101.33	-2,132.85	-2,164.85	-2,197.29	-2,230.29	2,263.72	2,297.68	2,332.18	2,367.13	2,402.64	2,438.68	2,475.26	2,512.39
609	-1,828.64	-1,856.94	-1,885.75	-1,915.00	-1,944.67	-1,974.79	-2,005.32	-2,036.32	-2,067.79	-2,099.66	-2,122.02	-2,153.84	-2,186.16	-2,218.95	-2,252.23	-2,286.02	2,320.31	2,355.13	2,390.45	2,426.31	2,462.70	2,499.64	2,537.13	2,575.19
610	-1,874.24	-1,902.31	-1,930.86	-1,959.79	-1,989.19	-2,019.02	-2,049.32	-2,080.05	-2,111.27	-2,142.89	-2,175.05	-2,207.67	-2,240.77	-2,274.41	-2,308.51	-2,343.13	2,378.30	2,413.95	2,450.20	2,486.94	2,524.25	2,562.11	2,600.54	2,639.55
611	1,921.05	1,949.85	1,979.10	2,008.84	2,038.95	2,069.51	2,100.56	2,132.06	2,164.04	2,196.50	2,229.45	2,262.90	2,296.85	2,331.32	2,366.26	2,401.74	2,437.77	2,474.36	2,511.46	2,549.15	2,587.38	2,626.19	2,665.58	2,705.56
612	1,969.10	1,998.61	2,028.61	2,059.03	2,089.90	2,121.24	2,153.05	2,185.34	2,218.13	2,251.40	2,285.20	2,319.46	2,354.27	2,389.58	2,425.43	2,461.80	2,498.70	2,536.19	2,574.23	2,612.84	2,652.04	2,691.82	2,732.20	2,773.18
613	2,018.29	2,048.57	2,079.32	2,110.54	2,142.14	2,174.28	2,206.91	2,240.00	2,273.64	2,307.71	2,342.31	2,377.46	2,413.13	2,449.35	2,486.07	2,523.34	2,561.18	2,599.62	2,638.62	2,678.19	2,718.36	2,759.14	2,800.53	2,842.54
614	2,068.76	2,099.82	2,131.33	2,163.27	2,195.75	2,228.67	2,262.09	2,296.06	2,330.46	2,365.45	2,400.89	2,436.91	2,473.46	2,510.60	2,548.23	2,586.48	2,625.25	2,664.65	2,704.61	2,745.15	2,786.32	2,828.11	2,870.53	2,913.59
615	2,120.50	2,152.30	2,184.61	2,217.35	2,250.62	2,284.38	2,318.64	2,353.42	2,388.70	2,424.56	2,460.93	2,497.87	2,535.31	2,573.33	2,611.91	2,651.13	2,690.90	2,731.26	2,772.21	2,813.79	2,856.01	2,898.85	2,942.33	2,986.46
616	2,173.54	2,206.10	2,239.21	2,272.82	2,306.90	2,341.51	2,376.62	2,412.29	2,448.46	2,485.22	2,522.46	2,560.30	2,598.72	2,637.71	2,677.25	2,717.40	2,758.17	2,799.55	2,841.53	2,884.18	2,927.45	2,971.36	3,015.93	3,061.17
617	2,227.88	2,261.28	2,295.21	2,329.64	2,364.56	2,400.05	2,436.04	2,472.59	2,509.66	2,547.33	2,585.64	2,624.30	2,663.67	2,703.59	2,744.18	2,785.30	2,827.10	2,869.52	2,912.55	2,956.23	3,000.56	3,045.57	3,091.25	3,137.62
618	2,283.53	2,317.81	2,352.57	2,387.85	2,423.68	2,460.06	2,496.95	2,534.39	2,572.43	2,610.99	2,650.16	2,689.92	2,730.26	2,771.22	2,812.78	2,854.97	2,897.82	2,941.26	2,985.37	3,030.16	3,075.61	3,121.74	3,168.57	3,216.10
619	2,340.64	2,375.74	2,411.40	2,447.58	2,484.27	2,521.51	2,559.34	2,597.73	2,636.70	2,676.26	2,716.37	2,757.15	2,798.51	2,840.49	2,883.08	2,926.33	2,970.25	3,014.79	3,060.02	3,105.92	3,152.48	3,199.77	3,247.77	3,296.49
620	2,399.16	2,435.13	2,471.66	2,508.72	2,546.36	2,584.56	2,623.32	2,662.66	2,702.64	2,743.15	2,784.30	2,826.06	2,868.44	2,911.49	2,955.16	2,999.49	3,044.49	3,090.13	3,136.51	3,183.56	3,231.26	3,279.73	3,328.93	3,378.86
621	2,459.14	2,496.01	2,533.45	2,571.42	2,610.04	2,649.18	2,688.91	2,729.27	2,770.19	2,811.74	2,853.91	2,896.71	2,940.14	2,984.26	3,029.03	3,074.45	3,120.59	3,167.39	3,214.89	3,263.14	3,312.10	3,361.78	3,412.21	3,463.39
622	2,520.61	2,558.42	2,596.79	2,635.75	2,675.28	2,715.41	2,756.12	2,797.46	2,839.45	2,882.05	2,925.28	2,969.16	3,013.72	3,058.89	3,104.78	3,151.37	3,198.64	3,246.62	3,295.33	3,344.70	3,394.88	3,445.80	3,497.49	3,549.95
623	2,583.61	2,622.39	2,661.70	2,701.62	2,742.17	2,783.28	2,825.00	2,867.41	2,910.41	2,954.06	2,998.39	3,043.37	3,089.03	3,135.33	3,182.38	3,230.12	3,278.55	3,327.73	3,377.66	3,428.30	3,479.75	3,531.95	3,584.93	3,638.70
624	2,648.17	2,687.92	2,728.27	2,769.19	2,810.75	2,852.87	2,895.65	2,939.11	2,983.20	3,027.94	3,073.36	3,119.48	3,166.23	3,213.74	3,261.94	3,310.89	3,360.56	3,410.95	3,462.11	3,514.06	3,566.76	3,620.26	3,674.56	3,729.68
625	2,714.44	2,755.15	2,796.48	2,838.43	2,881.00	2,924.22	2,968.10	3,012.61	3,057.80	3,103.65	3,150.23	3,197.45	3,245.43	3,294.08	3,343.50	3,393.62	3,444.56	3,496.19	3,548.66	3,601.89	3,655.91	3,710.75	3,766.41	3,822.91
626	2,782.29	2,824.03	2,866.36	2,909.40	2,952.99	2,997.30	3,042.24	3,087.89	3,134.21	3,181.24	3,228.96	3,277.41	3,326.55	3,376.45	3,427.13	3,478.58	3,530.68	3,583.64	3,637.38	3,691.89	3,747.33	3,803.54	3,860.59	3,918.50
627	2,851.82	2,894.62	2,938.04	2,982.09	3,026.84	3,072.25	3,118.34	3,165.13	3,212.62	3,260.81	3,309.69	3,359.36	3,409.76	3,460.91	3,512.80	3,565.51	3,618.98	3,673.27	3,728.39	3,784.32	3,841.11	3,898.73	3,957.21	4,016.57
628	2,923.13	2,966.97	3,011.52	3,056.67	3,102.51	3,149.06	3,196.33	3,244.23	3,292.92	3,342.31	3,392.43	3,443.30	3,494.96	3,547.39	3,600.59	3,654.61	3,709.41	3,765.05	3,821.54	3,878.86	3,937.05	3,996.11	4,056.05	4,116.89
629	2,996.22	3,041.16	3,086.78	3,133.10	3,180.08	3,227.75	3,276.20	3,325.36	3,375.24	3,425.87	3,477.24	3,529.40	3,582.36	3,636.08	3,690.65	3,746.09	3,802.20	3,859.22	3,917.10	3,975.87	4,035.51	4,096.04	4,157.48	4,219.84
630	3,071.13	3,117.18	3,163.94	3,211.41	3,259.59	3,308.48	3,358.12	3,408.48	3,459.62	3,511.49	3,564.19	3,617.66	3,671.91	3,727.01	3,783.99	3,841.96	3,899.93	3,959.69	4,019.02	4,078.95	4,139.39	4,199.44	4,260.12	4,321.54
631	3,147.90	3,195.11	3,243.06	3,291.68	3,341.08	3,391.21	3,442.07	3,493.69	3,546.08	3,599.28	3,653.30	3,708.08	3,763.68	3,820.17	3,877.46	3,935.63	3,994.65	4,054.58	4,115.38	4,177.11	4,239.81	4,303.41	4,367.96	4,433.48
632	3,226.57	3,275.00	3,324.13	3,374.00	3,424.61	3,475.96	3,528.12	3,581.09	3,634.72	3,689.26	3,744.57	3,800.74	3,857.78	3,915.63	3,974.38	4,033.97	4,094.50	4,155.93	4,218.25	4,281.55	4,345.76	4,410.95	4,477.11	4,544.27
633	3,307.26	3,356.86	3,407.22	3,458.32	3,510.17	3,562.85	3,616.27	3,670.52	3,725.58	3,781.49	3,838.20	3,895.78	3,954.18	4,013.53	4,073.72	4,134.78	4,196.84	4,259.80	4,323.66	4,388.54	4,454.38	4,521.20	4,589.02	4,657.86
634	3,389.95	3,440.78	3,492.39	3,544.79	3,597.93	3,652.84	3,708.74	3,765.30	3,818.78	3,873.03	3,934.18	3,993.18	4,053.11	4,113.88	4,175.63	4,238.23	4,301.80	4,366.36	4,431.83	4,498.24	4,565.77	4,634.26	4,703.77	4,774.33
635	3,474.70	3,526.81	3,579.67	3,633.42	3,687.90	3,743.20	3,799.36	3,856.34	3,914.18	3,972.92	4,032.49	4,092.99	4,154.38	4,216.68	4,279.97	4,344.12	4,409.30	4,475.44	4,542.55	4,610.69	4,679.86	4,750.06	4,821.31	4,893.63
636	3,561.55	3,614.96	3,669.16	3,724.22	3,780.08	3,836.76	3,894.33	3,952.74	4,012.03	4,072.20	4,133.28	4,195.29	4,258.21	4,322.09	4,386.94	4,452.72	4,519.52	4,587.31	4,656.13	4,725.98	4,796.82	4,868.77	4,941.80	5,015.93
637	3,650.58	3,705.33	3,760.91	3,817.34	3,874.61	3,932.71	3,991.71	4,051.59	4,112.33	4,174.05	4,236.66	4,300.20	4,364.70	4,430.18	4,496.64	4,564.09								



City of Ketchikan/Ketchikan Public Utilities  
Compensation Wage Table  
IAFF Base Monthly Salary

Union Code: IAFF  
Effective: January 1, 2027  
**FINAL**

677	9,802.13	9,949.18	10,098.39	10,249.88	10,403.63	10,559.65	10,718.05	10,878.81	11,042.00	11,207.63	11,375.75	11,546.39	11,719.59	11,895.38	12,073.81	12,254.92	12,438.76	12,625.31	12,814.71	13,006.93	13,202.05	13,400.08	13,601.08	13,805.10
678	10,047.17	10,197.92	10,350.85	10,506.14	10,663.74	10,823.70	10,986.05	11,150.85	11,318.11	11,487.86	11,660.21	11,835.11	12,012.62	12,192.81	12,375.74	12,561.37	12,749.77	12,941.02	13,135.13	13,332.17	13,532.15	13,735.13	13,941.16	14,150.28
679	10,298.36	10,452.88	10,609.62	10,768.77	10,930.32	11,094.24	11,260.66	11,429.58	11,601.03	11,775.05	11,951.63	12,130.92	12,312.89	12,497.55	12,685.05	12,875.31	13,068.46	13,264.45	13,463.44	13,665.38	13,870.36	14,078.42	14,289.60	14,503.94
680	10,555.81	10,714.17	10,874.88	11,038.00	11,203.54	11,371.62	11,542.19	11,715.32	11,891.07	12,069.47	12,250.50	12,434.23	12,620.76	12,810.08	13,002.20	13,197.27	13,395.20	13,596.15	13,800.06	14,007.06	14,217.19	14,430.45	14,646.91	14,866.61
681	10,819.73	10,982.03	11,146.75	11,313.95	11,483.64	11,655.90	11,830.71	12,008.19	12,188.33	12,371.13	12,556.67	12,745.05	12,936.23	13,130.27	13,327.23	13,527.14	13,730.04	13,935.99	14,145.02	14,357.21	14,572.55	14,791.14	15,013.01	15,238.21
682	11,090.19	11,256.55	11,425.41	11,596.80	11,770.73	11,947.32	12,126.53	12,308.40	12,493.06	12,680.45	12,870.64	13,063.67	13,259.67	13,458.53	13,660.43	13,865.31	14,073.32	14,284.39	14,498.66	14,716.13	14,936.89	15,160.94	15,388.35	15,619.18
683	11,367.46	11,537.98	11,711.04	11,886.72	12,065.04	12,245.97	12,429.66	12,616.11	12,805.36	12,997.45	13,192.41	13,390.28	13,591.16	13,795.02	14,001.95	14,211.97	14,425.16	14,641.55	14,861.16	15,084.09	15,310.34	15,540.00	15,773.10	16,009.70
684	11,651.65	11,826.43	12,003.83	12,183.87	12,366.62	12,552.15	12,740.42	12,931.52	13,125.50	13,322.36	13,522.20	13,725.03	13,930.93	14,139.88	14,351.98	14,567.28	14,785.79	15,007.55	15,232.71	15,461.20	15,693.10	15,928.50	16,167.43	16,409.94
685	11,942.94	12,122.06	12,303.91	12,488.49	12,675.81	12,865.95	13,058.94	13,254.82	13,453.65	13,655.47	13,860.27	14,068.16	14,279.19	14,493.39	14,710.78	14,931.44	15,155.39	15,382.76	15,613.47	15,847.69	16,085.42	16,326.70	16,571.60	16,820.17
686	12,241.52	12,425.14	12,611.53	12,800.68	12,992.69	13,187.57	13,385.40	13,586.16	13,789.97	13,996.83	14,206.76	14,419.85	14,636.16	14,855.72	15,078.57	15,304.74	15,534.30	15,767.33	16,003.80	16,243.91	16,487.52	16,734.83	16,985.85	17,240.64
687	12,547.54	12,735.77	12,926.82	13,120.71	13,317.54	13,517.27	13,720.02	13,925.85	14,134.73	14,346.74	14,561.94	14,780.37	15,002.10	15,227.09	15,455.51	15,687.32	15,922.65	16,161.48	16,403.89	16,649.97	16,899.71	17,153.21	17,410.51	17,671.67
688	12,861.24	13,054.13	13,249.94	13,448.73	13,650.44	13,855.18	14,063.02	14,273.97	14,488.08	14,705.41	14,926.01	15,149.87	15,377.12	15,607.79	15,841.88	16,079.53	16,320.72	16,565.54	16,814.00	17,066.22	17,322.19	17,582.02	17,845.75	18,113.44
689	13,182.78	13,380.53	13,581.20	13,784.95	13,991.70	14,201.55	14,414.61	14,630.83	14,850.27	15,073.02	15,299.14	15,528.62	15,761.54	15,997.96	16,237.96	16,481.50	16,728.76	16,979.66	17,234.35	17,492.88	17,755.29	18,021.62	18,291.94	18,566.32
690	13,512.32	13,715.02	13,920.72	14,129.57	14,341.50	14,556.65	14,774.99	14,996.60	15,221.56	15,449.92	15,681.66	15,916.87	16,155.62	16,397.94	16,643.98	16,893.59	17,146.98	17,404.21	17,665.31	17,930.25	18,199.20	18,472.19	18,749.27	19,030.51