

COLLECTIVE BARGAINING AGREEMENT

**THE CITY OF KETCHIKAN, ALASKA
AND
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL 1547, AFL-CIO**

REPRESENTING

KETCHIKAN PUBLIC UTILITIES EMPLOYEES



JANUARY 1, 2021 – DECEMBER 31, 2023

**KETCHIKAN PUBLIC UTILITIES
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TABLE OF CONTENTS**

TABLE		PAGE
Preamble		3
ARTICLES		
Article 1	Recognition	3
Article 2	Management Rights	4
Article 3	Definitions	5
Article 4	Hiring, Probation and Termination	6
Article 5	Work Schedule and Overtime	7
Article 6	Compensation	10
Article 7	Swan Lake	12
Article 8	Holidays	14
Article 9	Vacations	14
Article 10	Sick Pay	15
Article 11	Seniority	16
Article 12	Leaves of Absence	19
Article 13	Jury Duty/Witness Duty	17
Article 14	Training	18
Article 15	Medical Benefits	21
Article 16	Retirement Plan	21
Article 17	Labor-Management Committee	22
Article 18	Employment Practices	22
Article 19	Safety	25
Article 20	No Strike – No Lockout	27
Article 21	Grievance and Arbitration	27
Article 22	Union Representation	29
Article 23	Union Security	29
Article 24	Nondiscrimination	30
Article 25	General Provisions	30
Article 26	Term of Agreement	31
Signature Page		32
Appendix A	Compensation/Wage Schedules	33
Appendix B	Temporary Employees Wages & Benefits	39
MOU	Electric Division Lineman Call-out	40

KETCHIKAN PUBLIC UTILITIES
COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT is made and entered into by and between **KETCHIKAN PUBLIC UTILITIES**, a department of the City of Ketchikan, Alaska (hereinafter referred to as the “Employer” or the “Utilities”), and Local 1547 of the **INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1547, AFL-CIO** (hereinafter referred to as the “Union” or “IBEW”).

PREAMBLE

For the purpose of maintaining cordial relations, the parties do enter into, establish and agree to the following 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 and Appendix B of this Agreement who are employed by the Employer in the Utilities Department, excluding confidential and managerial Employees as defined by KMC 2.06.15(b) and (d), adopted by the City of Ketchikan on September 27, 1994. Furthermore, pursuant to recognition conferred on October 27, 1994 by the KPU General Manager under KMC 2.06.030(d), the bargaining unit is hereby expanded to include regular employees in administrative and engineering support, project inspection, and professional job classifications and successor classifications, as set forth in Appendix A.

1.2 Except as provided for in Section 1.3, bargaining unit work may only be performed by non-bargaining unit personnel on an incidental basis; when necessary for personal training or testing purposes; when necessary to maintain skills, credentials, or licensure; in cases of emergency; or when regular bargaining unit personnel are not available on a regular or overtime basis.

1.3 **CROSS UNIT WORK:** Upon contract ratification and execution of the CBA, the City and IBEW agree that the City may temporarily assign to KPU IBEW employees, within the following divisions, General Government cross unit work:

Administration
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 KPU employees shall be restricted to the classifications within the Administration, Customer Service and Engineering Divisions including, but not limited to, the following positions:

Customer Service Rep I
Customer Service Rep II
Customer Service Rep III
Billing System Analyst
Credit Coordinator
Secretary I

Secretary II
Secretary II/Business Specialist

Accounting Technician
Utilities Inspector
CADD & GIS Operator/Engineering Technician
CADD & GIS Operator
Engineering Technician II
Engineering Technician I

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, Customer Service and Engineering Divisions.

In the event an employee reassigned under the terms of this Section is assigned to work in a classification which carries a higher grade level of pay, such employee shall be compensated pursuant to Article 6.4.

ARTICLE 2

MANAGEMENT RIGHTS

2.1 The Union recognizes the right of the Employer to operate and manage the Utilities, 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 kinds, 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 provision 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 The Employer shall have the right to subcontract work covered by this Agreement to persons, firms or corporations who must be in compliance with Alaska State laws. No regular full-time employee shall be laid off or have his hours reduced as a result of subcontracting.

The parties agree and understand that the purpose and intent of this provision is not in any way to limit or restrict the ability of the Employer to do business with other employers, but, rather, this provision is designed and intended to preserve work for employees whose wages, hours, benefits and safety conditions of employment are prescribed by this Agreement, or in the event subcontract of work covered by this Agreement is undertaken that the performance of such work and practice of subcontracting do not

result in the destruction of wages, hours, benefits and safety conditions of employment achieved through the collective bargaining process.

ARTICLE 3 **DEFINITIONS**

3.0 Regular Employees: Employees who have satisfactorily completed their new-hire probationary period. Regular employees are either full-time employees or part-time employees.

3.1 Full-Time Employees: Employees who are regularly scheduled to work forty (40) hours per week.

3.2 Part-Time Employees: Employees who normally work less than forty (40) hours per week. Part-time employees working in classifications included in the recognition certification dated October 27, 1994, shall be defined as employees who normally work less than forty (40), but more than nineteen (19) hours per week on a year round basis. Such employees shall receive benefits on a pro rata basis, according to the number of hours worked.

3.3 Temporary Employees: Employees who are not regularly scheduled and who work when work is available, or who are hired to work a regular schedule during a specific period not to exceed six (6) consecutive 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. Any temporary employee who is employed for six (6) consecutive months, laid off, and then re-employed within thirty (30) days thereafter, in the same job classification, shall be considered a regular employee fully covered by this Agreement upon re-employment, unless the Union agrees otherwise. Temporary employees shall be subject to this Agreement as to hours of work and applicable working rules only. A temporary employee may be discharged without cause at the full discretion of the Employer. Temporary employees shall not accrue seniority nor any fringe benefits under this Agreement, but shall be paid the basic hourly wage rate for the classification in which they are working as set forth in Appendix B. In addition, the Employer shall contribute on behalf of temporary employees working in IBEW Inside/Outside Classifications, as set forth in Appendix B, to an IBEW retirement plan and to appropriate jointly-administered IBEW health and welfare plan at the rates set forth in Appendix B. Temporary employees shall not work call-outs unless regular employees are not available.

3.4 Shift Employees: Employees classified as powerhouse operators, relief powerhouse operators, and powerhouse mechanics.

3.5 Foreman: A Foreman is a bargaining unit member and is a journeyman in his classification who supervises other employees as assigned. He may work with tools, provided it does not interfere with the supervision of safety. Although covered by this Agreement, foremen and chief powerhouse operators 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 subject to the grievance procedure herein, of their qualification, selection, performance, and removal. Instructions will normally and usually be given by an employee's immediate supervisor.

ARTICLE 4
HIRING, PROBATION AND TERMINATION

4.1 When a vacancy occurs in a classification covered by this Agreement, the following procedure shall be followed:

A. Notices of vacancies in positions covered by this Agreement, other than vacancies in temporary positions, 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's Shop Stewards. Vacancies in temporary positions will not be posted, but shall immediately be referred to the Union Hiring Hall pursuant to Section 4.1.C.4, below.

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

1. All applications shall first be 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. The hiring authority will strive to apply a consistent evaluation process to all job applicants.

4. Following timely notification wherever possible, a member of the bargaining unit from the division within which the vacancy has occurred should be included in the hiring process.

C. All employees to perform services covered by this Agreement (except employees secured as provided in Section A or C), shall be secured exclusively through the office of the Union, subject to the following:

1. The Employer shall notify the Union of possible vacancies, which it intends to fill from applicants for employment.

2. The Union shall refer applicants for jobs, provided that the selection of applicants for referrals shall be on a non-discriminatory basis and shall not be based upon, or in any way affected by, Union membership, bylaws, rules, regulations, constitutional provisions, or any other aspect or observance of Union membership, policies or requirements.

3. 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 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.

4. If the Union does not refer qualified job applicants acceptable to the Employer for filling the existing vacancies within three (3) working days after receipt of notice, the Employer shall be free to recruit employees from other sources.

D. Nothing herein shall be deemed as precluding the Employer from filling bargaining unit vacancies with non-bargaining unit employees of the Utilities or with other employees of the City of Ketchikan.

4.2 All new employees, with the exception of temporary employees, shall be considered employed on a probationary basis and classified as such for the first six (6) months of their employment. During the probationary period, new employees may be discharged without cause at the full discretion of the Utility. Probationary employees will be evaluated after three (3) months. If retained after six (6) months in the same position, such employees shall thereafter be considered regular employees, be classified as such and be entitled to all rights and privileges contained in this Agreement retroactive to their first date of hire as a probationary employee.

4.3 No regular employee shall be discharged without just cause. The existence of cause for discharge, if disputed, shall be subject to the grievance procedure contained herein. When appropriate, the Employer will follow the principle of progressive discipline. Except in cases of gross misconduct, an employee shall receive at least one (1) written warning prior to discharge. Both the Union and the employee shall receive copies of the warnings and the reasons for discharge. Warnings shall not be subject to arbitration. Upon request by the employee and review by the Personnel Office, written warnings of a minor nature shall be removed from the Personnel files after two (2) years, provided that there are no other warnings in the files.

4.4 Any employee who is promoted shall be given a reasonable probationary period, not to exceed one hundred and eighty (180) days, to become acquainted with the job and to demonstrate ability to fill the job satisfactorily. If, during the probationary period, the employee demonstrates unsatisfactory ability for the job, the employee shall be returned to the employee's former job without loss of seniority.

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.

All temporary employees who progress without a break in employment to a regular position will be entitled to all rights and privileges contained in this Agreement, with their probationary period, seniority, leave accruals and holidays retroactive as of their initial date of hire as a temporary employee. However, if a temporary employee progresses to a position other than their temporary position the employee shall serve a probationary period of one hundred eighty (180) days in the new position.

ARTICLE 5

WORK SCHEDULE AND OVERTIME

5.1 Normal Work Day and Work Week:

A. The normal work week for employees, except shift employees, shall consist of forty (40) hours, Monday through Friday. The normal work day for all employees, except shift employees, shall consist of eight (8) hours plus an unpaid meal period of at least one-half hour.

B. The normal week for shift employees shall consist of forty (40) hours and shall be from 12:00 midnight Saturday to 12:00 midnight the following Saturday. Where mutually agreeable to the Employer and employee concerned, a normal work day or shift may consist of more than eight (8) hours. The normal starting time for shift employees shall be 8:00 a.m. for day shift, 4:00 p.m. for second or swing shift, and midnight for third or graveyard shift, unless mutually agreed otherwise.

C. The normal starting time for all employees, except shift employees, customer service and secretaries shall be 8:00 a.m., unless mutually agreed otherwise. The normal work day for customer service and secretaries shall consist of eight (8) hours worked between the hours of 7:30 a.m. and 5:30 p.m.

D. Deviations from the normal work week for employees, except shift employees, including a four-day, ten hour work schedule shall be allowed; provided, however, any deviation from the normal work week shall be mutually agreeable between the Employer and the employee involved.

5.1.1 The Custodian and the Utilities Inspector may work flexible work hours. Flex time as applied to this section means that the employee schedules his/her work within a week not to exceed forty (40) hours per week.

5.1.2 This section applies to Central Office Network Technicians, Customer Support Specialists (CSS), and Customer Service Representatives within the KPU Telephone Division:

A. A work week for Central Office Network Technicians and CSS's shall begin Sunday 12:01 a.m. and end Saturday, midnight, the same as a calendar week, and shall consist of

1. five (5) consecutive days of work at eight (8) hours per day from 8:00 a.m. to 4:30 p.m. of which one day worked may be Saturday or Sunday
or

2. four (4) consecutive days of work at ten (10) hours per day from 8:00 a.m. to 6:30 p.m. or from 11:00 a.m. to 9:30 p.m. of which one day worked may be Saturday or Sunday.

B. A work week for Customer Service Representatives shall consist of five (5) consecutive days of which one day worked may be Saturday for Customer Service Representatives hired subsequent to November 18, 2008. Employees filling the position of Customer Service Representative prior to November 18, 2008, will not be scheduled to work a Tuesday through Saturday work week.

Hours of work for employees filling the position of Customer Service Representative will be eight (8) consecutive hours per day between the hours of 7:30 a.m. and 5:30 p.m.

C. Central Office Network Technicians, Customer Support Specialists, and Customer Service Representatives may be re-assigned to another assignment with a two-week notification, except in cases of emergency. For the purpose of this section, an emergency will mean covering the assignment of another employee who is absent due to illness, injury, or bereavement.

D. All work performed by Central Office Network Technicians working a four/ten (4X10) schedule (5.1.2.2 above) shall be compensated at the double time rate for all hours worked in excess of ten hours in a day or 40 hours in a week.

E. All work performed by Customer Support Specialists working a four/ten (4x10) schedule (5.1.2.2 above) shall be compensated at the time and a half rate for all hours worked in excess of ten (10) hours in a day or forty (40) hours in a week.

F. Assignment of Schedules:

The Employer will assign the initial work schedules for Central Office Network Technicians and Customer Service Representatives; provided that when employee qualifications and abilities are equal an employee's seniority within the Telephone Division, Sales, Marketing and Customer Service Division shall prevail in either the Employer's initial assignment of schedules or the employees' request for a specific schedule.

5.2 Anytime an employee's work day schedule, including days off, is changed with less than one (1) weeks' notice, the employee shall be compensated at the overtime rate for the days which would have been considered the days off. The foregoing shall not apply to shift changes such as change from day shift to swing shift. The work week schedule for shift employees shall not exceed five (5) days on, with two (2) days off in seven (7). All shift employees shall have at least eight (8) hours of relief between shifts. Any shift employee not having an eight (8) hour break between shifts shall be paid the overtime rate for those hours falling during the eight (8) hour relief period. Travel time shall not be considered work time for purposes of this section. This rule shall not apply to employees in the job classifications of Custodian and Utilities Inspector.

5.3 Excluding part-time employees, all time worked by employees in excess of their normal work day or shift and all time worked by all employees covered by this Agreement in excess of forty (40) hours during any one (1) week shall be considered overtime. All time worked by part-time employees in excess of eight (8) hours per day shall be considered overtime.

5.4 Insofar as practical, overtime shall be divided as equally as possible among regular employees of the same job classification; provided, however, crew members working on projects will work scheduled overtime when practical.

5.5 The Employer may schedule overtime work to start before the beginning of the regular work day, provided that all employees concerned shall be notified no later than the end of their shift on the preceding work day. Employees so scheduled shall be paid at the overtime rate for such work.

5.6 When an employee covered by this Agreement is required to work two (2) or more hours after the regular quitting time without notice prior to their regular quitting time of the preceding day or is called back to work before 7:00 p.m., 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 at the overtime rate, and at intervals of not more than four (4) hours thereafter while continuing to work.

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.

If an employee is unable to take time to eat his meal or does not choose to eat his meal at that time, he is to be compensated an additional one-half (1/2) hour at the overtime rate.

5.7 Employees shall be notified by their regular quitting time of the preceding day of any scheduled overtime work. The employees shall bring and furnish their own meals to be eaten 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 employee'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, at the Employer's expense, provided that the work and lunch period are successive in nature.

5.8 Full-time employees shall be guaranteed a minimum of two (2) hours for scheduled overtime on employees' days off or holidays. Working scheduled overtime shall be voluntary.

ARTICLE 6 **COMPENSATION**

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

- 1) Effective November 1, 2021, Appendix A is restructured including dollar increases resulting from Moved Money.
- 2) For 2022, wages for all bargaining unit employees will remain fixed across the board, except for applicable step increases listed on the wage and grade table of the current Agreement.
- 3) Effective January 1, 2023, wage rates listed in Appendix A and B will be increased by 1.5%.

6.2 Shift employees assigned to the second or swing shift shall be paid a shift differential or premium of five percent (5%) over the regular hourly rate. Shift employees assigned to the third or graveyard shift shall be paid a shift differential or premium of seven percent (7%) over their regular hourly rate.

6.2.1 Central Office Network Technicians and Customer Support Specialists assigned to four (4) consecutive days of work at ten (10) hours per day from 11:00 a.m. to 9:30 p.m. shall be paid a shift differential or premium of 5% over the regular hourly rate.

6.3 All employees called to work outside of their normal work period shall receive a minimum of two (2) hours pay at the appropriate overtime rate. When work continues without interruption as a continuance beyond the normal work period, the minimum call-out pay in the preceding sentence shall not apply. The time starts from the call to the employee's residence and ends when the employee returns to shop headquarters.

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

A. Except for Foreman, a non-Journeyman employee who is assigned to perform the work of a higher rated classification, including a Management position 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. A Journeyman employee who is assigned to perform the work of a higher rated classification for four (4) or more hours shall be paid the applicable wage rate of the classification to which assigned. Assignment of an employee to a higher rated classification without an increase in pay shall be limited to bona fide training situations.

B. An employee who is assigned to perform the work of a higher rated classification will receive acting pay for wages only. Pension contributions will not be changed.

C. In order to meet the needs of service, it is agreed and understood that in the absence of an employee's regular Foreman, an employee who is qualified will be designated by the applicable Division Manager or Foreman to perform all duties and will be paid the applicable Foreman's wage as appropriate for hours worked.

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

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.

G. This section is not to be utilized for the purpose of moving non-journeyman to journeyman positions with the following exception:

1. Plant Service Clerks shall be allowed to perform the work of Testboard Person and this shall be considered a career path towards the Testboard classification.

6.5 Employees will receive a minimum of one (1) additional hour at the straight-time rate for each hour, or portion thereof, actually working under a helicopter. The ground crew will be furnished a radio with the helicopter's frequency while working with helicopters.

6.6 Premium pay for hotstick work will be allowed to crews, excluding flagmen, while working with such equipment on voltages in excess of 5,000 volts. Hotstick pay will be at twelve and one-half (12.5%) above the applicable hourly rate. Hotstick work will not include the opening and closing of switches, the removal and replacement of fuses, or the lifting and replacement of hot taps when hotline clamps are used.

6.7 All employees working sixty (60) feet above ground or higher shall be paid at the rate of double time while working at such height. This rule shall not apply when employees are working on the roofs of buildings, except where exceptional hazards exist.

6.8 When three (3) or more employees, including at least one journeyman, are working in a separate group or crew and supervision is not present, a journeyman shall be designated as a leadman and he or she shall be compensated at a rate of five percent (5%) above the employee's base wage rate.

6.9 There shall be no pyramiding or duplication of overtime and premium pay. There shall be no triple time or pay in excess of triple time in any situation, except as applies in Article 8, Section 8.3. For purposes of this section, shift differential pay, leadman or foreman pay shall be in addition to any high time, hotstick, or helicopter premium or overtime pay.

6.10 All overtime must be authorized by the Employer and shall be paid at the double time rate except for the following:

A. Overtime worked by employees in customer service and employees in clerical, professional positions assigned a pay grade shall be at the rate of time and one-half.

B. Overtime worked by powerhouse operators as operators shall be paid at the time and one-half rate. Overtime worked by powerhouse operators outside of operating and all unscheduled call-out work performed shall be paid at the double time rate.

C. Scheduled overtime worked by Water Division employees shall be paid at the rate of time and one-half. Unscheduled overtime worked by Water Division employees shall be paid at the double time rate.

D. All overtime worked by a Traffic Control Supervisor will be paid at the double time rate.

ARTICLE 7

SWAN LAKE

7.1 Notwithstanding other provisions of this Agreement, the terms and conditions of employment for employees assigned to the Swan Lake Hydroelectric facility are set forth as follows:

7.2 For purposes of compliance with the Fair Labor Standards Act, personnel assigned to the Swan Lake facility shall be assigned a workweek of four consecutive ten hour days in one workweek, immediately followed by four consecutive ten hour days in the next workweek, immediately followed by six consecutive days off. Swan Lake personnel shall work assigned ten-hour workdays at the straight time hourly rate. Any employee, who works in excess of ten hours in a work day or forty hours in a workweek, will be compensated at two times the straight time rate for all time worked above ten hours in a day or forty hours in a week.

7.3 Personnel will be paid in accordance with the hourly rate indicated in Appendix A. There will be a paid one hour minimum call-out time. Any additional call-outs which occur within one hour of an original call-out shall be compensated as part of, and not in addition to, the minimum call-out compensation of one hour. On holidays, personnel will receive their regular pay plus eight (8) hours of straight-time holiday pay and will not be required to work. There will be three (3) positions, a Foreman and two (2) Swan Lake Maintenance and Operations Persons.

7.4 Housing will be provided by the Employer for each of the resident employees. Electricity and heating oil will be provided by the Employer. The telephone services for the employee residences will be the responsibility of the employees, with the services and all long distance phone calls

billed directly to each employee. Furniture will be provided by the Employer and the Employer shall be the sole judge as to the amount, quality, and cost of any and all furniture furnished for the employee's use.

7.5 The Employer will provide minimal moving expenses and will expect some assistance in the form of the employees providing their own labor to move, as necessary. Employees will be reimbursed up to \$2,000 for actual moving expenses between Ketchikan and Swan Lake and from Swan Lake to Ketchikan.

7.6 Education provision for all dependents shall be the responsibility of the employee.

7.6.1 For safety purposes, children at Swan Lake shall be supervised by an adult and remain outside of work areas at all times.

7.7 The Employer shall furnish transportation to and from Ketchikan at the beginning and end of each shift for the employee and dependents, such as a wife or husband and unmarried children, stepchildren, or foster children who live with the employee and are dependent on the employee for principal support and maintenance. This shall include unmarried children who are attending school full-time, up to their 19th birthday. The employee and dependents must use the same flight to and from the site, otherwise they will be responsible for the expense. No other transportation will be provided by the Employer.

Transportation of necessary supplies, including groceries, shall be the responsibility of the Employer and contingent on prior approval. Arrangements for, and payment for said supplies shall be the responsibility of the employee, and must accompany the employee when going on or off duty. There will be no special flights for groceries and supplies.

7.8 The Employer shall provide a minimum of one (1) mail delivery per week in conjunction with crew changes.

7.9 Employees assigned to the Swan Lake Project for relief or special projects shall be furnished food not to exceed \$40.00 per day and lodging by the Employer. Other amenities may be provided at the discretion of the Employer based on the length of stay, requirements of the job and other requirements that the Employer may wish to consider.

7.10 Employees assigned to Swan Lake Special Projects:

A. Definition of special project: A project that requires personnel other than, or in addition to, the Swan Lake attendants with work taking place at or in the vicinity of Swan Lake, inclusive of the 115-KV transmission line.

B. Employees considered for assignment for Swan Lake special projects shall be given at least one (1) week prior notice, if possible. The personal obligations and commitments of employees shall be given full consideration prior to an assignment to Swan Lake. If possible, assignments shall be made on a voluntary basis.

C. In recognition of Swan Lake being a remote site, employees assigned to special projects at Swan Lake will be entitled to one (1) hour additional overtime pay per day for the duration of the special project. Employees shall be entitled to the additional compensation for work on a special project only when required to spend the night at Swan Lake.

7.11 If employees are unable to return to the work site because of inclement weather, they shall report to Bailey Powerhouse for another work assignment.

7.12 Employees assigned to Swan Lake may use their own boat for transportation to and from the facility. Employees using their own boat will travel on their own time and will assume all liability and responsibility for choosing to use their boat.

ARTICLE 8 **HOLIDAYS**

8.1 The following guaranteed paid holidays shall be recognized under this Agreement for full-time, part-time, shift and probationary employees:

New Year's Day	January 1
Martin Luther King Day	Third Monday in January
President's Day	Third Monday in February
Seward's Day	Last Monday in March
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Alaska Day	October 18
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Fourth Friday in November
Christmas Day	December 25

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. Chief Electric System Dispatcher and Electric System Dispatchers shall be allowed to work the holiday at the appropriate overtime rate and receive a floating holiday to be taken during the calendar year at a time approved by the Employer.

8.2 If a holiday falls during a regular employee's scheduled work week, the employee shall receive time off without loss of pay.

8.3 Work performed on holidays will be paid for at the appropriate overtime rate in addition to the regular day's pay.

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

ARTICLE 9 **VACATIONS**

9.1 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>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	31

9.2 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.

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

9.4 An employee may not accumulate more than fifty (50) days of accrued vacation credits as of the end of any calendar year. All employees shall be required to take a minimum of five (5) working days of vacation annually.

9.5 Vacations shall be scheduled by the Employer after consulting with the employees within each division and taking into consideration seniority.

ARTICLE 10

SICK PAY

10.1 Full-time employees shall accrue paid sick leave benefits at the rate of one (1) day from the date of hire for each month of continuous employment under this Agreement. Part-time employees shall accrue sick leave on a pro-rata basis, according to the number of hours worked.

10.2 Full and part-time employees shall be allowed to use paid sick leave at time of accrual.

10.3 Paid sick leave benefits shall accumulate from the date of hire.

A. Employees hired prior to August 28, 1992, shall be paid in cash upon termination of employment for unused sick leave up to sixty-five (65) days.

B. Employees in job classifications added to the Bargaining Unit on October 27, 1994, who were hired prior to August 28, 1992, shall be eligible for pay off of accrued but unused Sick Leave benefits on separation of employment, but only to the extent such benefits were provided for in the City of Ketchikan Personnel Rules, as of October 27, 1994. These provisions shall be summarized in a memorandum to be included in the employee's personnel file.

10.3.1 One hundred percent (100%) of accrued sick leave up to sixty-five (65) days will be paid in cases of death or bona fide retirement when an employee is eligible for retirement benefits. Any sick leave forfeited (not paid for) due to layoff will be reinstated when (if) the employee is re-employed by the Employer.

10.4 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. If such notification is not given, such absence may be charged to leave without pay.

10.5 The Employer reserves the right to require sickness to be supported by a doctor's certificate, provided that the employee has received counseling regarding absenteeism and that the

requirement of providing a doctor's certificate will apply. Unauthorized absences of any duration and abuse of sick leave shall be cause for discharge. Excessive absenteeism shall be cause for discharge. The Employer may make exceptions for extenuating circumstances.

10.6 Paid sick leave benefits shall be paid at the employee's current rate of pay for an illness or injury which has actually incapacitated the employee and prevented the employee from performing normal duties, or for absence due to illness in the employee's immediate family requiring the employee's personal attendance. Doctor or dental appointments shall be included as cause for sick leave.

10.7 In case of injury or ailment, which is covered by the Alaska Workers' Compensation Act, the Utilities will pay weekly to any employee disabled in the Utilities employment a sum equal to the difference between Workers' Compensation and the employee's net 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.

10.8 At the expiration of any period of sick leave, an additional period of up to ninety (90) days without pay shall be granted at the written request of the employee and the need for such sick leave must be proven by a doctor's certificate. Seniority rights shall be held by the employee until the expiration of any such period of leave without pay.

10.9 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 Employer 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 Employer 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 Utilities, 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 or loss of pay for follow-up medical treatments, during working hours, including but not limited to physical therapy arising from an injury or ailment, which is covered by the Alaska Workers' Compensation Act. Written verification of said medical treatment may be required.

10.10 When an employee is temporarily, partially disabled and as a result is unable to perform regular duties, the Employer will make a reasonable effort to assign light duty when available.

10.11 An employee shall notify his supervisor immediately, but no later than the end of his shift, in case of an accident or injury sustained on the job.

ARTICLE 11

SENIORITY

11.1 Seniority as used herein shall mean the length of continuous employment with 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 and have been transferred to regular status, seniority shall be dated from the date of hire.

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

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

11.2.2 Resigns from employment with the Employer.

11.2.3 Is Discharged.

11.2.4 Is temporarily laid off and fails to return to work within five (5) working 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.

11.3 Any layoffs shall be made in the inverse order of the seniority of the employees by job classification within each division, provided ability and qualifications are equal. However, the employee who otherwise would be laid off may, at his option, replace another employee of the lowest seniority in an equally or lower compensated job classification within the division, covered by this Agreement, provided that the employee exercising his bumping option meets the qualifications for that job. If thereafter, a vacancy in the same classification occurs, seniority, ability and qualifications of those on layoff status shall be considered when filling the vacancy. Temporary positions in a division in which one or more employees have been laid off during the preceding twelve (12) month period shall be offered first to the laid off employees who are qualified to perform the temporary work.

11.4 Excepting the positions of foreman and chief powerhouse operator, in the filling of new jobs, vacancies and in making temporary and permanent promotions, seniority, as defined in this Agreement, shall be given full consideration; and where ability and qualifications are equal, seniority shall prevail. For the purpose of this Agreement, ability and qualifications mean requirements that are pertinent to the job classification.

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

ARTICLE 12

LEAVES OF ABSENCE

12.1 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, except in the case of an emergency.

12.2 Leaves of absence without pay may be granted for periods of up to one hundred eighty (180) calendar days without loss of accrued benefits and seniority, provided that the employee must use accrued vacation/sick leaves before being placed on leave without pay status. In special cases, leaves of absence may be extended by mutual written agreement.

12.3 When 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, child, sibling, spouse, father-in-law, mother-in-law, or grandparents, 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.

12.4 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 of 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. 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 Employer.

12.5 An 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 benefit 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 Utilities. Union business shall not be conducted on the Utilities' time. Upon expiration of the leave of absence, the employee shall be reinstated to the first available opening in the employee's former classification.

12.6 An employee may be authorized a maximum of five (5) days leave of absence by a Division Head.

12.7 Employees attending conferences, seminars or workshops, on behalf of the Union, will be allowed to take leave without pay. Employees taking leave without pay for union business do not have to use accrued leave prior to being placed on leave without pay status.

ARTICLE 13

JURY DUTY/WITNESS DUTY

13.1 Employees who are called to serve on jury duty, shall be compensated by the Employer for the difference between their jury duty pay and their normal straight-time pay. If the employee is temporarily or permanently excused from jury duty, the employee shall promptly return to work.

13.2 Employees who are subpoenaed to testify in court on a matter directly related to their performance of work for the Employer shall be compensated by the Employer for the difference between their witness pay and their normal straight-time pay. If the employee is temporarily or permanently excused from witness duty, the employee shall promptly return to work.

ARTICLE 14

TRAINING

14.1 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 may 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.

14.2 In order to receive reimbursement for training, employees must request and receive prior approval from the Employer and must satisfactorily complete the course with a grade C or better. Upon completion of the approved course, the employee may submit a request for reimbursement, together with receipt of tuition and books, to the department head who will process the request for payment. All usable books and other materials received as a part of Employer-funded courses shall be the property of the Employer, and shall be available in applicable departments for use by employees. Such education must be identified in the employee's performance evaluation and must be coordinated through the Personnel Department.

14.3 When assigned to a school or training facility by the Utilities, employees will not suffer a loss in wages. If schooling is taken out of town or it is necessary to travel out of town at the Utilities insistence, room and board will be reimbursed upon presentation of proper receipts, and transportation shall be taken care of in advance by the Utilities. When travel is required by the Employer on an employee's regularly scheduled day off, the employee shall receive compensation at the employee's regular straight time hourly rate for actual travel time, not to exceed eight (8) hours.

14.4 Training is provided to improve the quality and quantity of the Employer's services and the Employer is entitled to a return on its investment. As a result, it is expected that employees receiving Employer-funded courses will not quit Utilities employment for at least one (1) year after receiving such training, and those employees doing so will reimburse the Employer for its training expenses except in cases of extenuating circumstances. No claim will be made for more than \$5,000 for actual course costs including travel, food and lodging, and the claim will be reduced monthly on a prorated basis.

14.5 The Employer shall be a signatory participant in the Alaska Electrical Joint Apprenticeship and Training Committee. Such participation shall cover apprenticeship positions in the Employer's Electric and Telephone Divisions. The cost to the Employer shall be ten cents (\$0.10) per compensable hour from January 1, 2007 and thereafter in contributions to Alaska Electrical Joint Apprenticeship and Training Committee. The Employer shall not be required to employ more than one (1) apprentice at the same time, whether the apprentice is in the Electric Division or the Telephone Division and the Employer is encouraged to work with the Alaska Electrical joint Apprenticeship and Training Committee to create a pool of applicants from the Ketchikan or Southeast Units for future apprentice employment opportunities.

The employer will make contributions to the AJEATT based on employees only in the Electric Division. The employer will make contributions based on the employees in the Telephone Division only when employing Telephone Apprentices.

14.6 The selection of apprentices for the Utilities shall be on a non-discriminatory basis and shall not be based on, or in any way affected by, Union membership, bylaws, rules, regulations, constitutional provisions, or any other aspect or obligation of Union membership, policy, requirement, race, creed, color or sex. The Employer and the Union shall follow the selection procedure as set forth by the Alaska Electrical Joint Apprenticeship and Training Committee. Notwithstanding, it is mutually agreed that initial recruitment or applicants shall be in accordance with the AJEATT Registered Standards with the intent to utilize the Geographic Recruitment Policy therein.

14.7 No new apprentices shall be placed on the payroll of the Utilities until such time as the ratio of journeymen (including foremen) to apprentices in each subdivision reaches one (1) apprentice to each two (2) journeymen.

14.8 All indentured apprentices working for the utility shall remain on paid leave status while attending AJEATT schools. Paid leave status for purposes of this section shall include wages, benefits and leave accruals based on an eight (8) hour day; forty (40) hour week.

14.9 For the apprentice to maintain pay and benefit status with the City while undergoing required training, he/she will be required to sign an agreement between the City, IBEW and apprentice with the following stipulations:

- (a) Funds paid to the apprentice, including wages and benefits, will be tracked while undergoing required training at approved AJEATT schools.
- (b) Upon receiving a journeyman status, the employee agrees to work for the City as a journeyman for the following three (3) years.
- (c) If upon receiving a journeyman status the employee elects to leave employment with the City prior to the completion of the three (3) year period noted in 14.9 (b) he/she will be required to reimburse the City for wages and benefits, paid under the terms set forth above. One thirty-sixth (1/36) of the cost will be written off upon the completion of each month of the first three (3) years employed as a journeyman.

14.10 The parties recognize that new or additional positions may be created due to changes in technology and business practices. The parties also recognize that some existing positions may be eliminated or reduced in number due to changes in technology or business practices. The Employer shall endeavor to anticipate such changes, and if the Employer has determined that certain regular employees are about to be laid off as a result of such changes and if the Employer has determined that there are new or additional positions that could be filled by those employees, the Employer shall offer those positions to those employees if they are qualified and able to perform the work. If such regular employees are not then qualified and able to perform the work but could become so within six (6) months as a result of on-the-job training, the Employer shall offer on-the-job training to those employees and compensate them at 50% of the otherwise applicable rate for the first three (3) months of on-the-job training and at 75% of the otherwise applicable rate for the second three (3) months, plus benefits. Thereafter, if qualified and able to perform the work, the employee shall be retained in the position at 100% of the applicable rate, plus benefits. The Employer shall be the sole judge as to the ability of the employee to perform new duties, and may extend the 75% rate for an additional amount of time not to exceed six (6) months, provided the Employer has performed a written performance evaluation indicating the areas of improvement required before the employee is taken off probation and placed at 100% of the rate of pay for the position. During the first six months of on-the-job training, plus the six (6) months immediately following the six-month training period, the employee shall be employed subject to demonstrating requisite skills in the classification. Subject to the Employer's approval, an employee may volunteer to enter the on-the-job training program to qualify for a new classification. The above shall be accomplished within the financial capabilities of the Employer, as determined by the General Manager.

ARTICLE 15

MEDICAL BENEFITS

15.1 Effective January 1, 2021 the Employer shall pay \$2,067.22 per month per eligible employee toward the cost of benefits provided by the Alaska Electrical Health and Welfare Plan. In addition, for any premium increases effective on or after January 1, 1996, the Employer shall pick up the entire cost of any premium increase of five percent (5%) or less. The Employer and employee shall share equally in the cost of that portion of any premium increases over five percent (5%), up to a maximum of ten percent (10%). The employee shall pay for that portion of any premium increase which exceeds ten percent (10%).

To be eligible for benefits provided by the Alaska Electrical Health and Welfare Plan, an employee must be regularly assigned twenty-five (25) hours or more per work week.

As soon as practicable following the ratification of this Agreement, the Employer shall offer premium-only tax savings plan as allowed under Section 125(G) of the Internal Revenue Service ("IRS") Code.

As soon as practicable following the ratification of this Agreement, the Employer shall offer premium-only tax savings plan as allowed under Section 125(G) of the Internal Revenue Service ("IRS") Code.

15.2 A yearly complete physical examination is offered to regular employees upon request. Such examination may be required and made compulsory if deemed advisable by the Utilities. Maximum payment allowable for the physical examination will be \$75 if taken in Ketchikan and \$100 if taken elsewhere. If physical examination is required and is made compulsory by the Employer, the Employer will pay costs in excess of the employee's insurance coverage as verified by an Explanation of Benefits (EOB). Transportation, food, and lodging will be paid at the Federal per diem rate by the Employer if the Employer requests that the employee take a physical examination outside of Ketchikan. In the event that any employee fails to pass a physical examination and such employee is denied employment by the Utilities as a result of such physical examination, the results shall be evaluated by one (1) representative from the Union and one (1) representative from Management. If the Utilities and the Union fail to agree, the opinion of another doctor, chosen by Management and Union, will prevail. The Utilities and the Union will defray the cost of the additional physical examination as other arbitration costs as outlined in the grievance and arbitration article.

ARTICLE 16

RETIREMENT PLAN

Article 16 – Retirement Plan

16.1 KPU shall make contributions to the Alaska Electrical Pension Plan (AEPP) on behalf of regular Employees covered by the Agreement at the following rates:

2021 Effective November 1, 2021, KPU will contribute to the Electrical Pension Plan an amount equivalent to fifteen percent (15%) of each employee's compensable hours not to exceed eight dollars (\$8.00) each compensable hour.

2022 Effective January 1, 2022, KPU will contribute to the Electrical Pension Plan an amount equivalent to sixteen and one half percent (16.5%) of each employee's compensable hours not to exceed nine dollars and fifty cents (\$9.50) dollars each compensable hour.

2023 Effective January 1, 2023, KPU will contribute to the Electrical Pension Plan an amount equivalent to eighteen percent (18%) of each employee's compensable hours not to exceed eleven dollars (\$11.00) each compensable hour.

Because these retirement contributions above reflect a change in the basis for contributing to employee retirement, no employee will have a reduction in his/her employer contribution received under the rules of the prior Collective Bargaining Agreement.

For the purpose of computing the Employer's contribution, compensable hours shall include all straight-time and overtime hours, and any combination of vacation, holiday, sick leave, jury duty, and funeral leave for which the employee receives compensation, except when those benefits are paid on termination of employment.

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

ARTICLE 17

LABOR-MANAGEMENT COMMITTEE

17.1 A Labor-Management Committee, consisting of three (3) regular representatives from management, and three (3) representatives from the employee group will meet during working hours no less than quarterly or as mutually agreed. The primary activities of this committee will include: contract interpretation, pre-grievance discussions of operating problems, method improvement, public relations and other mutually agreed topics.

17.2 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 Employer and the Union, alternately, at each meeting.

17.3 When a new job classification is established or the content of an existing job classification has changed, the Employer will prepare a draft job description assigning the duties and responsibilities involved. Before the new or revised job description is advertised, a copy will be sent to the Union Business Representative.

ARTICLE 18

EMPLOYMENT PRACTICES

18.1 Except as required by the Employer, a day shift employee who has been called back on duty for five (5) or more hours after 8:00 p.m. shall not report to work the next day following until the employee has had ten (10) 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 first ten (10) hours of relief; and, provided further, if such employee does not report for work immediately following such ten (10) 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 first eight (8) hours of relief. Employees required to work during their first eight (8) hours of relief will be paid at their appropriate overtime rate.

18.1.1 Except as required by the Employer, a day shift employee who is called back on duty for less than five (5) hours between 10:00 p.m. and 6:00 a.m. is eligible for one (1) hour of paid rest for each hour worked at the straight time rate during this eight (8) hour period. Said employee shall delay reporting to work for their next regularly scheduled shift for said hours of rest; provide however if the employee is required to work during said rest hours, they shall be compensated at their appropriate overtime rate.

18.2 An employee may exchange a scheduled day off for another day if the employee's division head and the other affected employee agree.

18.3 If an employee's personal tools or rain gear are destroyed or damaged while used in the performance of assigned duties or while stored on the Employer's premises or carried in the Employer's equipment, the Employer will replace or repair such tools or rain gear at no expense to such employees upon return of destroyed or damaged tools or rain gear. The foregoing shall also apply when such tools or rain gear are stolen while on or in KPU property if evidence of forcible entry or other physical evidence of theft is presented and the employee has filed a timely complaint with the police department.

18.4 The Employer shall furnish a room with lockers for clothes, tools, etc., and facilities for draping clothing and equipment. The Employer shall also furnish the cost of job related coveralls, rain gear, rubber boots, or other protective clothing for regular full-time employees not to exceed \$630.00 for the period of January 1, 2015 through December 31, 2017, per employee, except Powerhouse Operators, Secretarial and Administrative personnel, Testboard, Plant Service Clerk, CADD Operator, Assistant Plant Service Clerk/CADD Operator, Customer Service and Central Office. Said \$630.00 shall be included in an eligible employee's paycheck within three (3) pay periods subsequent to ratification and final signing of this Agreement.

Linemen, Wiremen and Metermen shall be provided fire resistant garments as required under OSHA 1910.269. The Employer shall furnish fire retardant rain gear for the linemen wiremen and metermen and have Kevlar jackets available at the substations.

18.5 All employees shall travel shop to shop on the Employer's time and in Employer's vehicles and shall report at shop headquarters in which they are regularly employed. Employees shall not haul tools or material in their own vehicles.

At lunch time, if employees are reasonably close to a lunch room on the employer's premises or where a lunch is available, the Employer may allow employees the use of the Employer's vehicle to travel to and from lunch, provided the employees' travel will be on their own time.

If the Employer and employees involved mutually agree in writing, employees may work through the meal period.

18.6 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 employees may be assigned to other work or participate in training and instruction pertinent to their employment, including first aid, safety and hotstick work.

18.7 An employee who is laid off or discharged by the Employer shall receive all accrued earnings less any personal obligations owed the Employer at the time the layoff or termination occurs. An employee who resigns shall receive, at the time of resignation, all accrued earnings less any personal obligations owed the Employer, provided the employee has given a minimum notice of two (2) weeks. If

the employee is terminated and the employee owes for educational benefits, as described in Section 14.4, the employee shall not be obligated to pay the balance of the debt to the Employer.

18.8 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 employee's time card shall be made available for inspection if requested by the employee or an authorized Union representative.

18.9 The Utilities will issue paychecks by the 5th and 20th of each month for wages due for the preceding semi-monthly pay period. If the 5th or 20th falls on a holiday or weekend, pay checks will be issued by the last working day that precedes the 5th and 20th. Management will comply with employee requests regarding payroll related items such as payroll deductions, information on paycheck stubs, pay advances, etc. The paychecks will show hours worked at the correct rate of pay, including shift differentials and overtime. Employees are entitled to receive a maximum of one (1) advance paycheck each calendar year. This advance will be made within five (5) days after receipt of a written request from the affected employee and will include pay for properly approved annual leave that will be taken during the current or next following pay period. No leave will be paid in excess of the amount accrued. Vacation time, when paid, will be at the current rate of pay.

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

18.11 In case of occupational injury, 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.

18.12 All framing and handling of poles, boring and fitting of crossarms, or making guys on the job or at any pole yard or warehouse shall be done by journeyman linemen or combination person assisted by apprentices.

18.13 If important changes are made in any job, either from an equipment operation or responsibility standpoint, then such job shall be reviewed for reclassification by mutual agreement between Ketchikan Public Utilities and the Union. If new job classifications are created in divisions covered by this Agreement that would not otherwise be excluded from the bargaining unit pursuant to the recognition clause contained herein, the Employer and Union will bargain in good faith about the wages, hours and working conditions to apply to the new classification. Such negotiations shall occur prior to the hiring of the position.

18.14 The Employer shall endeavor to have at a minimum two (2) regular foreman positions and one (1) chief powerhouse operator position in the Electric Division, two (2) regular foreman positions in the Telephone Division, and one (1) regular foreman position in the Water Division. No hotstick work, as defined in Section 6.6, will be performed without foreman supervision.

18.15 Employees may engage in occupations or outside activities as long as it does not interfere with their job duties or create a conflict of interest. Denial or restriction of outside activities shall be subject to the grievance procedure contained herein.

18.16 If an employee is subjected to abusive or offensive action or language by the general public or customer, the employee may request that his supervisor take care of the situation.

ARTICLE 19

SAFETY

19.1 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. All necessary rubber equipment for the protection of employees working on or in the close proximity of live equipment is to be furnished by the Employer and shall be used by the employees' at all appropriate times. Hip boots will be furnished by the Employer when necessary. Journeymen Linemen and apprentices will furnish their own cutting pliers and skinning knives. Journeyman Wiremen will furnish their own pocket tools. The Employer will furnish such safety straps, as may be necessary and all other tools. Equipment and tools will generally be stocked and issued from the warehouse, subject to controls established by Management. Pocket tools provided by the Employer will be returned along with other KPU property such as keys, etc., upon termination of employment, or the cost of such items will be deducted from the employee's last pay check.

19.2 Both Employer and employees are required to comply with the Alaska Occupational Safety and Health Act (OSHA), as set forth in AS 18.60.010 – AS 18.60.105. Pursuant to AS 18.60.075(a) and AS 18.60.075(b), as may be amended from time to time, it shall be the responsibility of both the Employer and employees to undertake all work in a safe and proper manner. Subject to AS 18.60.077 and AS 18.60.081, the National Electric Safety Code and OSHA regulations adopted by the State of Alaska for electrical work, telecommunications and related activities (Telecommunications Code Subchapter 3, Article 2 and 29 CFR part 1910) shall serve as the standard.

19.3 When any work is being done in a manhole, the applicable Safety Code shall apply. When any work is being done on high voltage, the applicable Safety Code and State laws shall apply.

19.4 A safety and first aid program will be maintained.

19.5 Safety or prescription safety eyeglasses and frames broken as a result of job related activities will be replaced at Employer expense, providing proof of loss or breaking of glasses in the course of employment is furnished.

19.6 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 (4) committee members shall be appointed by the Union from among its members.

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.

The parties agree that this Section is not intended to replace or eliminate the monthly divisional/departmental safety meeting held within the KPU and COK bargaining units.

19.7 Transformers, oil circuit breakers, sectionalizers, voltage regulators, and other such electrical apparatus shall be tested, repaired, and maintained by qualified journeymen who may be assisted by apprentices, if practical and available.

19.8 All outside transmission and distribution switching not operated by remote control shall be performed by journeyman linemen or meter relay controlmen.

19.9 Tree trimming along rights-of-way of transmission and distribution lines and substations where there is a possibility of contact with the line shall be done by Journeyman Linemen.

19.10 When working on energized circuits of 480 volts or greater, two (2) journeymen shall be assigned to the job. A qualified apprentice may be assigned instead of one of the journeymen. One of them shall serve principally as a standby person to render assistance in case of an accident. In most cases, when working in pairs, they shall not work simultaneously. All mobile units with manlift equipment shall carry two (2) journeymen when working on energized conductors of over 750 volts. Foremen, if present, shall be considered as journeymen for the purpose of this Section.

19.11 The Employer and employees shall be responsible for carrying out safety practices. They shall see that all first aid kits are kept properly supplied and in clean and good condition, and that all protection devices for handling high voltages are kept in good condition. Rubber gloves shall be subjected to the appropriate testing according to OSHA and industry standards and shall be kept clean, dusted with talcum powder and carried in a suitable bag provided for that purpose only. Hand tackle shall be kept in good repair.

19.12 All telephone aerial manlifts will have a safety man assigned when working in close proximity to voltages of 240 volts and greater, when traffic in both directions must, for a limited distance, use a single lane, and when freezing or other hazardous weather conditions require.

19.13 No employee shall be required to work voltages in excess of 5,000 volts with rubber gloves.

19.14 No employee shall be required to transfer from helicopter directly to a transmission tower. Helicopters shall transport an employee from ground level to ground level and towers will be climbed.

19.15 Proposals for switching rules and switching safety practices shall be referred to the safety committee and subsequently their recommendation approved in writing by the General Manager.

19.16 Drug/Alcohol Testing: IBEW, Local 1547 and the City of Ketchikan d/b/a Ketchikan Public Utilities maintain a firm joint commitment to ensure a drug-free workplace, and to comply with applicable laws and regulations for employees in positions requiring commercial drivers' licenses, and a policy of pre-employment testing and reasonable-suspicion testing for positions that do not require commercial drivers licenses, as outlined in Sections 8.1 and 8.4 of the "*City of Ketchikan and City of Ketchikan d/b/a Ketchikan Public Utilities, Drug and Alcohol Testing Policy pursuant to U.S. Department of Transportation Regulations for Employees in Positions Requiring Commercial Drivers Licenses, Effective January 1, 2003.*"

ARTICLE 20

NO STRIKE – NO LOCKOUT

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

20.2 Under normal conditions, it is agreed that nothing in this Agreement shall be interpreted as requiring members of the Union to work behind another labor organization's lawful picket line recognized by IBEW, Local 1547. However, it is mutually agreed that all essential services will be maintained by employees without interruption.

ARTICLE 21

GRIEVANCE AND ARBITRATION

21.1 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.

21.2 Step I – Division Head. Any employee shall first discuss any grievance with his or her Division Head within five (5) working days after the grievance arose. The employee may be accompanied by his or her steward.

21.3 Step II - General Manager. 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 General Manager, or designee 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. The General Manager or designee will, within seven (7) working days of receipt of the written grievance, hold a meeting with the employee and a Union Representative for the purpose of resolving the grievance. The General Manager or designee shall respond in writing within seven (7) working days of the Step II meeting.

21.4 Step III - 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 II 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 (1) 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 the limits of authority stated below. The parties shall use their best efforts to minimize the costs.

21.5 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 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. 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 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.

21.6 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.

21.7 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 and such failure shall constitute a bar to any future actions thereon. The grievance shall automatically progress to the next step and not be deemed waived if the Employer (or his designee) 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.

21.8 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.

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

ARTICLE 22

UNION REPRESENTATIVES

22.1 The Union's Business Representative shall appoint no more than one (1) Shop Steward for each Division and Subdivision and shall 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.

22.2 Shop Stewards shall perform work for the Employer to the same extent as other employees. After giving notice or having made an appointment, Shop Stewards or other 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.

22.3 The Utilities shall furnish bulletin boards for the use of the Union in posting officially signed Union bulletins.

22.4 The Union reserves the right to discipline its members for any violation of any of its laws, rules and agreements.

22.5 The Employer shall have the right to transfer employees covered by the current Collective Bargaining Agreement (CBA) to a third party, whether by sale, transfer, privatization, or any other legal means. However, as a condition of such sale, transfer, privatization, or any other legal means, (KPU) is obligated to require the third party acquiring said properties, to agree in writing to both KPU and IBEW, Local 1547 (Union) to:

- A. Recognize the Union as the collective bargaining representative of all transferred employees;
- B. For the duration of the CBA agree to not lay-off transferred employees and honor all terms and conditions of the CBA.

ARTICLE 23

UNION SECURITY

23.1 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 offices of the Union the membership dues, working assessments and other lawful charges 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, copies of which shall be provided by the Employer. The Employer will not be held liable for deduction errors, but will make proper adjustments with the Union for errors as soon as practicable. The Union will hold the Employer harmless for any action taken at the written direction of the Union pertaining to this Article.

23.2 During the term of this Agreement, the Employer shall deduct \$7.00 per pay period from the wages of employees covered by this Agreement and pay monthly 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 attorneys fees, costs of suit, fines or other penalties.

23.3 IBEW Hardship and Benevolent Fund (IHBf). If a majority of Bargaining Unit Employees working under the KPU Collective Bargaining Agreement elect to participate in the IBEW Hardship and Benevolent Fund, the Employer shall, beginning the first pay period following notice of the 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.

ARTICLE 24

NONDISCRIMINATION

24.1 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, sex 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 III of the grievance procedure of this Agreement if the grievant has also filed a charge or claim with an administrative agency or court of law, 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 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.

24.2 For the purpose of this Agreement, where the male gender is used, it shall mean to cover both male and female employees.

ARTICLE 25

GENERAL PROVISIONS

25.1 Any and all Agreements, previously entered into by the parties hereto are in all things mutually cancelled and superseded by this Agreement.

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

25.3 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.

25.4 Should any article, section or provisions herein contained be rendered or declared invalid by reason of any existing or subsequently enacted statute 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 26

TERM OF AGREEMENT

26.1 This Agreement shall become effective November 1, 2021, and shall continue in full force and effect through and including 11:59 p.m. December 31, 2023, 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, which date shall not be earlier than the date of expiration, 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
the 28th day of APRIL, 2022.

ATTEST:

Taylor Lee for

Kim Stanker
City Clerk

City of Ketchikan d/b/a
KETCHIKAN PUBLIC UTILITIES:

Lacey Simpson
Lacey Simpson

Acting KPU General Manager

Marie Miller

Marie Miller
Human Resource Manager

Jerry Gates

Jerry Gates
KPU Representative

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

Marcie Obrenski

Marcie Obrenski
Business Manager

Robert Stamm

Robert Stamm
Assistant Business Manager

IBEW Negotiating Committee:

John Milner
John Milner

Yelena Rikova
Yelena Rikova

Tina Bredehoft
Tina Bredehoft

Sven Westergard
Sven Westergard

Von Danskin
Von Danskin

Nick Kufner
Nick Kufner

Garry Garrison
Garry Garrison

KPU COMPENSATION SCHEDULE APPENDIX A

STEP ADVANCEMENT

Employees shall progress through the salary schedule by advancing one step every six 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 semiannually 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 be eligible for two step increases.

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 and 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 advance one step on the wage schedule.

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 provides a salary increase of at least four (4) percent.

**KETCHIKAN PUBLIC UTILITIES
APPENDIX B**

TEMPORARY EMPLOYEES

Wages and Benefits

1. Temporary employees working in classifications other than those listed in paragraph 2 below shall be paid at the applicable rate set forth in Appendix A.
2. Temporary employees working in the following IBEW Inside/Outside classifications shall be paid at the applicable pay rate set forth in Appendix A and the Employer shall make health and welfare and retirement contributions at the same rate as those made for regular employees. IBEW Inside/Outside classifications are: Foreman, Journeyman Lineman, Journeyman Wireman, Journeyman Technician, Groundman, Cable Splicer, Powerman, Equipment Operator and Apprentices.

**Memorandum of Understanding
Between
Ketchikan Public Utilities
And
IBEW, Local 1547**

The intent of this Memorandum of Understanding is to provide a means of addressing call-out response for Electric Division Linemen.

The parties understand the following applies to circumstances that may require stand-by for journeymen linemen.

In the event there are two (2) occasions in a fiscal quarter where Journeymen Linemen do not respond to a call out, the labor/management committee will meet to consider the reasons for such non-response. If there is a third non-response during the fiscal quarter, the employer may apply the follow stand-by provisions:

Employees shall be paid one-hour of time at the appropriate overtime rate for each day while on stand-by for weekdays and one and one-half hour of time at the appropriate overtime rate for each day while on stand-by for closed holidays and for weekend days.

Stand-by time is 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 on stand-by status unless he/she has previously been, at least forty-eight (48) hours in advance, informed by his/her supervisor or department head of the assignment.

- A. An employee who is called to work while on stand-by shall receive stand-by pay or pay in accordance with section 6.3, Article 6, Compensation, of this Agreement, whichever pay is greater.
- B. Stand-by duty requires the employee so assigned to:
 - Be available for the Utility to contact at all hours by a communications device designated and provided by the Utility.
 - Respond immediately to calls for service, and
 - Refrain from activities which might impair his / her ability to perform assigned duties should he / she be called out.
- C. An employee may exchange stand-by time with another employee if the Supervisor and the affected employee agree. Notification of the proposed change must be made at least twenty-four (24) hours in advance except for emergencies.

Upon implementation of stand-by time, the labor/management committee shall meet as necessary to review outstanding issues causing the non-response. The committee shall function consistent with Section 17.2 of the Collective Bargaining Agreement and may make recommendations to the Utility to address issues causing call-out non-response.

_____/_____
For the Union Date

_____/_____
For the Employer Date

Prepared: March 22, 2022

<p style="text-align: center;">Appendix A KETCHIKAN PUBLIC UTILITIES Job Classification and Hourly Pay Rate</p>

Position Name	Nov. 1, 2021 Pay Rate	Jan. 1, 2023 1.5% COLA
Electric Division:		
Journeyman Lineman	57.22	58.08
Journeyman Lineman Foreman	64.37	65.34
Electric System Dispatcher	50.47	51.23
Chief Electric Systems Dispatcher	56.78	57.63
Relief Electric Systems Dispatcher	50.47	51.23
Electric System Dispatch Apprentice/Trainee	34.63	35.14
Meter Relay Controlman	52.99	53.78
Meter Relay Control Technician	50.47	51.23
Journeyman Meterman	50.47	51.23
Journeyman Power Plant Mechanic	50.47	51.23
Journeyman Power Plant Mechanic Foreman	56.78	57.63
Journeyman Wireman/Electrician Foreman	56.78	57.63
Journeyman Wireman/Electrician	50.47	51.23
Journeyman Plant & Fleet Maintenance Technician	50.47	51.23
Maintenance Man	39.87	40.47
Senior SCADA Technician	44.07	44.73
SCADA Technician	41.97	42.60
Apparatus & Substation Technician	60.08	60.98
Meter Reader	27.29	27.70
Warehouse Person		
0-2080 Hours Worked	29.39	29.83
2081 - 4160 Hours worked	33.58	34.08
After 4160 Hours Worked	37.78	38.35
Warehouse Person/General Laborer		
0-2080 Hours Worked	29.39	29.83
2081 - 4160 Hours worked	31.48	31.95
After 4160 Hours Worked	33.58	34.08
Lineman Apprentice		
0-1000 Hours	36.24	36.78
1000-2000 Hours Worked	40.43	41.04
2000-3000 Hours Worked	42.54	43.18
3000-4000 Hours Worked	44.64	45.31
4000-5000 Hours Worked	46.73	47.43
5000-6000 Hours Worked	48.83	49.56
6000-7000 Hours Worked	50.92	51.68
7000-8000 Hours Worked	53.03	53.83

Prepared: March 22, 2022

Appendix A
KETCHIKAN PUBLIC UTILITIES
Job Classification and Hourly Pay Rate

Position Name	Nov. 1, 2021 Pay Rate	Jan. 1, 2023 1.5% COLA
Telephone Division:		
Outside Plant Foreman	47.22	47.92
Inside Plant Foreman	54.94	55.76
Journeyman Central Office Network Technician	48.84	49.57
Journeyman PBX Installer Repair Person	48.84	49.57
Journeyman Cable Splicer	44.07	44.73
Journeyman Combination Technician	41.97	42.60
Plant Clerk		
0-2080 Hours Worked	27.29	27.70
2081 - 4160 Hours worked	28.34	28.77
4161 - 6240 Hours worked	29.39	29.83
6241 - 8000 Hours worked	31.48	31.95
After 8000 Hours worked	33.58	34.08
Warehouse Person		
0-2080 Hours Worked	29.39	29.83
2081 - 4160 Hours worked	33.58	34.08
After 4160 Hours Worked	37.78	38.35
Warehouse Person/General Laborer		
0-2080 Hours Worked	29.39	29.83
2081 - 4160 Hours worked	31.48	31.95
After 4160 Hours Worked	33.58	34.08
Telephone Apprentice		
0-1000 Hours	20.99	21.30
1000-2000 Hours Worked	25.18	25.56
2000-3000 Hours Worked	27.28	27.69
3000-4000 Hours Worked	29.38	29.82
4000-5000 Hours Worked	31.48	31.95
5000-6000 Hours Worked	33.58	34.08
6000-7000 Hours Worked	35.67	36.21
7000-8000 Hours Worked	37.77	38.34
Engineering Technician -Telephone - Grade 253 Step A - A-R - \$0.60 MM		
	25.91	Grade Table
Engineering Technician -Telephone - Grade 253 Step R - A-R - \$0.60 MM		
	33.35	Grade Table
Tariff Specialist - Grade 254 Step A - A-R - \$0.60 MM		
	26.54	Grade Table
Tariff Specialist - Grade 254 Step R - A-R - \$0.60 MM		
	34.19	Grade Table
Access Rate Specialist - Grade 254 Step A - A-R - \$0.60 MM		
	26.54	Grade Table
Access Rate Specialist - Grade 254 Step R - A-R - \$0.60 MM		
	34.19	Grade Table
IPTV Camera Technician - Grade 254 Step A - A-R - \$0.60 MM		
	26.54	Grade Table
IPTV Camera Technician - Grade 254 Step R - A-R - \$0.60 MM		
	34.19	Grade Table
Telecom Sr. Customer Support Specialist - Grade 251 Step A - A-R - \$0.60 MM		
	24.66	Grade Table
Telecom Sr. Customer Support Specialist - Grade 251 Step R - A-R - \$0.60 MM		
	31.76	Grade Table
Telecom Customer Support Specialist - Grade 247 Step A - A-R - \$0.60 MM		
	22.37	Grade Table
Telecom Customer Support Specialist - Grade 247 Step R - A-R - \$0.60 MM		
	28.80	Grade Table
Accounting Technician - Grade 243 Step A-C - No MM		
	\$20.25-\$20.86	Grade Table
Accounting Technician - Grade 243 Step D-R - \$0.60 MM		
	\$21.18-\$26.10	Grade Table

Prepared: March 22, 2022

Appendix A
KETCHIKAN PUBLIC UTILITIES
Job Classification and Hourly Pay Rate

Position Name	Nov. 1, 2021 Pay Rate	Jan. 1, 2023 1.5% COLA
Customer Service Division:		
Credit Coordinator - Grade 252 Step A - A-R - \$0.60 MM	25.28	Grade Table
Credit Coordinator - Grade 252 Step R - A-R - \$0.60 MM	32.57	Grade Table
Customer Sales Representative - Grade 244 Step A - No MM	20.78	Grade Table
Customer Sales Representative - Grade 244 Step B - R - \$0.60 MM	\$21.09-\$26.75	Grade Table
Customer Solutions Specialist - Grade 247 Step A - A-R - \$0.60 MM	22.37	Grade Table
Customer Solutions Specialist - Grade 247 Step R - A-R - \$0.60 MM	28.80	Grade Table
Sr. Customer Solutions Specialist - Grade 251 Step A - A-R - \$0.60 MM	24.66	Grade Table
Sr. Customer Solutions Specialist - Grade 251 Step R - A-R - \$0.60 MM	31.76	Grade Table
Billing Systems Analyst - Grade 255 Step A - A-R - \$0.60 MM	27.21	Grade Table
Billing Systems Analyst - Grade 255 Step R - A-R - \$0.60 MM	35.05	Grade Table
Water Division:		
Journeyman Waterman	38.62	39.20
Journeyman Waterman Foreman	43.86	44.52
Water Division Apprentice/Trainee		
0-2000 Hours Worked	23.93	24.29
2000-4000 Hours Worked	27.70	28.12
4001-6000 Hours Worked	31.06	31.53
6001-8000 Hours Worked	34.83	35.35
All Divisions		
Utilities Inspector - Grade 260 Step A - J - \$0.60 MM	\$30.80-\$35.22	Grade Table
Utilities Inspector - Grade 260 Step K-R - No MM	\$35.75-\$39.69	Grade Table
Engineering Technician - Grade 253 Step A - A-R - \$0.60 MM	25.91	Grade Table
Engineering Technician - Grade 253 Step R - A-R - \$0.60 MM	33.35	Grade Table
GIS Analyst - Grade 255 Step A - A-R - \$0.60 MM	27.21	Grade Table
GIS Analyst - Grade 255 Step R - A-R - \$0.60 MM	35.05	Grade Table
Secretary I - Grade 239 Step A-I - No MM	\$18.37-\$20.70	Grade Table
Secretary I - Grade 239 Step J-R - \$0.60 MM	\$21.00-\$23.65	Grade Table
Secretary II - Grade 242 Step A-E - No MM	\$19.78-\$20.97	Grade Table
Secretary II - Grade 242 Step F-R - \$0.60 MM	\$21.28-\$25.47	Grade Table
Custodian - Grade 237 Step A-M - No MM	\$17.45-\$20.86	Grade Table
Custodian - Grade 237 Step N-R - \$0.60 MM	\$21.18-\$22.48	Grade Table
General Laborer	20.99	21.30

KETCHIKAN PUBLIC UTILITIES HOURLY PAY GRADE and STEP TABLE (Gross rate)																		
Effective Date	Start Step A	6 mo. Step B	1 yr. Step C	1 1/2 yrs. Step D	2 yrs. Step E	3 yrs. Step F	4 yrs. Step G	5 yrs. Step H	6 yrs. Step I	7 yrs. Step J	8 yrs. Step K	9 yrs. Step L	10 yrs. Step M	11 yrs. Step N	12 yrs. Step O	13 yrs. Step P	14 yrs. Step Q	15 yrs. Step R
Grade 235																		
1/1/2018	15.99	16.24	16.48	16.71	16.98	17.22	17.48	17.75	18.01	18.28	18.55	18.83	19.12	19.40	19.68	19.99	20.28	20.57
1/1/2019	16.31	16.56	16.81	17.05	17.32	17.57	17.82	18.10	18.37	18.64	18.92	19.20	19.50	19.79	20.07	20.39	20.69	20.98
1/1/2020	16.64	16.89	17.15	17.39	17.67	17.92	18.18	18.46	18.74	19.01	19.30	19.58	19.89	20.19	20.47	20.80	21.10	21.40
1/1/2023	16.89	17.14	17.41	17.65	17.94	18.19	18.45	18.74	19.02	19.30	19.59	19.87	20.19	20.49	20.78	21.11	21.42	21.72
Grade 236																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	16.70	16.95	17.20	17.46	17.72	17.99	18.26	18.53	18.81	19.09	19.38	19.67	19.96	20.26	20.56	20.87	21.18	21.50
1/1/2020	17.03	17.29	17.54	17.81	18.07	18.35	18.63	18.90	19.19	19.47	19.77	20.06	20.36	20.67	20.97	21.29	21.60	21.93
1/1/2023	17.29	17.55	17.80	18.08	18.34	18.63	18.91	19.18	19.48	19.76	20.07	20.36	20.67	20.98	21.28	21.61	21.92	22.26
Grade 237 Custodian																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	17.11	17.37	17.63	17.89	18.16	18.43	18.71	18.99	19.27	19.56	19.85	20.15	20.45	20.76	21.07	21.39	21.71	22.04
1/1/2020	17.45	17.72	17.98	18.25	18.52	18.80	19.08	19.37	19.66	19.95	20.25	20.55	20.86	21.18	21.49	21.82	22.14	22.48
1/1/2023	17.71	17.99	18.25	18.52	18.80	19.08	19.37	19.66	19.95	20.25	20.55	20.86	21.17	21.50	21.81	22.15	22.47	22.82
Grade 238																		
1/1/2018	17.21	17.47	17.74	18.00	18.27	18.54	18.82	19.11	19.39	19.67	19.98	20.27	20.56	20.88	21.21	21.52	21.84	22.18
1/1/2019	17.55	17.82	18.09	18.36	18.64	18.91	19.20	19.49	19.78	20.06	20.38	20.68	20.97	21.30	21.63	21.95	22.28	22.62
1/1/2020	17.90	18.18	18.45	18.73	19.01	19.29	19.58	19.88	20.18	20.46	20.79	21.09	21.39	21.73	22.06	22.39	22.73	23.07
1/1/2023	18.17	18.45	18.73	19.01	19.30	19.58	19.87	20.18	20.48	20.77	21.10	21.41	21.71	22.06	22.39	22.73	23.07	23.42
Grade 239 Secretary I																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	18.01	18.28	18.55	18.83	19.11	19.40	19.69	19.99	20.29	20.59	20.90	21.21	21.53	21.85	22.18	22.51	22.85	23.19
1/1/2020	18.37	18.65	18.92	19.21	19.49	19.79	20.08	20.39	20.70	21.00	21.32	21.63	21.96	22.29	22.62	22.96	23.31	23.65
1/1/2023	18.65	18.93	19.20	19.50	19.78	20.09	20.38	20.70	21.01	21.32	21.64	21.95	22.29	22.62	22.96	23.30	23.66	24.00
Grade 240																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	18.44	18.72	19.00	19.29	19.58	19.87	20.17	20.47	20.78	21.09	21.41	21.73	22.06	22.39	22.73	23.07	23.42	23.77
1/1/2020	18.81	19.09	19.38	19.68	19.97	20.27	20.57	20.88	21.20	21.51	21.84	22.16	22.50	22.84	23.18	23.53	23.89	24.25
1/1/2023	19.09	19.38	19.67	19.98	20.27	20.57	20.88	21.19	21.52	21.83	22.17	22.49	22.84	23.18	23.53	23.88	24.25	24.61
Grade 241																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	18.92	19.20	19.49	19.78	20.08	20.38	20.69	21.00	21.32	21.64	21.96	22.29	22.62	22.96	23.30	23.65	24.00	24.36
1/1/2020	19.30	19.58	19.88	20.18	20.48	20.79	21.10	21.42	21.75	22.07	22.40	22.74	23.07	23.42	23.77	24.12	24.48	24.85
1/1/2023	19.59	19.87	20.18	20.48	20.79	21.10	21.42	21.74	22.08	22.40	22.74	23.08	23.42	23.77	24.13	24.48	24.85	25.22
Grade 242 Secretary II																		
1/1/2018	19.01	19.27	19.58	19.86	20.16	20.45	20.78	21.09	21.40	21.72	22.04	22.38	22.72	23.04	23.41	23.74	24.10	24.48
1/1/2019	19.39	19.66	19.97	20.26	20.56	20.86	21.20	21.51	21.83	22.15	22.48	22.83	23.17	23.50	23.88	24.21	24.58	24.97
1/1/2020	19.78	20.05	20.37	20.67	20.97	21.28	21.62	21.94	22.27	22.59	22.93	23.29	23.63	23.97	24.36	24.69	25.07	25.47
1/1/2023	20.08	20.35	20.68	20.98	21.28	21.60	21.94	22.27	22.60	22.93	23.27	23.64	23.98	24.33	24.73	25.06	25.45	25.85
Grade 243 Accounting Tech																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	19.85	20.15	20.45	20.76	21.07	21.39	21.71	22.04	22.37	22.71	23.05	23.40	23.75	24.11	24.47	24.84	25.21	25.59
1/1/2020	20.25	20.55	20.86	21.18	21.49	21.82	22.14	22.48	22.82	23.16	23.51	23.87	24.23	24.59	24.96	25.34	25.71	26.10
1/1/2023	20.55	20.86	21.17	21.50	21.81	22.15	22.47	22.82	23.16	23.51	23.86	24.23	24.59	24.96	25.33	25.72	26.10	26.49
Grade 244 Customer Sales Representative																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	20.37	20.68	20.99	21.30	21.62	21.94	22.27	22.60	22.94	23.28	23.63	23.98	24.34	24.71	25.08	25.46	25.84	26.23
1/1/2020	20.78	21.09	21.41	21.73	22.05	22.38	22.72	23.05	23.40	23.75	24.10	24.46	24.83	25.20	25.58	25.97	26.36	26.75
1/1/2023	21.09	21.41	21.73	22.06	22.38	22.72	23.06	23.40	23.75	24.11	24.46	24.83	25.20	25.58	25.96	26.36	26.76	27.15

KETCHIKAN PUBLIC UTILITIES																		
HOURLY PAY GRADE and STEP TABLE (Gross rate)																		
Effective Date	Start Step A	6 mo. Step B	1 yr. Step C	1 1/2 yrs. Step D	2 yrs. Step E	3 yrs. Step F	4 yrs. Step G	5 yrs. Step H	6 yrs. Step I	7 yrs. Step J	8 yrs. Step K	9 yrs. Step L	10 yrs. Step M	11 yrs. Step N	12 yrs. Step O	13 yrs. Step P	14 yrs. Step Q	15 yrs. Step R
Grade 245																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	20.88	21.19	21.51	21.83	22.16	22.49	22.83	23.17	23.52	23.87	24.23	24.59	24.96	25.33	25.71	26.10	26.49	26.89
1/1/2020	21.30	21.61	21.94	22.27	22.60	22.94	23.29	23.63	23.99	24.35	24.71	25.08	25.46	25.84	26.22	26.62	27.02	27.43
1/1/2023	21.62	21.93	22.27	22.60	22.94	23.28	23.64	23.98	24.35	24.72	25.08	25.46	25.84	26.23	26.61	27.02	27.43	27.84
Grade 246																		
1/1/2018	20.94	21.28	21.60	21.92	22.24	22.58	22.91	23.25	23.60	23.97	24.31	24.69	25.06	25.44	25.82	26.21	26.60	27.01
1/1/2019	21.36	21.71	22.03	22.36	22.68	23.03	23.37	23.72	24.07	24.45	24.80	25.18	25.56	25.95	26.34	26.73	27.13	27.55
1/1/2020	21.79	22.14	22.47	22.81	23.13	23.49	23.84	24.19	24.55	24.94	25.30	25.68	26.07	26.47	26.87	27.26	27.67	28.10
1/1/2023	22.12	22.47	22.81	23.15	23.48	23.84	24.20	24.55	24.92	25.31	25.68	26.07	26.46	26.87	27.27	27.67	28.09	28.52
Grade 247 Customer Support Specialist, Customer Solutions Specialist																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	21.93	22.26	22.59	22.93	23.27	23.62	23.97	24.33	24.69	25.06	25.44	25.82	26.21	26.60	27.00	27.41	27.82	28.24
1/1/2020	22.37	22.71	23.04	23.39	23.74	24.09	24.45	24.82	25.18	25.56	25.95	26.34	26.73	27.13	27.54	27.96	28.38	28.80
1/1/2023	22.71	23.05	23.39	23.74	24.10	24.45	24.82	25.19	25.56	25.94	26.34	26.74	27.13	27.54	27.95	28.38	28.81	29.23
Grade 248																		
1/1/2018	22.01	22.35	22.67	23.01	23.38	23.71	24.06	24.42	24.79	25.16	25.54	25.92	26.31	26.72	27.10	27.51	27.94	28.36
1/1/2019	22.45	22.80	23.12	23.47	23.85	24.18	24.54	24.91	25.29	25.66	26.05	26.44	26.84	27.25	27.64	28.06	28.50	28.93
1/1/2020	22.90	23.26	23.58	23.94	24.33	24.66	25.03	25.41	25.80	26.17	26.57	26.97	27.38	27.80	28.19	28.62	29.07	29.51
1/1/2023	23.24	23.61	23.93	24.30	24.69	25.03	25.41	25.79	26.19	26.56	26.97	27.37	27.79	28.22	28.61	29.05	29.51	29.95
Grade 249																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	23.01	23.36	23.71	24.07	24.43	24.80	25.17	25.55	25.93	26.32	26.71	27.11	27.52	27.93	28.35	28.78	29.21	29.65
1/1/2020	23.47	23.83	24.18	24.55	24.92	25.30	25.67	26.06	26.45	26.85	27.24	27.65	28.07	28.49	28.92	29.36	29.79	30.24
1/1/2023	23.82	24.19	24.54	24.92	25.29	25.68	26.06	26.45	26.85	27.25	27.65	28.06	28.49	28.92	29.35	29.80	30.24	30.69
Grade 250																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	23.60	23.95	24.31	24.67	25.04	25.42	25.80	26.19	26.58	26.98	27.38	27.79	28.21	28.63	29.06	29.50	29.94	30.39
1/1/2020	24.07	24.43	24.80	25.16	25.54	25.93	26.32	26.71	27.11	27.52	27.93	28.35	28.77	29.20	29.64	30.09	30.54	31.00
1/1/2023	24.43	24.80	25.17	25.54	25.92	26.32	26.71	27.11	27.52	27.93	28.35	28.78	29.20	29.64	30.08	30.54	31.00	31.47
Grade 251 Senior Customer Support Specialist, Senior Customer Solutions Specialist																		
1/1/2018	23.71	24.06	24.42	24.79	25.16	25.54	25.92	26.31	26.72	27.10	27.51	27.94	28.36	28.77	29.20	29.65	30.08	30.53
1/1/2019	24.18	24.54	24.91	25.29	25.66	26.05	26.44	26.84	27.25	27.64	28.06	28.50	28.93	29.35	29.78	30.24	30.68	31.14
1/1/2020	24.66	25.03	25.41	25.80	26.17	26.57	26.97	27.38	27.80	28.19	28.62	29.07	29.51	29.94	30.38	30.84	31.29	31.76
1/1/2023	25.03	25.41	25.79	26.19	26.56	26.97	27.37	27.79	28.22	28.61	29.05	29.51	29.95	30.39	30.84	31.30	31.76	32.24
Grade 252 Creditor Coordinator																		
1/1/2018	24.29	24.67	25.04	25.42	25.80	26.18	26.57	26.97	27.38	27.81	28.20	28.64	29.07	29.51	29.94	30.39	30.85	31.30
1/1/2019	24.78	25.16	25.54	25.93	26.32	26.70	27.10	27.51	27.93	28.37	28.76	29.21	29.65	30.10	30.54	31.00	31.47	31.93
1/1/2020	25.28	25.66	26.05	26.45	26.85	27.23	27.64	28.06	28.49	28.94	29.34	29.79	30.24	30.70	31.15	31.62	32.10	32.57
1/1/2023	25.66	26.04	26.44	26.85	27.25	27.64	28.05	28.48	28.92	29.37	29.78	30.24	30.69	31.16	31.62	32.09	32.58	33.06
Grade 253 Engineering Tech - KPU/CADD & GIS, Engineering Tech -Tele, Engineering Tech - KPU																		
1/1/2018	24.90	25.28	25.67	26.04	26.44	26.83	27.24	27.64	28.05	28.47	28.91	29.32	29.77	30.23	30.68	31.15	31.59	32.06
1/1/2019	25.40	25.79	26.18	26.56	26.97	27.37	27.78	28.19	28.61	29.04	29.49	29.91	30.37	30.83	31.29	31.77	32.22	32.70
1/1/2020	25.91	26.31	26.70	27.09	27.51	27.92	28.34	28.75	29.18	29.62	30.08	30.51	30.98	31.45	31.92	32.41	32.86	33.35
1/1/2023	26.30	26.70	27.10	27.50	27.92	28.34	28.77	29.18	29.62	30.06	30.53	30.97	31.44	31.92	32.40	32.90	33.35	33.85
Grade 254 Access Rate Specialist, Tariff Rate Specialist, IPTV Camera Technician																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	26.02	26.41	26.81	27.21	27.62	28.03	28.45	28.88	29.31	29.75	30.20	30.65	31.11	31.58	32.05	32.53	33.02	33.52
1/1/2020	26.54	26.94	27.35	27.75	28.17	28.59	29.02	29.46	29.90	30.35	30.80	31.26	31.73	32.21	32.69	33.18	33.68	34.19
1/1/2023	26.94	27.34	27.76	28.17	28.59	29.02	29.46	29.90	30.35	30.81	31.26	31.73	32.21	32.69	33.18	33.68	34.19	34.70

KETCHIKAN PUBLIC UTILITIES HOURLY PAY GRADE and STEP TABLE (Gross rate)																		
Effective Date	Start Step A	6 mo. Step B	1 yr. Step C	1 1/2 yrs. Step D	2 yrs. Step E	3 yrs. Step F	4 yrs. Step G	5 yrs. Step H	6 yrs. Step I	7 yrs. Step J	8 yrs. Step K	9 yrs. Step L	10 yrs. Step M	11 yrs. Step N	12 yrs. Step O	13 yrs. Step P	14 yrs. Step Q	15 yrs. Step R
Grade 255	GIS Analyst, Billing System Analyst																	
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	26.68	27.08	27.49	27.90	28.32	28.74	29.17	29.61	30.05	30.50	30.96	31.42	31.89	32.37	32.86	33.35	33.85	34.36
1/1/2020	27.21	27.62	28.04	28.46	28.89	29.31	29.75	30.20	30.65	31.11	31.58	32.05	32.53	33.02	33.52	34.02	34.53	35.05
1/1/2023	27.62	28.03	28.46	28.89	29.32	29.75	30.20	30.65	31.11	31.58	32.05	32.53	33.02	33.52	34.02	34.53	35.05	35.58
Grade 256																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	27.33	27.74	28.16	28.58	29.01	29.45	29.89	30.34	30.80	31.26	31.73	32.21	32.69	33.18	33.68	34.19	34.70	35.22
1/1/2020	27.88	28.29	28.72	29.15	29.59	30.04	30.49	30.95	31.42	31.89	32.36	32.85	33.34	33.84	34.35	34.87	35.39	35.92
1/1/2023	28.30	28.71	29.15	29.59	30.03	30.49	30.95	31.41	31.89	32.37	32.85	33.34	33.84	34.35	34.87	35.39	35.92	36.46
Grade 257																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	28.02	28.44	28.87	29.30	29.74	30.19	30.64	31.10	31.57	32.04	32.52	33.01	33.51	34.01	34.52	35.04	35.57	36.10
1/1/2020	28.58	29.01	29.45	29.89	30.33	30.79	31.25	31.72	32.20	32.68	33.17	33.67	34.18	34.69	35.21	35.74	36.28	36.82
1/1/2023	29.01	29.45	29.89	30.34	30.78	31.25	31.72	32.20	32.68	33.17	33.67	34.18	34.69	35.21	35.74	36.28	36.82	37.37
Grade 258																		
1/1/2018	28.18	28.62	29.05	29.49	29.92	30.37	30.83	31.28	31.75	32.24	32.73	33.20	33.68	34.20	34.71	35.26	35.77	36.30
1/1/2019	28.74	29.19	29.63	30.08	30.52	30.98	31.45	31.91	32.39	32.88	33.38	33.86	34.35	34.88	35.40	35.97	36.49	37.03
1/1/2020	29.31	29.77	30.22	30.68	31.13	31.60	32.08	32.55	33.04	33.54	34.05	34.54	35.04	35.58	36.11	36.69	37.22	37.77
1/1/2023	29.75	30.22	30.67	31.14	31.60	32.07	32.56	33.04	33.54	34.04	34.56	35.06	35.57	36.11	36.65	37.24	37.78	38.34
Grade 259																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	29.47	29.91	30.36	30.82	31.28	31.75	32.23	32.71	33.20	33.70	34.21	34.72	35.24	35.77	36.31	36.85	37.40	37.96
1/1/2020	30.06	30.51	30.97	31.44	31.91	32.39	32.87	33.36	33.86	34.37	34.89	35.41	35.94	36.49	37.04	37.59	38.15	38.72
1/1/2023	30.51	30.97	31.43	31.91	32.39	32.88	33.36	33.86	34.37	34.89	35.41	35.94	36.48	37.04	37.60	38.15	38.72	39.30
Grade 260	Utilities Inspector																	
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	30.20	30.65	31.11	31.58	32.05	32.53	33.02	33.52	34.02	34.53	35.05	35.58	36.11	36.65	37.20	37.76	38.33	38.91
1/1/2020	30.80	31.26	31.73	32.21	32.69	33.18	33.68	34.19	34.70	35.22	35.75	36.29	36.83	37.38	37.94	38.52	39.10	39.69
1/1/2023	31.26	31.73	32.21	32.69	33.18	33.68	34.19	34.70	35.22	35.75	36.29	36.83	37.38	37.94	38.51	39.10	39.69	40.29
Grade 261																		
1/1/2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/1/2019	30.96	31.42	31.89	32.37	32.86	33.35	33.85	34.36	34.88	35.40	35.93	36.47	37.02	37.58	38.14	38.71	39.29	39.88
1/1/2020	31.58	32.05	32.53	33.02	33.52	34.02	34.53	35.05	35.58	36.11	36.65	37.20	37.76	38.33	38.90	39.48	40.08	40.68
1/1/2023	32.05	32.53	33.02	33.52	34.02	34.53	35.05	35.58	36.11	36.65	37.20	37.76	38.33	38.90	39.48	40.07	40.68	41.29

COLA Increase Table, 2009-2023

3.0%	1/1/09	1.6%	1/1/18
2.0%	1/1/11	2.0%	1/1/19
2.0%	1/1/12	2.0%	1/1/20
1.0%	1/1/14	0.0%	1/1/21
0.0%	1/1/15	0.0%	1/1/22
2.5%	1/1/16	1.5%	1/1/23
2.5%	1/1/17		