

**COLLECTIVE BARGAINING AGREEMENT**  
Between  
**THE CITY OF KETCHIKAN, ALASKA**  
And  
**THE PUBLIC SAFETY EMPLOYEES ASSOCIATION**



Police Officers and Police Dispatchers

July 1, 2022, through June 30, 2025

## Table of Contents

ARTICLE 1—PURPOSE OF AGREEMENT .....	4
ARTICLE 2—RECOGNITION .....	4
ARTICLE 3—DEFINITIONS .....	4
Regular Employees .....	4
Full-time Employees.....	4
Part-time Employees .....	4
Temporary Employees.....	4
Probationary Employees .....	5
Sergeants.....	5
Chief of Police .....	5
ARTICLE 4—MANAGEMENT RIGHTS.....	5
ARTICLE 5—PERSONNEL RULES.....	6
ARTICLE 6—NO STRIKE - NO WORK STOPPAGE .....	6
ARTICLE 7—EMPLOYEE RIGHTS.....	6
ARTICLE 8—EMPLOYEE RECORDS.....	7
Location .....	7
Access .....	7
Employee Access.....	7
Association Access .....	7
Employee Notice.....	7
ARTICLE 9—GRIEVANCE AND ARBITRATION .....	8
Step I .....	8
Step II .....	8
Step III .....	8
Step IV.....	8
ARTICLE 10—UNION SECURITY AND REPRESENTATION .....	10
ARTICLE 11—ASSOCIATION LEAVE.....	11
Purpose.....	11
Employee Contributions .....	11
Payments From Bank.....	11
Non-refundable .....	11
Requests For Leave.....	11
Indemnification .....	11
ARTICLE 12—SAFETY .....	12
ARTICLE 13—SENIORITY .....	12
Bargaining Unit Seniority.....	12
Impact of Seniority.....	12
Termination of Seniority .....	12
Retention of Seniority Upon Promotion .....	12
Application of Seniority .....	12
Layoffs.....	12
ARTICLE 14—SALARIES.....	13
Police Officer Recruits .....	13
Repayment of Police Academy Tuition and Expenses .....	13
Corporal's Field Training Officer Pay.....	13

Investigations Division .....	13
Canine Handler's Pay.....	13
Standby Pay .....	13
Fit for Duty Certificate Pay.....	14
FTO Pay.....	14
Shift Differential .....	14
Overtime/Premium Pay .....	14
ARTICLE 15—HEALTH INSURANCE.....	15
ARTICLE 16—RETIREMENT.....	16
ARTICLE 17—WORKERS' COMPENSATION.....	16
Medical and Life Insurance.....	16
Leave .....	16
ARTICLE 18—VACATION BENEFITS.....	17
ARTICLE 19—BEREAVEMENT LEAVE.....	17
ARTICLE 20—PAID SICK LEAVE.....	17
ARTICLE 21—JURY DUTY.....	18
ARTICLE 22—MILITARY LEAVES OF ABSENCE.....	18
ARTICLE 23—UNIFORMS, PROPERTY , AND EQUIPMENT .....	18
Police Uniforms and Uniform Items.....	18
Uniform Allowance .....	19
Personal Handgun.....	19
Soft Body Armor.....	19
Replacement and Cleaning of Non-uniform Clothing .....	19
Wearing of Uniform .....	19
City's Property .....	19
ARTICLE 24—TRAINING AND ADVANCED EDUCATION .....	20
City Assigns Training.....	20
Employee Request .....	20
Prior Agreement .....	20
Repayment to Employer.....	20
Advanced Education.....	20
ARTICLE 25—TRAVEL REIMBURSEMENT.....	21
Travel Reimbursement.....	21
Meal Allowances.....	21
ARTICLE 26—SAVINGS CLAUSE.....	21
ARTICLE 27—AVAILABILITY OF PARTIES TO EACH OTHER.....	21
ARTICLE 28—ENTIRE AGREEMENT AND WAIVER OF BARGAINING .....	21
ARTICLE 29—PRINTING OF AGREEMENT.....	22
ARTICLE 30—DURATION OF AGREEMENT .....	22
APPENDIX A.....	24
Grades and Steps.....	27

**COLLECTIVE BARGAINING AGREEMENT  
CITY OF KETCHIKAN  
and  
PUBLIC SAFETY EMPLOYEES ASSOCIATION**

**THIS AGREEMENT** is made and entered into by and between **THE CITY OF KETCHIKAN, ALASKA** (hereinafter referred to as the “City” or as the “Employer”), and **THE PUBLIC SAFETY EMPLOYEES ASSOCIATION** (hereinafter referred to as the “Association”).

**ARTICLE 1  
PURPOSE OF AGREEMENT**

The purpose of this Agreement is to: promote harmonious and cooperative relations between the City (Employer) and the Public Safety Employees Association (Association); promote efficiency and economy in service to the people of Ketchikan; and to record those agreements between the City and the Association on matters of wages, hours, and other terms of employment.

**ARTICLE 2  
RECOGNITION**

The City of Ketchikan recognizes the Public Safety Employees Association as the exclusive collective bargaining representative for the following bargaining unit:

All regular full-time police officers and dispatchers employed by the Ketchikan Police Department excluding: the Chief of Police; Deputy Chief; Lieutenants; Dispatch Supervisor; supervisory, confidential, temporary, part-time, and seasonal employees; employees employed under employment contracts; and volunteers.

Recognition of the Association is subject to the provisions of Chapter 2.06 of the Ketchikan Municipal Code and any amendments to that Code.

**ARTICLE 3  
DEFINITIONS**

- A) Regular Employees Employees who have satisfactorily completed their new-hire probationary period.
- B) Full-time Employees Employees who are regularly scheduled to work forty (40) hours per week.
- C) Part-time Employees Employees who normally work less than forty (40) hours per week. Part-time employees are not covered by this Agreement.
- D) Temporary Employees Employees who are not regularly scheduled and who work when work is available, or when hired to work at regular schedule during a specific period not to exceed six (6) months when additional work of any nature requires a temporarily augmented force, or who are hired in the event of an emergency or to relieve employees because of illness or to work during vacation periods. No regular full-time employee shall be laid off and replaced by a temporary employee. A classification shall not be filled with a temporary employee for more than nine (9) months within a twelve (12) month period. Any temporary employee who is employed for six (6) consecutive months and then re-employed within thirty (30) days thereafter shall be considered an employee covered by this Agreement upon re-employment.

unless the Association agrees otherwise. The City will inform the Association when it has hired temporary employees to fill positions covered by this Agreement.

E) Probationary Employees For employees other than police officers, the probationary period shall be the first six (6) months of continuous employment that may be extended for an additional six (6) months, at the Chief of Police's discretion. For police officers, the probationary period shall be the first twelve (12) months of continuous employment that may be extended at the Chief of Police's discretion to the maximum time allowed by the Alaska Police Standards Council (APSC) regulations. The probationary period is a period of at will employment during which an employee is not covered by this Agreement except for leave, insurance, retirement, the City's Compensation Plan, and Association Security.

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

G) Chief of Police The term Chief of Police means the City's Director of Public Safety or, if there is no Director of Public Safety, its Chief of Police.

#### **ARTICLE 4 MANAGEMENT RIGHTS**

The Association recognizes the right of the City to operate and manage the City government and the Police Department, including but not limited, to the right to establish and require standards of behavior and performance; to maintain order and efficiency; to determine goals, objectives, and functions; to supervise, train, and direct employees; to determine job assignments and work schedules; to determine the materials and equipment to be used; to implement new operational methods and procedures; to determine staffing levels and requirements; to determine the kind, type, and location of facilities; to introduce new or different services, products, methods, equipment, or facilities; to extend, ~~limit~~, contract out, or to curtail the whole or any part of the Department; to select, hire, classify, assign, promote, transfer, discipline, demote, or discharge employees; to lay off and recall employees; to require overtime work of employees; and to promulgate and enforce rules, regulations, and personnel policies and procedures. The parties recognize that the above statement of management rights is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude Management prerogatives not mentioned. All matters not covered by the language of this Agreement may be administered by the City on a unilateral basis. Any claim that the City has exercised such rights and power in violation of the specific provisions of this Agreement may be submitted to the grievance procedure contained herein.

None of the rights stated in this Article will be exercised in violation of the specific provisions of this Agreement.

#### **ARTICLE 5 PERSONNEL RULES**

The City of Ketchikan, Personnel Rules, as amended on April 15, 2010, shall continue to apply to employees covered by this Agreement, except as and only to the extent expressly modified herein or amended hereafter by the City.

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

The City reserves the right at any time to amend the Personnel Rules other than those which are specifically incorporated herein. At the Association's request, the City will meet to discuss amendments to the Personnel Rules.

## **ARTICLE 6 NO STRIKE – NO WORK STOPPAGE**

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

## **ARTICLE 7 EMPLOYEE RIGHTS**

### **A) Internal Affairs Administrative Investigation**

1. When the Department conducts an internal affairs administrative investigation, an employee may be required to submit to an interview or interviews. Such interview or interviews shall be recorded. Each interview shall last no more than four (4) hours and shall have a ten (10) minute break each one half (1/2) hour.

2. An employee shall be entitled to PSEA representation, selected by the PSEA, during an Internal Affairs Administrative Investigation. If an employee requests PSEA representation, three (3) day's notice shall be given to PSEA so that in-person attendance can be accomplished.

3. When the City determines that an Internal Affairs Administrative investigation has proceeded to the point where an employee will probably be disciplined, the employee may, at the employee's request, be accompanied by an Association representative in any further interviews. The Association representative may cross-examine the employee at the close of the interview with the City having the right of re-examination following the Association's questioning. At the close of the interview, the Association representative may make a statement on behalf of the employee. If the Association representative may be a potential witness to the incident(s) giving rise to the discipline or is the sergeant or corporal in command of the employee, another Association representative will be selected without delay.

B) The City will not demote, suspend, or discharge an employee for disciplinary reasons without just cause. The reassignment of an employee from the Sergeant positions, investigations, or special assignments (such as school officers, etc.) to patrol or other assignment is not a demotion or disciplinary action even though it may involve a reduction in pay and other changes in hours and working conditions.

Administrative suspensions with pay may be made with or without just cause.

C) The City may require employees to submit to polygraph and similar tests which measure truthfulness. The results of any such tests administered by persons selected by the City will be conclusive in any proceeding unless proven wrong by clear and convincing evidence. Polygraph tests administered by other persons will be inadmissible unless the operator and the procedure are approved by the City. If approved by the City, the test results shall be conclusive unless proven wrong by clear and convincing evidence. The City will consult with the Association before choosing a polygraph operator to perform a test on an employee or before approving the operator and procedure in a test administered by other parties. An employee who has taken the required polygraph or similar test may request a second test. The second test shall be administered by another operator selected by the City after consultation with the Association. Unless otherwise determined by the City after consultation with the Association, the second operator will ask the same questions asked at the first test. The costs of the second test will be paid by the City but the Association or employee will promptly reimburse the City for such costs.

## **ARTICLE 8 EMPLOYEE RECORDS**

A) Location Official personnel records shall not be removed from the Human Resources Office and all records must be reviewed in the presence of office staff. However, the employee may request and the city will provide copies of all materials in the employee's personnel file.

B) Access The "protected" information contained within an employee's personnel files shall be held confidential. Access to the file by any person outside the Human Resources Office shall require a record of that access and will be limited to persons who clearly have a need to know the information to perform their official duties with the City. Access to the file by anyone outside of the City shall be in accordance with applicable State and Federal laws, or as ordered by a court of competent jurisdiction.

C) Employee Access An employee shall have access to his/her personnel file and to all information contained within that file. The City may require a prior appointment. In those instances that a prior appointment is required, the City shall schedule the appointment for a time prior to close of business of the workday following the day of the request.

D) Association Access In the performance of its role as exclusive representative, the Association and its representatives, with written authorization of the employee, shall have access to unit employees' personnel files.

E) Employee Notice When the City receives a request for review of employee records from a governmental agency, or an order for inspection from a court or agency of competent jurisdiction, the Human Resources Office shall make a reasonable attempt to notify the relevant employee of the pending request or order.

## **ARTICLE 9 GRIEVANCE AND ARBITRATION**

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

B) All grievances shall be submitted in writing and shall contain at least the following information at

the first step in the grievance procedure:

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

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

C) Step I An employee or the Association shall submit a grievance in writing to the employee's supervising lieutenant within ten (10) calendar days of the event which gave rise to the grievance. Within fourteen (14) calendar days, the lieutenant shall discuss the grievance with the grievant and provide a written response to the grievant and PSEA. If the grievance is an allegation based on an action of a department administrator other than the employee's supervising lieutenant, the Step I grievance will be submitted to that department administrator.

D) Step II If the grievance is not resolved at Step I, the employee or the Association shall submit the grievance to the Chief of Police within ten (10) calendar days from the date of written response from the lieutenant or Department Administrator, as appropriate. Within fourteen (14) calendar days, the Chief of Police shall provide a written response to the grievant and PSEA.

E) Step III If the grievance is not resolved at Step II, the employee or the Association shall submit the grievance to the City Manager within ten (10) calendar days from the date of the written response of the Chief of Police. Within fourteen (14) calendar days, the City Manager shall provide a written response to the grievant and PSEA.

F) Step IV If the grievance is not resolved at Step III, the Association or the employee may submit the grievance for arbitration by delivering a demand for arbitration to the City Manager within ten (10) calendar days from the date of the City Manager's written response. Within ten (10) calendar days from the date of the written demand for arbitration, the Association shall request the Federal Mediation and Conciliation Service to supply a list of thirteen (13) qualified arbitrators. The parties shall alternatively strike names from such list until the name of one arbitrator remains who shall be the arbitrator.

G) If the Association declines to arbitrate a grievance which an employee does not wish to see waived, the employee shall notify the City Manager and the Association in writing prior to the date on which the grievance becomes waived that he/she desires to proceed with the grievance at their own expense. The City Manager or his designee shall meet with the employee to determine a procedure for selection of and payment for an arbitrator or for presenting the grievance to the City's Personnel Board which shall then act as arbitrator. The Association will not be held fiscally liable for any arbitration costs associated with the grievant proceeding to arbitration. If no agreement can be reached, the grievance will be submitted to



the Federal Mediation and Conciliation Service and an arbitrator selected as prescribed in Section (F).

H) The arbitrator's decision shall be final and binding subject, however, to appeal within the limitations of law and the limitations stated herein. The arbitrator's sole function is to interpret the Agreement. The arbitrator shall have no authority or power to add to, delete from, disregard, or alter any of the provisions of this Agreement. The arbitrator shall be authorized only to interpret the existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. The arbitrator shall not decide on the merit or wisdom of any action or failure to act, but only on the contractual obligation inherent in this Agreement. Unless a specific provision of this Agreement expressly grants the Association or employees a right, privilege, or benefit claimed by it or them, the arbitrator shall not award any such right, privilege, or benefit to the Association or employees.

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

If the arbitrator determines that an employee has been terminated or suspended in violation of this Agreement, then the arbitrator may re-instate the employee with or without back pay but under no circumstances shall the arbitrator award interest, punitive damages, or other relief, compensatory or otherwise in any arbitration. If back pay is awarded, an arbitrator may, but is not required to, award not more than lost wages (excluding overtime, call-in time, court time, and payments for special assignments held at the time of termination or suspension), uniform and cleaning allowance, credit for lost leave accruals, payment of PERS contributions, and reimbursement of the employee's payment of the City's share and COBRA premiums of the City's medical insurance premiums for the period that the employee was terminated or suspended. If an employee fails to maintain the City's group health insurance by failing to pay all of the City's share, the employee's share, and any additional COBRA premiums, the City shall not be obligated to reimburse or make any payment for medical costs or medical insurance during the period of termination or suspension. Any award of back pay shall deduct all unemployment compensation received by the employee, all increased earnings from other employment or self-employment during the suspension or termination, and all increased earnings from employment or self-employment which with reasonable effort an employee could have earned after the City Manager's response upholding a termination.

I) If an employee or the Association fails to process a grievance at any step within the time limits set forth above and the procedure is not waived by mutual written agreement, that grievance shall be deemed waived and such failure shall constitute a bar to any future actions on the grievance or its subject matter. The grievance shall automatically progress to the next step and not be deemed waived if the lieutenant, Chief of Police, or City Manager fail to timely discuss or respond to a grievance at any step in the procedure.

## **ARTICLE 10**

### **UNION DUES**

A) For all employees covered by this Agreement, the Employer shall deduct from the wages of employees and pay on a monthly basis to the proper officers of the Union the membership dues or equivalent service charge for those employees who individually and voluntarily authorize such deductions in writing by signing an authorization for payroll deduction of Union dues. The Employer will not be held liable for deduction errors but will make proper adjustments with the Union for errors as soon as is practicable.

B) The City shall deduct the dues or service fees, any voluntary Association Political Action Committee donations, and association leave from the pay of those employees who have presented the City with signed authorization for the deduction. The City shall forward such payments to the Association on a monthly basis. The City will not be held liable for deduction errors or for failure to deduct union dues and service fees. If the City fails to make any such deductions or makes any errors in the deductions, the sole remedy will be to increase or reduce the amount deducted from an employee's future deductions until the error or failure has been corrected.

C) The Association will indemnify, defend, and hold harmless the City, its agents, insurers, and non-bargaining employees from any claim, termination, grievance, arbitration, or cause of action arising from or related to any act or omission under this Article.

D) The City shall provide space on one (1) existing bulletin board for the posting of Association notices.

E) The Association shall notify the City of the Association representative(s) authorized to speak for and commit the Association in all matters covered by this Agreement. The President of the Ketchikan Police Department Employees Association in conjunction with the Executive Director of PSEA shall be authorized to speak for and commit the Association in matters covered by this Agreement. The Association representatives shall be permitted to visit any site at which bargaining unit employees are working, provided visitation complies with security procedures and does not interfere with any employees' work.

F) A steward may be appointed to the Association from among the employees fully covered by this Agreement. The Association will promptly notify the Human Resources Manager and Police Chief in writing of such appointment and of the termination of such appointment.

## **ARTICLE 11 ASSOCIATION LEAVE**

A) Purpose There is hereby created an Association Leave Bank for the purposes of:

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

No employee may receive payment from the Association Leave Bank under (1) above unless such payment has been authorized by the Association. Association business includes collective bargaining, grievance and arbitration proceedings, representation of employees, meetings with management, training, and Association meetings. The City shall have no obligation to pay employees for time spent on Association business unless payment can be made from amounts in the Association Leave Bank.

B) Employee Contributions Upon completing their probationary periods, all new employees covered by this Agreement shall contribute the first four (4) hours of their accrued vacation leave to the Association Leave Bank. Upon request from the Association's Executive Director or Local President, each employee covered by this Agreement shall also contribute from one (1) hour to eight (8) hours of vacation time to the Association Leave Bank. No more than two (2) requests may be made during any

calendar year. The contributions are mandatory and shall be made without other authorization from the employee. Upon receiving the request from the Local President the City shall transfer the number of hours from each employee's accrued vacation. The transfer of vacation time under this section is not credited toward the minimum annual vacation leave which an employee must use or lose.

C) Payments From Bank Leave placed in the Association Leave Bank shall be given a cash value by multiplying the number of hours deducted from each employee's accrued vacation by that employee's hourly rate of pay. Employees receiving payments from the Association Leave Bank will be paid at their regular hourly rate of pay multiplied by the number of hours and fraction thereof on Association business.

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

E) Requests For Leave Requests for Association Leave shall be made to the Chief of Police through the Association Executive Director or the President of the Ketchikan Police Department Employee's Association. The Chief of Police shall not unreasonably deny such requests. Excluding time actually spent in collective bargaining with the City, grievance and arbitration proceedings with the City, and representation of employees at meetings with City management, no employee other than an elected Union official, may receive more than five (5) days of Association Leave nor more than two (2) Association leaves per year. No more than three (3) members may take association leave at any one time.

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

## **ARTICLE 12 SAFETY**

A) Effective safety practices are a concern of employees, Association representatives, and management personnel. As such, the parties to this Agreement are committed to the rapid and effective correction of any unsafe conditions, which may arise during the duration of the Agreement.

B) All work shall be executed in a safe and proper manner. The City and employees shall be responsible for carrying out safety practices. Any employee injured on the job, however slightly, must report the fact immediately to his/her supervisor or other responsible department official.

## **ARTICLE 13 SENIORITY**

A) Bargaining Unit Seniority The employee having the longest term of unbroken service in a job classification represented by the Association shall be number one (1) on the seniority list within that job classification. All other employees shall be listed in descending order.

B) Impact of Seniority Seniority has no impact except as provided in this Agreement.

C) Termination of Seniority Seniority and employment shall be terminated upon:

- 1) resignation;
- 2) layoff for a period of one (1) year or more;
- 3) failure of the employee to report for duty within thirty (30) days after notification of a recall from layoff;
- 4) abandonment of position (failure to report within three [3] days of scheduled duty;
- 5) an employee leaving the premises or assigned duty after having said that he or she quits (or words to that effect); or
- 6) dismissal.

D) Retention of Seniority Upon Promotion An employee promoted or assigned to a position outside those job classifications represented by the Association who remains within the Police Department is entitled to a one-year (1-year) period of absence from the bargaining unit without loss of seniority. Seniority will accrue during the promoted or reassigned employee's one-year (1-year) period of promotion or assignment. After one (1) year, the promoted employee's seniority will terminate.

E) Application of Seniority It is recognized that the City has the sole and exclusive right to determine hours of work, develop work schedules, and assign employees to work schedules. The City will, however, give consideration to seniority within the job classification in making promotions from patrol police officers to patrol corporal provided that the skills and abilities of officers seeking that promotion are equal.

F) Layoffs Any layoffs shall be made in inverse order of seniority within a job classification provided, however, that ability and qualifications are considered equal by the City. The employee who would otherwise be laid off may at his/her option replace another employee with the lowest seniority within a lower compensated job classification selected by the City and within the collective bargaining unit, provided that the employee's ability and qualifications are considered equal by the City and further provided that police officers may not working in a lower compensated job classification. In determining ability and qualifications, the City may, among other things, consider special assignments (such as drugs, investigations, ~~examine~~, and school assignments), investigations in progress, and other factors that would affect the City's ability to efficiently provide high quality service without additional training, interruption, or delay. The City Manager's decision shall not be reversed unless it is arbitrary or capricious.

## **ARTICLE 14**

### **SALARIES**

A) Employees covered by this Agreement shall be paid in accordance with their applicable pay grade and step as shown in Appendix A, a copy of which is attached hereto and incorporated as part of this Agreement.

B) Police Officer Recruits Newly hired Police Officer Recruits shall be paid at Step A of the Police Officer grade shown in Appendix A and may progress through Step E as provided in the City's Compensation Plan upon satisfactory evaluations as described in the City's Compensation Plan. After Step E they may progress through the remaining steps in the same manner as provided in Appendix A for all other police officers.

C) Repayment of Police Academy Tuition and Expenses Police Officer Recruits who resign within the first twelve (12) months after completing the Police Academy shall reimburse the City for all expenses, tuition, per diem payments, and airfare paid by the City related to their Police Academy training. The City is authorized and shall have the right to deduct and withhold part or all of such

reimbursements from such employee's salary, vacation pay, or other amounts due the employee and may seek recovery of such reimbursements by any other legal means.

D) Corporal's Field Training Officer Pay During the time a corporal is actually working as a Field Training Officer for a new Police Officer Recruit, that corporal shall be paid an additional eight percent (8%) above their regular hourly rate. Nothing in this Agreement requires the City to assign Field Training Officer duties to a corporal.

E) Investigations Division Police officers, sergeants, and corporals who the Chief of Police assigns to work in the Investigations Division on a regular basis shall be paid four percent (4%) above their Appendix A salary, provided, however, that regardless of how assigned, no more than four (4) employees at any time shall be paid the additional four percent (4%) unless the Chief of Police in his discretion decides to pay the four percent (4%) to other officers assigned to the Investigations Division.

F) Standby Pay Police officers, corporals, and sergeants on standby time shall receive one dollar and fifty cents (\$1.50) per hour while on standby. Standby time is a period of time in addition to normal work time during which an employee is not working but is directed by his/her supervisor to restrict activities and to immediately return to work upon being called. A police officer, corporal, or sergeant is not considered to be on standby status unless he/she has previously been specifically directed by their supervisor that he/she is on standby for a specific purpose. A police officer, corporal, or sergeant is not eligible for standby pay simply because of a general duty to report for work when called or a general duty to protect the public safety. Police officers, corporals, or sergeants on standby are not covered by the call back provisions of the Personnel Policies.

G) Fit for Duty Certificate Pay All employees who successfully meet and continue to qualify for the Department's Fit for Duty Standard shall receive a payment of \$50.00 per month, such payment shall be in addition to the base hourly rate. Qualifications shall be conducted annually.

H) FTO Pay Members assigned Field Training Officer duties shall receive an additional 8% above their Appendix A salary for each hour so worked in that capacity.

I) Shift Differential For those employees on a rotating twelve (12) hour shift, who are assigned to the graveyard shift, a shift differential of eight percent (8%) shall be paid.

In the event the City makes the decision to eliminate the rotating twelve (12) hour shift, a shift differential of five percent (5%) shall be paid for all hours worked from 4:00 p.m. to midnight and a shift differential of seven percent (7%) for all hours worked from midnight to 8:00 a.m.

J) Overtime/Premium Pay

1. Overtime

- a. All hours in pay status for the work period will apply to the FLSA threshold for overtime.
- b. For purposes of this section, the members' first duty day establishes the first day of the week. The twenty-four (24) hour period for purposes of determining overtime begins at the commencement of the employee's duty assignment. Overtime shall be measured in fifteen (15) minute increments.
- c. For members who work a five (5) day/eight (8) hour shift, all work performed in excess of forty (40) hours within a week or eight (8) hours within a twenty-four (24) hour period shall be paid at one and one-half (1.5) times the basic rate of pay.

- d. For members who work a four (4) day/ten (10) hour schedule, all work performed in excess of forty (40) hours within a week or ten (10) hours within a twenty-four (24) hour period shall be paid at one and one-half (1.5) times the basic rate of pay.
- e. For sworn members who work a rotating twelve (12) hour shift, all work performed in excess of twelve (12) hours within a twenty-four (24) hour period shall be paid at one and one-half (1.5) times the basic rate of pay. Any hours worked in excess of eighty-four (84) hours in their regularly scheduled two (2) week period shall be paid at one and one-half (1.5) times the basic rate of pay.
- f. For non-sworn members who work a rotating twelve (12) hour shift, all work performed in excess of twelve (12) hours within a twenty-four (24) hour period shall be paid at one and one-half (1.5) times the basic rate of pay. Any hours worked in excess of forty (40) hours within a week shall be paid at one and one-half (1.5) times the basic rate of pay.
- g. When a member works overtime hours on a shift that qualifies for shift differential pay, the City shall compute overtime pay on the basis of the following formula: Basic hourly rate plus shift differential, if any, multiplied by one and one-half (1.5).
- h. Those hours of work over sixteen (16) consecutive hours in any day will be paid at the basic rate plus shift differential, if any, multiplied by two (2).

## 2. Call Out/Call Back Time

- a. Call out pay shall be paid if a member is required to report for duty on short notice at any time other than those specified in this policy. The member shall be paid at the basic rate of pay plus shift differential, if any, multiplied by two (2). Minimum call out time is two (2) hours.
- b. Call back is when the employee is called back to work after the regularly scheduled end of shift time. The rate shall be the same as call out. Call back pay will not be authorized if the employee is called back to complete work which should have been completed during the regularly scheduled shift or to correct work which does not meet the Department standards requiring complete, detailed, and accurate reports and forms.
- c. For purposes of this section, "short notice" means less than eight hours' notice.

## 3. Court Time

- a. A member shall be paid for all off duty court time. Court time is defined as time required in court while testifying. Court time shall be paid at one and one-half (1.5) times the basic rate of pay with a minimum of four (4) hours. In those situations where an officer testifies telephonically, overtime will be paid at one and one-half (1.5) times the basic rate of pay for the time spent actually testifying with a minimum of one (1) hour.
- b. When a member receives a subpoena to testify in a civil case stemming from an incident that occurred while working, the member shall ensure their supervisor receives a copy of the

subpoena as soon as the return of service is completed. The member shall remit the witness fee to the city and will be paid court time by the city for their testimony.

## **ARTICLE 15 HEALTH INSURANCE**

A) All employees shall participate in the Alaska State Employees Association (ASEA) group health insurance program. The City shall contribute the following for each employee toward the monthly premium of the PASEA health insurance program; effective at the time of final signing of this 2022- 2025 Agreement.

All premium costs not paid by the City shall be paid by the employee by means of a payroll deduction.

<u>Effective Date</u>	<u>Employer Contribution</u>
Upon ratification and signing	\$1,567.50
July 1, 2023	\$1,573.50
July 1, 2024	\$1,579.50

B) In the event that premiums for the ASEA group health insurance program are increased during the term of this Agreement, the City will pay the cost of any premium increase of three percent (3%) or less. The City and the employee shall share equally in the cost of that portion of any premium increase over three percent (3%), up to a maximum of ten percent (10%). The employee shall pay for that portion of any premium increase which exceeds ten percent (10%).

The City and/or PSEA reserves the right to enter into negotiations regarding health insurance should a national health care plan be authorized by Federal law; provided that a sixty (60) day notice of intent be given.

If the City is required by law to adopt a national health care plan, the City will give the PSEA a sixty (60) day notice of the requirement to replace the PSEA group health insurance program with a national health insurance program.

C) The City shall reimburse police officers, corporals, and sergeants for the difference between available health and or industrial insurance benefits for the cost of repairing or replacing (at the City's option) eye ware damaged on the job provided that the damage was job related. The maximum payment by the City to any employee under this section shall not exceed \$200 during the term of this Agreement.

D) The City shall, upon request, reimburse members for the difference between available medical and/or industrial insurance benefits and the cost of one (1) physical examination every two (2) years provided, however, that the City's maximum payment for any physical examination shall not exceed \$200.

## **ARTICLE 16 REIREMENT**

All employees covered by this Agreement shall participate in the Alaska Public Employees Retirement System. Participating employees shall pay the employee's share of the Alaska Public Employees Retirement System costs. The employee's contribution shall be paid by means of a payroll deduction. The City shall pay the employer's payment as mandated by the Alaska Public Employees Retirement System.

## **ARTICLE 17 WORKERS' COMPENSATION**

A) Medical and Life Insurance Unless such employee is separated from employment with the City, an employee who is entitled to receive compensation benefits under the Alaska Workers' Compensation Act shall continue to have the City pay the employer's portion of such employee's group medical and life insurance premiums during the period the employee is unable to return to work, not to exceed six (6) months.

B) Leave A police officer, corporal, or sergeant who in the performance of his/her official duties receives a "line of duty injury" and who receives at least thirty (30) consecutive days of Workers' Compensation for that injury will be placed on Injury Leave. The police officer, corporal, or sergeant on Injury Leave will be paid at thirty-five percent (35%) of his/her regular Appendix A rate (excluding overtime or other premium pay) for up to twelve (12) consecutive months retroactive to the date of injury, provided that the police officer, corporal, or sergeant is unable to return to work and continues to receive Workers' Compensation for lost work. For purposes of this provision, a "line of duty injury" is an injury while being compensated by the City of Ketchikan and which is due to the criminal acts of another person while the officer is performing his/her duties as a police officer, corporal, or sergeant or which is incurred while operating or riding in an emergency vehicle which is clarified to mean that the emergency vehicle was operated within departmental rules. A police officer, corporal, or sergeant is not eligible for injury leave or pay under this section if: 1) the negligence or misconduct of the police officer, corporal, or sergeant was a substantial contributing factor to the injury; or 2) the police officer, corporal, or sergeant was under the influence of a drug or intoxicant at the time of the injury.

## **ARTICLE 18 VACATION AND HOLIDAY BENEFITS**

A.) Vacation

Upon the effective date of this Agreement, employees will accrue vacation hours according to the following schedule:

<u>Years of Continuous Service as a Regular Full-time City Employee</u>	<u>Vacation Accrued Annually</u>	
1 <sup>st</sup> year	15	(120 hours)
Starting 2 <sup>nd</sup> year	17	(136 hours)
Starting 3 <sup>rd</sup> through 4 <sup>th</sup> year	21	(168 hours)
Starting 5 <sup>th</sup> through 9 <sup>th</sup> year	24	
Starting 10 <sup>th</sup> through 15 <sup>th</sup> year	30	
Starting 16 <sup>th</sup> year and thereafter	34	(272 hours)

B) Holidays

1. The City shall observe the following holidays as closed holidays on the dates specified by the City Manager or the City Council:

New Year's Day (January 1).

Martin Luther King Jr. Day (third Monday in January).

Memorial Day (last Monday in May).

Independence Day (July 4).

Labor Day (first Monday in September).



Veteran's Day (November 11).  
Thanksgiving Day (fourth Thursday in November).  
Christmas Day (December 25).

2. Regular full-time employees are eligible for four (4) floating holidays per calendar year. Scheduling and use of floating holidays shall be consistent with the City of Ketchikan Personnel Rules.

## **ARTICLE 19 BEREAVEMENT LEAVE**

When a death occurs to a member of an employee's family, the employee, at his/her request, may be granted a reasonable time off as funeral leave of absence. Such time off shall be charged, at the employee's option, to his/her 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, father-in-law, mother-in-law, grandparents or spouse, the first five (5) days of such leave shall be by the Employer without effect on the employee's sick leave account or vacation account.

## **ARTICLE 20 PAID SICK LEAVE**

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

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

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

Employees hired after September 20, 1985 and prior to May 1, 2001, will be paid at the rate of fifty percent (50%) of up to sixty five (65) days.

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

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 the employee is eligible for retirement benefits. Any sick leave forfeited (not paid for) due to lay off will be reinstated when (if) the employee is reemployed by the Employer.

## **ARTICLE 21 JURY DUTY**

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

## ARTICLE 22 MILITARY LEAVES OF ABSENCE

Employees ordered to military duty will have rights and benefits set forth in Section 6.7 Military Leave of Absence in the City of Ketchikan Personnel Rules.

## ARTICLE 23 UNIFORMS, PROPERTY, AND EQUIPMENT

A) Police Uniforms and Uniform Items The City will establish in a new employee's name, an interest-free credit account to facilitate the purchase of the following items. The employee may not exceed three thousand dollars (\$3,000.00) for initial purchases without the expressed written consent of the Chief of Police. The monthly uniform cleaning and replacement allowance will be applied to repay the City's extension of credit. Upon separation, the City has the authority to deduct any balance due from the employee's final paycheck.

<u>ITEM</u>	<u>Police Officers</u>	<u>Dispatch Employees</u>
Shirts, Long Sleeve	3	3
Shirts, Short Sleeve	3	
Trousers	3	3
Ties	3	3
Hat, Uniform	1	
Cap, Baseball Style	1	
Utility Jacket	1	
Rain Coat	1	
Coveralls	1	
Sam Browne Belt	1	
Belt, Uniform	1	1
Holster*	1*	
Magazine Holder*	1*	
Handcuffs	1	
Cuff Case	1	
Cuff Keys	2	
Baton With Holder	1	
Badge, Breast	1	
Badge, Hat	1	
Holder, Badge	1	
ID Card	1	1
Name Tag	2	1
Tie Bar or Tie Tack	1	1
Citation Holder	1	

\*Holster and magazine holders will be replaced at the discretion of the Chief of Police

B) The purchase of items not included in the above list may be approved by the Chief of Police or his designee and a repayment schedule will be established at that time. This may include, but is not limited

to plainclothes purchases for special assignments such as officers assigned to investigations and officers assigned to school duties.

C) Uniform Allowance Police Officers, corporals, and sergeants will be paid a uniform cleaning and replacement allowance of two hundred dollars (\$200.00) per month for their first year of employment and one hundred and seventy-five (\$175.00) per month thereafter. Dispatchers required to maintain a uniform will be paid an allowance of seventy-five dollars (\$75.00) per month. The allowance will be included with the paycheck for the pay period.

D) Personal Handgun The City will provide newly appointed police officers, corporals, and sergeants with a handgun, holster, magazine, and magazine holder.

E) Soft Body Armor Within ten (10) days of an employee's initial date of hire, the Employer will order for each newly appointed sworn officer a personally-fitted ballistic-resistant armor (vest) that meets National Institute of Justice (N.I.J.) Type III-A Classification Standards.

The Employer will replace issued body armor with new N.I.J. Type III-A armor at the end of the vest warrant, five (5) years from the initial date of issue, or by N.I.J. recommendations, whichever comes first. The Employer retains ownership of the armor.

No employee required to wear body armor shall be required to work a regular assignment for which that employee has been hired without adequately fitted and warranted armor.

F) Replacement and Cleaning of Non-uniform Clothing At the sole discretion of the Chief of Police, the City may reimburse an employee for repair costs or the replacement of non-departmental issued clothing soiled or damaged in the performance of assigned duties.

G) Wearing of Uniform Uniform items provided by the City and items which identify the individual as an employee shall be worn only with the permission of the Chief of Police, in the performance of assigned job duties or when traveling directly from place of residence to work and traveling directly from work to place of residence.

H) City's Property Tools, equipment, and uniform items issued by the City remain the exclusive property of the City and shall be used only in the performance of assigned job duties. The employee shall reimburse the City at replacement value for any tools, equipment, or uniform items not returned to the City.

## **ARTICLE 24 TRAINING AND ADVANCED EDUCATION**

A) City Assigns Training The City shall determine when training is necessary. The City will make reasonable efforts to avoid scheduling an employee for training which conflicts with the employee's scheduled and authorized personal leave.

B) Employee Request An employee who wants to attend a course, seminar, workshop, or other type of training and have the City reimburse the cost shall:

- 1) describe the training and how it relates to the employee's current position or a position within the Police Department to which the employee could be assigned;

- 2) state the total cost of the training and the amount proposed for reimbursement by the City; and
- 3) secure the written concurrence of the Chief of Police through the chain of command on the amount of reimbursement for satisfactory completion of the training.

The decision of the Chief of Police as to who attends training will be final.

C) Prior Agreement A written agreement on reimbursement between the employee and the Chief of Police executed prior to the beginning of the training is required before any reimbursement may be made. Such agreement shall require satisfactory completion of the training as a condition of reimbursement.

D) Repayment to Employer Expenses reimbursed for training under this Article shall be repaid to the City if the employee separates from employment as a result of their own action in less than twelve (12) months from the completion of the training. Employee further agrees that the City is hereby authorized and shall have the right to deduct and withhold from the employee's final check, or from any other amount due employee, such amount as may be necessary to repay the City. No claim will be made for more than two thousand four hundred dollars (\$2,400.00) for actual course costs including travel, but excluding food and lodging, and the claim will be reduced on a prorated basis of one-twelfth (1/12) of the cost being reduced each month until canceled in full. Each course shall constitute a new agreement.

E) Advanced Education All employees shall receive educational incentive benefits as follows:

The employer shall pay the following pay increases for advanced education approved by the Chief of Police. This increase shall not apply to probationary employees. All amounts will be calculated at the employee's base rate of pay.

An Intermediate Police Certificate issued by the Alaska Police Standards Council or Associate Degree shall be paid at four and one-half percent (4 ½%).

An Advanced Police Certificate issued by the Alaska Police Standards Council or Bachelors Degree shall be paid at seven percent (7%).

Percentage pay increases for advanced education as provided in this section will be at the highest percentage earned and will not be accumulative.

## **ARTICLE 25 TRAVEL REIMBURSEMENT**

A) Travel Reimbursement An employee required to travel out of the City of Ketchikan for business purposes overnight will be reimbursed for actual hotel cost plus a meal allowance on a trip-by-trip basis. The Chief of Police may authorize a travel advance not to exceed the total estimated travel reimbursement.

B) Meal Allowances An employee who is in travel status will receive the IRS recognized per diem meal allowance not to exceed sixty dollars (\$60) for all days in travel status.

## **ARTICLE 26 SAVINGS CLAUSE**

Should any Article, Section, or provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted statute, ordinance, or other law, or by the decree of judgment of any court of competent jurisdiction, the invalidation of such Article, Section, or provision will not affect the remaining portions hereof and such other parts and provisions will remain in full force and effect. Upon the invalidation of any Article, Section, or provisions hereof, the parties will meet and negotiate for a successor Article, Section, or provision 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 27 AVAILABILITY OF PARTIES TO EACH OTHER**

The parties agree that representatives of the Association and the City shall meet at reasonable times for discussions of this Agreement, its interpretations, continuation or modification, and other matters of mutual concern. Both parties agree that an obligation exists to meet expeditiously and in good faith.

A Labor/Management Committee, consisting of three (3) regular representatives from City Management and three (3) representatives from the employee group will meet upon written notification of desire to convene by either party. The primary activities of this committee will include: contract interpretation, pre-grievance discussions of operating problems, method improvement and public relations.

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

## **ARTICLE 28 ENTIRE AGREEMENT AND WAIVER OF BARGAINING**

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

B) 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, even though a subject or matter 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.

## **ARTICLE 29 PRINTING OF AGREEMENT**

Within ninety (90) days after the final ratification of this Agreement, the parties agree that a City representative and an Association representative will meet and agree on the format, size, and

specifications of the Agreement to be printed. The City shall be responsible for the printing of the Agreement. The parties will designate the number of copies of the Agreement each desires and each party will be responsible for the cost required for printing that number of copies, and the set-up charges will be paid equally by both parties.

### **ARTICLE 30 DURATION OF AGREEMENT**

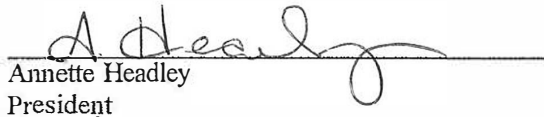
- A) Effective Date This Agreement shall become effective upon ratification and execution by The Public Safety Employees Association and the City, and shall remain in effect through June 30, 2025. This Agreement may be extended by written agreement between the Association and the City.
- B) Renewal Either party desiring to negotiate a successor Agreement shall notify the other party of those intentions between February 1, 2025, and February 28, 2025.
- C) 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.

This Agreement is executed this \_\_\_\_\_ day of \_\_\_\_\_, 2023 by the duly authorized agents and representatives of the parties hereto at Ketchikan, Alaska.

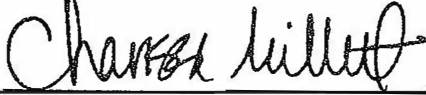
**FOR THE PUBLIC SAFETY  
EMPLOYEES ASSOCIATION**



Charlie Johnson  
Chief Spokesperson



Annette Headley  
President



Charisse Millett, Executive Director  
Public Safety Employees Association

**FOR THE CITY OF  
KETCHIKAN, ALASKA**

Delilah Walsh  
City/General Manager

Jerry Gates  
Chief Spokesperson

**Negotiators:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Negotiators:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Appendix A<sub>1</sub>**

**Salary Table for PSEA  
Represented Police Department Employees  
Hourly Rates**

**Effective July 1, 2022, through June 30, 2023**

7/1/2022      Increase each hourly rate by 2.0%.

- A) Grades and Steps With the exception of police officer recruits, police officers, corporals, and sergeants hired at Step A will advance one (1) step every three (3) months for the first year until attaining Step E at the end of twelve (12) months, provided they receive satisfactory evaluation as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step E shall advance to Step F after six (6) months, provided they receive a satisfactory evaluation as described in the City's Compensation Plan. After six (6) months in Step F, Police officers, corporals, and sergeants will move to Step G, provided they receive a satisfactory evaluation as described in the City's Compensation Plan. Police officers, corporals, and recruits in Step G or higher shall advance two (2) steps per year on their anniversary date until reaching Step R provided they receive satisfactory evaluations as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step R, shall advance to Step S on their anniversary date, provided they receive satisfactory evaluations as described in the City's Compensation Plan.

No employee may advance from one step to another unless that employee has received a satisfactory evaluation as described in the City's Compensation Plan.



**Salary Table for PSEA  
Represented Police Department Employees  
Hourly Rates**

**Effective July 1, 2016 2023 through June 30, 2024**

7/1/23                      Increase each hourly rate by 2.5% and change position Grades as follows:

Police Officers	From 557 to 558
Detective	From 559 to 560
Sergeants	From 564 to 565
Dispatch	From 546 to 549

A)

Grades and Step With the exception of police officer recruits, police officers, corporals, and sergeants hired at Step A will advance one (1) step every three (3) months for the first year until attaining Step E at the end of twelve (12) months, provided they receive satisfactory evaluation as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step E shall advance to Step F after six (6) months, provided they receive a satisfactory evaluation as described in the City's Compensation Plan. After six (6) months in Step F, Police officers, corporals, and sergeants will move to Step G, provided they receive a satisfactory evaluation as described in the City's Compensation Plan. Police officers, corporals, and recruits in Step G or higher shall advance two (2) steps per year on their anniversary date until reaching Step R provided they receive satisfactory evaluations as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step R, shall advance to Step S on their anniversary date, provided they receive satisfactory evaluations as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step S, shall advance to Step T on their anniversary date, provided they receive satisfactory evaluations as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step T, shall advance to Step U on their anniversary date, provided they receive satisfactory evaluations as described in the City's Compensation Plan.

No employee may advance from one step to another unless that employee has received a satisfactory evaluation as described in the City's Compensation Plan.

## Appendix A<sub>3</sub>

### **Salary Table for PSEA Represented Police Department Employees Hourly Rates**

**Effective July 1, 2024 through June 30, 2025**

7/1/24                      Increase each hourly rate by 4.0%.

- A) Grades and Steps With the exception of police officer recruits, police officers, corporals, and sergeants hired at Step A will advance one (1) step every three (3) months for the first year until attaining Step E at the end of twelve (12) months, provided they receive satisfactory evaluation as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step E shall advance to Step F after six (6) months, provided they receive a satisfactory evaluation as described in the City's Compensation Plan. After six (6) months in Step F, Police officers, corporals, and sergeants will move to Step G, provided they receive a satisfactory evaluation as described in the City's Compensation Plan. Police officers, corporals, and recruits in Step G or higher shall advance two (2) steps per year on their anniversary date until reaching Step R provided they receive satisfactory evaluations as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step R, shall advance to Step S on their anniversary date, provided they receive satisfactory evaluations as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step S, shall advance to Step T on their anniversary date, provided they receive satisfactory evaluations as described in the City's Compensation Plan. Police officers, corporals, and sergeants in Step T, shall advance to Step U on their anniversary date, provided they receive satisfactory evaluations as described in the City's Compensation Plan.

No employee may advance from one step to another unless that employee has received a satisfactory evaluation as described in the City's Compensation Plan.



City of Ketchikan  
Calculated Yearly Wage  
for Hourly Positions - PSEA Represented

2.0 % Increase Effective: July 1, 2020

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
501	7.25	7.38	7.49	7.61	7.71	7.83	7.95	8.08	8.18	8.29	8.43	8.57	8.69	8.81	8.96	9.08	9.22	9.34	9.49	9.66	9.79
502	7.46	7.57	7.68	7.79	7.91	8.04	8.15	8.25	8.39	8.54	8.66	8.78	8.90	9.04	9.19	9.31	9.46	9.61	9.76	9.89	10.04
503	7.64	7.74	7.86	7.99	8.11	8.24	8.34	8.48	8.62	8.74	8.85	8.99	9.14	9.26	9.38	9.54	9.71	9.83	9.98	10.11	10.28
504	7.82	7.94	8.07	8.17	8.28	8.42	8.56	8.68	8.80	8.95	9.06	9.21	9.33	9.48	9.65	9.78	9.90	10.05	10.21	10.36	10.52
505	8.02	8.14	8.24	8.38	8.53	8.65	8.77	8.89	9.03	9.18	9.30	9.45	9.60	9.75	9.87	10.02	10.19	10.34	10.49	10.64	10.81
506	8.21	8.34	8.48	8.62	8.74	8.85	9.00	9.14	9.26	9.38	9.54	9.71	9.83	9.98	10.13	10.30	10.43	10.58	10.75	10.91	11.07
507	8.42	8.56	8.68	8.80	8.95	9.06	9.21	9.33	9.48	9.65	9.78	9.90	10.05	10.22	10.37	10.52	10.67	10.84	11.00	11.16	11.33
508	8.64	8.76	8.87	9.02	9.17	9.29	9.44	9.57	9.74	9.86	10.01	10.18	10.33	10.47	10.61	10.79	10.97	11.12	11.29	11.44	11.63
509	8.83	8.98	9.12	9.24	9.36	9.52	9.68	9.81	9.95	10.10	10.27	10.41	10.56	10.74	10.91	11.07	11.23	11.38	11.55	11.73	11.91
510	9.06	9.21	9.33	9.48	9.65	9.78	9.90	10.05	10.22	10.37	10.52	10.67	10.84	11.01	11.16	11.33	11.49	11.67	11.86	12.03	12.20
511	9.28	9.40	9.56	9.73	9.85	10.00	10.16	10.32	10.46	10.60	10.78	10.95	11.11	11.28	11.42	11.62	11.78	11.96	12.14	12.33	12.51
512	9.52	9.68	9.81	9.95	10.10	10.27	10.41	10.56	10.74	10.91	11.07	11.23	11.38	11.57	11.74	11.92	12.09	12.28	12.45	12.63	12.82
513	9.77	9.89	10.04	10.21	10.36	10.50	10.65	10.83	11.00	11.15	11.32	11.48	11.66	11.84	12.01	12.18	12.39	12.56	12.75	12.95	13.14
514	10.00	10.16	10.32	10.46	10.60	10.78	10.95	11.11	11.28	11.42	11.62	11.78	11.96	12.14	12.33	12.52	12.70	12.87	13.09	13.28	13.47
515	10.26	10.40	10.55	10.70	10.88	11.04	11.20	11.36	11.54	11.72	11.90	12.07	12.26	12.44	12.62	12.80	13.02	13.19	13.39	13.60	13.81
516	10.50	10.65	10.83	11.00	11.15	11.32	11.48	11.66	11.84	12.01	12.18	12.39	12.56	12.75	12.94	13.14	13.34	13.54	13.75	13.94	14.16
517	10.77	10.94	11.10	11.26	11.41	11.61	11.77	11.95	12.13	12.31	12.50	12.68	12.85	13.07	13.27	13.44	13.66	13.86	14.06	14.27	14.49
518	11.04	11.20	11.36	11.54	11.72	11.90	12.07	12.26	12.44	12.62	12.80	13.02	13.19	13.39	13.60	13.81	13.99	14.22	14.44	14.65	14.86
519	11.31	11.46	11.65	11.83	12.00	12.17	12.36	12.55	12.73	12.91	13.13	13.33	13.53	13.72	13.93	14.15	14.37	14.58	14.77	15.00	15.24
520	11.60	11.76	11.94	12.11	12.30	12.48	12.67	12.84	13.06	13.25	13.43	13.65	13.85	14.05	14.26	14.48	14.69	14.91	15.14	15.37	15.59
521	11.89	12.06	12.25	12.43	12.60	12.79	13.01	13.18	13.38	13.59	13.79	13.98	14.21	14.43	14.63	14.85	15.08	15.30	15.53	15.77	16.00
522	12.17	12.36	12.55	12.73	12.91	13.13	13.33	13.53	13.72	13.93	14.15	14.37	14.58	14.78	15.02	15.24	15.46	15.70	15.94	16.16	16.42
523	12.48	12.67	12.84	13.06	13.25	13.43	13.65	13.85	14.05	14.26	14.48	14.69	14.91	15.14	15.37	15.60	15.83	16.05	16.29	16.55	16.79
524	12.79	13.01	13.18	13.38	13.59	13.79	13.98	14.21	14.43	14.63	14.85	15.08	15.30	15.53	15.77	16.00	16.24	16.50	16.73	16.99	17.24
525	13.12	13.32	13.50	13.71	13.92	14.14	14.36	14.56	14.77	15.00	15.22	15.45	15.69	15.93	16.15	16.42	16.65	16.89	17.15	17.39	17.67
526	13.43	13.65	13.85	14.05	14.26	14.48	14.69	14.91	15.14	15.37	15.60	15.83	16.05	16.30	16.56	16.80	17.05	17.29	17.57	17.82	18.09
527	13.79	13.98	14.21	14.43	14.63	14.85	15.08	15.30	15.53	15.77	16.00	16.24	16.50	16.73	16.99	17.23	17.49	17.75	18.02	18.29	18.56
528	14.13	14.35	14.55	14.76	14.99	15.21	15.44	15.68	15.92	16.14	16.39	16.64	16.88	17.15	17.39	17.67	17.93	18.21	18.47	18.76	19.04
529	14.48	14.69	14.91	15.14	15.37	15.60	15.83	16.05	16.30	16.56	16.80	17.05	17.29	17.58	17.82	18.09	18.35	18.65	18.91	19.20	19.47
530	14.84	15.07	15.29	15.51	15.76	15.99	16.23	16.49	16.71	16.96	17.22	17.47	17.74	18.01	18.28	18.55	18.84	19.11	19.39	19.70	19.98
531	15.21	15.44	15.68	15.92	16.14	16.39	16.64	16.88	17.15	17.39	17.67	17.93	18.21	18.45	18.76	19.03	19.32	19.60	19.89	20.20	20.48
532	15.60	15.83	16.05	16.30	16.56	16.80	17.05	17.29	17.58	17.82	18.09	18.35	18.65	18.91	19.20	19.47	19.79	20.08	20.38	20.69	20.99
533	15.98	16.21	16.48	16.70	16.95	17.21	17.46	17.73	18.00	18.27	18.54	18.82	19.10	19.38	19.69	19.97	20.29	20.57	20.90	21.21	21.52
534	16.37	16.63	16.87	17.14	17.38	17.66	17.92	18.20	18.44	18.75	19.02	19.31	19.59	19.89	20.19	20.48	20.79	21.11	21.43	21.75	22.07
535	16.79	17.04	17.28	17.57	17.81	18.08	18.34	18.64	18.90	19.19	19.46	19.78	20.07	20.37	20.68	20.98	21.30	21.62	21.94	22.29	22.60
536	17.21	17.46	17.73	18.00	18.27	18.54	18.82	19.10	19.38	19.69	19.97	20.29	20.57	20.90	21.21	21.52	21.84	22.19	22.50	22.85	23.18
537	17.66	17.92	18.20	18.44	18.75	19.02	19.31	19.59	19.89	20.19	20.48	20.79	21.11	21.43	21.75	22.07	22.41	22.75	23.08	23.46	23.79
538	18.09	18.35	18.65	18.91	19.20	19.47	19.79	20.08	20.38	20.69	20.99	21.32	21.63	21.94	22.30	22.60	22.96	23.29	23.64	23.99	24.36
539	18.55	18.84	19.11	19.39	19.70	19.98	20.30	20.58	20.91	21.22	21.53	21.86	22.21	22.51	22.87	23.21	23.56	23.90	24.29	24.63	25.00
540	19.02	19.31	19.59	19.89	20.19	20.48	20.79	21.11	21.43	21.75	22.07	22.41	22.75	23.07	23.43	23.78	24.13	24.50	24.88	25.25	25.64
541	19.47	19.79	20.08	20.38	20.69	20.99	21.32	21.63	21.94	22.30	22.60	22.96	23.29	23.64	24.00	24.37	24.72	25.11	25.48	25.87	26.25
542	19.97	20.29	20.57	20.90	21.21	21.52	21.84	22.19	22.49	22.85	23.17	23.54	23.88	24.25	24.61	24.97	25.34	25.73	26.10	26.50	26.92
543	20.47	20.78	21.10	21.41	21.74	22.06	22.40	22.74	23.06	23.42	23.76	24.12	24.49	24.85	25.21	25.61	25.97	26.38	26.78	27.16	27.57
544	20.99	21.32	21.63	21.94	22.30	22.60	22.96	23.29	23.64	24.00	24.37	24.72	25.11	25.47	25.87	26.28	26.63	27.05	27.46	27.88	28.26
545	21.52	21.84	22.19	22.49	22.85	23.17	23.54	23.88	24.25	24.61	24.97	25.34	25.73	26.08	26.49	26.92	27.30	27.70	28.12	28.54	28.98
546	22.06	22.40	22.74	23.06	23.42	23.76	24.12	24.49	24.85	25.21	25.61	25.97	26.38	26.80	27.15	27.57	28.00	28.42	28.83	29.25	29.70
547	22.60	22.96	23.29	23.64	24.00	24.37	24.72	25.11	25.47	25.87	26.28	26.63	27.05	27.47	27.88	28.28	28.70	29.16	29.60	30.05	30.50
548	23.17	23.54	23.88	24.25	24.61	24.97	25.34	25.73	26.08	26.49	26.92	27.30	27.70	28.12	28.55	28.97	29.40	29.84	30.29	30.75	31.22

City of Ketchikan  
Calculated Yearly Wage  
for Hourly Positions - PSEA Represented

2.0 % Increase Effective: July 1, 2020

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
549	23.75	24.10	24.48	24.84	25.20	25.59	25.96	26.37	26.78	27.14	27.56	27.99	28.41	28.82	29.25	29.70	30.14	30.60	31.06	31.52	31.98
550	24.35	24.71	25.10	25.46	25.86	26.25	26.62	27.04	27.46	27.87	28.26	28.69	29.15	29.57	30.03	30.48	30.92	31.40	31.86	32.34	32.83
551	24.96	25.33	25.72	26.07	26.48	26.91	27.27	27.69	28.11	28.54	28.96	29.38	29.82	30.28	30.73	31.20	31.67	32.14	32.63	33.10	33.61
552	25.59	25.96	26.37	26.78	27.14	27.56	27.99	28.41	28.82	29.25	29.70	30.14	30.60	31.06	31.53	32.00	32.46	32.95	33.46	33.95	34.46
553	26.23	26.59	27.01	27.43	27.84	28.23	28.66	29.12	29.54	30.00	30.44	30.89	31.33	31.81	32.30	32.79	33.28	33.78	34.29	34.82	35.33
554	26.89	27.26	27.68	28.10	28.53	28.95	29.36	29.81	30.27	30.71	31.19	31.66	32.13	32.62	33.09	33.59	34.10	34.62	35.13	35.67	36.20
555	27.54	27.97	28.39	28.79	29.23	29.67	30.12	30.57	31.02	31.50	31.95	32.43	32.92	33.43	33.93	34.44	34.96	35.48	36.00	36.53	37.09
556	28.22	28.65	29.11	29.53	29.99	30.42	30.88	31.32	31.80	32.29	32.78	33.27	33.76	34.26	34.78	35.28	35.81	36.35	36.90	37.45	38.03
557	28.95	29.36	29.81	30.27	30.71	31.19	31.66	32.13	32.62	33.09	33.59	34.10	34.62	35.13	35.67	36.21	36.76	37.29	37.86	38.42	39.00
558	29.67	30.12	30.57	31.02	31.50	31.95	32.43	32.92	33.43	33.93	34.44	34.96	35.48	36.00	36.52	37.08	37.63	38.20	38.79	39.37	39.94
559	30.41	30.87	31.31	31.79	32.28	32.77	33.25	33.74	34.25	34.76	35.27	35.80	36.34	36.89	37.44	38.02	38.58	39.16	39.74	40.35	40.95
560	31.18	31.65	32.12	32.60	33.07	33.58	34.09	34.61	35.12	35.66	36.20	36.75	37.28	37.84	38.40	38.98	39.57	40.18	40.76	41.38	41.99
561	31.94	32.42	32.91	33.42	33.92	34.43	34.95	35.46	35.99	36.51	37.07	37.62	38.19	38.78	39.36	39.93	40.53	41.15	41.78	42.42	43.04
562	32.76	33.24	33.73	34.22	34.75	35.25	35.79	36.33	36.88	37.43	38.00	38.57	39.15	39.73	40.34	40.94	41.57	42.17	42.80	43.46	44.10
563	33.57	34.08	34.60	35.10	35.65	36.19	36.74	37.26	37.83	38.39	38.97	39.56	40.17	40.75	41.37	41.99	42.64	43.25	43.89	44.55	45.22
564	34.40	34.92	35.45	35.98	36.50	37.06	37.61	38.18	38.74	39.35	39.92	40.52	41.13	41.76	42.40	43.02	43.67	44.32	44.98	45.67	46.35
565	35.24	35.78	36.32	36.87	37.42	37.97	38.56	39.14	39.72	40.33	40.93	41.54	42.16	42.79	43.44	44.10	44.76	45.42	46.11	46.79	47.48
566	36.16	36.70	37.23	37.79	38.36	38.94	39.53	40.11	40.71	41.32	41.93	42.57	43.21	43.85	44.51	45.19	45.86	46.54	47.27	47.97	48.69
567	37.04	37.59	38.16	38.72	39.30	39.89	40.49	41.10	41.73	42.36	42.99	43.63	44.28	44.95	45.62	46.30	46.99	47.70	48.41	49.12	49.87
568	37.96	38.55	39.13	39.71	40.32	40.91	41.52	42.14	42.77	43.41	44.07	44.73	45.39	46.07	46.77	47.46	48.20	48.91	49.63	50.39	51.13
569	38.92	39.51	40.10	40.69	41.31	41.92	42.56	43.20	43.84	44.50	45.17	45.85	46.53	47.25	47.94	48.67	49.40	50.11	50.88	51.64	52.41
570	39.89	40.49	41.10	41.73	42.36	42.99	43.63	44.28	44.95	45.62	46.30	46.99	47.70	48.41	49.13	49.90	50.64	51.42	52.17	52.95	53.74
571	40.90	41.50	42.13	42.76	43.40	44.06	44.72	45.38	46.06	46.76	47.45	48.18	48.90	49.62	50.38	51.11	51.88	52.67	53.46	54.26	55.07
572	41.91	42.54	43.19	43.83	44.49	45.16	45.84	46.52	47.23	47.93	48.65	49.39	50.10	50.87	51.63	52.39	53.19	53.99	54.80	55.62	56.47
573	42.97	43.61	44.25	44.93	45.60	46.28	46.97	47.67	48.39	49.11	49.87	50.61	51.39	52.16	52.94	53.74	54.55	55.37	56.19	57.06	57.90
574	44.04	44.70	45.35	46.04	46.74	47.43	48.16	48.88	49.60	50.35	51.09	51.85	52.64	53.42	54.22	55.04	55.86	56.69	57.55	58.40	59.29
575	45.14	45.82	46.50	47.21	47.91	48.61	49.37	50.08	50.84	51.61	52.37	53.16	53.97	54.77	55.60	56.43	57.28	58.14	58.98	59.88	60.79
576	46.26	46.95	47.65	48.37	49.09	49.84	50.59	51.36	52.14	52.92	53.72	54.53	55.35	56.18	57.04	57.89	58.75	59.64	60.54	61.43	62.35
577	47.42	48.15	48.87	49.58	50.34	51.08	51.84	52.63	53.41	54.21	55.03	55.85	56.67	57.53	58.36	59.27	60.15	61.04	61.98	62.89	63.84
578	48.60	49.36	50.07	50.83	51.60	52.36	53.15	53.96	54.76	55.59	56.42	57.27	58.13	58.96	59.87	60.78	61.67	62.61	63.55	64.49	65.46
579	49.83	50.58	51.34	52.13	52.91	53.70	54.52	55.34	56.17	57.03	57.87	58.74	59.63	60.52	61.42	62.32	63.28	64.22	65.19	66.17	67.17
580	51.07	51.83	52.62	53.40	54.20	55.02	55.83	56.66	57.52	58.35	59.26	60.13	61.03	61.98	62.88	63.83	64.79	65.76	66.74	67.75	68.76
581	52.35	53.14	53.95	54.75	55.58	56.41	57.25	58.11	58.95	59.86	60.75	61.66	62.60	63.53	64.48	65.44	66.43	67.44	68.45	69.47	70.51
582	53.66	54.47	55.29	56.13	56.98	57.82	58.70	59.58	60.48	61.38	62.28	63.24	64.18	65.14	66.13	67.10	68.11	69.14	70.17	71.23	72.29
583	55.01	55.81	56.65	57.51	58.34	59.24	60.12	61.02	61.97	62.87	63.82	64.78	65.75	66.74	67.74	68.75	69.79	70.83	71.90	72.98	74.07
584	56.38	57.21	58.08	58.92	59.83	60.71	61.62	62.57	63.48	64.45	65.41	66.39	67.41	68.42	69.42	70.46	71.51	72.60	73.70	74.79	75.91
585	57.76	58.66	59.51	60.42	61.33	62.23	63.18	64.13	65.10	66.09	67.04	68.05	69.09	70.11	71.18	72.24	73.32	74.43	75.53	76.66	77.83
586	59.23	60.10	61.01	61.95	62.86	63.81	64.77	65.74	66.73	67.73	68.74	69.78	70.82	71.88	72.95	74.05	75.18	76.32	77.45	78.61	79.77
587	60.70	61.61	62.56	63.47	64.44	65.40	66.38	67.39	68.41	69.41	70.45	71.50	72.59	73.70	74.78	75.91	77.04	78.18	79.37	80.54	81.76
588	62.21	63.15	64.10	65.06	66.05	67.00	68.02	69.06	70.07	71.15	72.20	73.29	74.40	75.50	76.63	77.79	78.94	80.14	81.33	82.56	83.79
589	63.78	64.71	65.68	66.68	67.68	68.68	69.73	70.77	71.83	72.90	74.00	75.12	76.23	77.39	78.54	79.72	80.92	82.12	83.35	84.61	85.86
590	65.37	66.35	67.34	68.35	69.37	70.42	71.47	72.55	73.63	74.75	75.87	77.00	78.14	79.32	80.50	81.72	82.94	84.18	85.43	86.73	88.02

Minimum wage for 2020 is \$ 9.80

City of Ketchikan  
Calculated Yearly Wage  
for Hourly Positions - PSEA Represented

2.0 % Increase Effective: July 1, 2020

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
501	1,267	1,270	1,208	1,310	1,336	1,367	1,378	1,401	1,418	1,437	1,461	1,485	1,506	1,527	1,553	1,574	1,598	1,619	1,645	1,674	1,697
502	1,293	1,312	1,331	1,350	1,371	1,394	1,413	1,430	1,454	1,480	1,501	1,522	1,543	1,567	1,593	1,614	1,640	1,666	1,692	1,714	1,740
503	1,324	1,342	1,362	1,385	1,406	1,423	1,446	1,470	1,494	1,515	1,534	1,560	1,584	1,605	1,626	1,654	1,683	1,704	1,730	1,752	1,782
504	1,355	1,376	1,390	1,416	1,435	1,460	1,484	1,505	1,525	1,551	1,570	1,596	1,617	1,643	1,673	1,695	1,716	1,742	1,770	1,796	1,823
505	1,390	1,411	1,428	1,453	1,470	1,499	1,520	1,541	1,565	1,591	1,612	1,638	1,664	1,690	1,711	1,737	1,766	1,792	1,818	1,844	1,874
506	1,423	1,446	1,470	1,494	1,515	1,534	1,560	1,584	1,605	1,626	1,654	1,683	1,704	1,730	1,756	1,785	1,808	1,834	1,863	1,891	1,919
507	1,459	1,484	1,505	1,525	1,551	1,570	1,596	1,617	1,643	1,673	1,695	1,716	1,742	1,771	1,797	1,823	1,849	1,879	1,907	1,934	1,964
508	1,498	1,518	1,537	1,563	1,589	1,610	1,636	1,659	1,688	1,709	1,735	1,765	1,791	1,815	1,839	1,870	1,901	1,927	1,957	1,983	2,016
509	1,531	1,557	1,581	1,602	1,622	1,650	1,678	1,700	1,725	1,751	1,780	1,804	1,830	1,862	1,891	1,919	1,947	1,973	2,002	2,033	2,064
510	1,570	1,596	1,617	1,643	1,673	1,695	1,716	1,742	1,771	1,797	1,823	1,849	1,879	1,908	1,934	1,964	1,992	2,023	2,056	2,085	2,115
511	1,609	1,630	1,657	1,687	1,707	1,733	1,761	1,789	1,813	1,837	1,869	1,898	1,926	1,955	1,979	2,014	2,042	2,073	2,104	2,137	2,168
512	1,650	1,678	1,700	1,725	1,751	1,780	1,804	1,830	1,862	1,891	1,919	1,947	1,973	2,005	2,035	2,066	2,096	2,129	2,158	2,189	2,222
513	1,693	1,714	1,740	1,770	1,796	1,820	1,846	1,877	1,907	1,933	1,962	1,990	2,021	2,052	2,082	2,111	2,148	2,177	2,210	2,245	2,278
514	1,733	1,761	1,789	1,813	1,837	1,869	1,898	1,926	1,955	1,979	2,014	2,042	2,073	2,104	2,137	2,170	2,201	2,231	2,269	2,302	2,335
515	1,778	1,803	1,829	1,855	1,886	1,914	1,941	1,969	2,000	2,031	2,063	2,092	2,125	2,156	2,187	2,219	2,252	2,286	2,321	2,357	2,394
516	1,820	1,846	1,877	1,907	1,933	1,962	1,990	2,021	2,052	2,082	2,111	2,148	2,177	2,210	2,243	2,278	2,312	2,347	2,383	2,416	2,454
517	1,867	1,896	1,924	1,952	1,978	2,012	2,040	2,071	2,103	2,134	2,167	2,198	2,227	2,265	2,300	2,330	2,368	2,402	2,437	2,473	2,512
518	1,914	1,941	1,969	2,000	2,031	2,063	2,092	2,125	2,156	2,187	2,219	2,257	2,286	2,321	2,357	2,394	2,425	2,465	2,503	2,539	2,576
519	1,960	1,986	2,019	2,051	2,082	2,109	2,142	2,175	2,207	2,238	2,276	2,311	2,345	2,378	2,415	2,452	2,491	2,527	2,560	2,600	2,642
520	2,011	2,038	2,070	2,099	2,132	2,163	2,196	2,226	2,264	2,297	2,328	2,366	2,401	2,435	2,472	2,510	2,546	2,584	2,624	2,664	2,702
521	2,061	2,090	2,123	2,155	2,184	2,217	2,255	2,285	2,319	2,356	2,390	2,423	2,463	2,501	2,536	2,574	2,614	2,652	2,692	2,733	2,773
522	2,109	2,142	2,175	2,207	2,238	2,276	2,311	2,345	2,378	2,415	2,453	2,491	2,527	2,562	2,603	2,642	2,680	2,721	2,763	2,801	2,846
523	2,163	2,196	2,226	2,264	2,297	2,328	2,366	2,401	2,435	2,472	2,510	2,546	2,584	2,624	2,664	2,704	2,744	2,782	2,824	2,869	2,910
524	2,217	2,255	2,285	2,319	2,356	2,390	2,423	2,463	2,501	2,536	2,574	2,614	2,652	2,692	2,733	2,773	2,815	2,860	2,900	2,945	2,988
525	2,274	2,309	2,340	2,376	2,413	2,451	2,489	2,524	2,560	2,600	2,638	2,678	2,716	2,761	2,799	2,846	2,886	2,928	2,973	3,014	3,063
526	2,328	2,366	2,401	2,435	2,472	2,510	2,546	2,584	2,624	2,664	2,704	2,744	2,782	2,825	2,870	2,912	2,955	2,997	3,045	3,089	3,136
527	2,390	2,423	2,463	2,501	2,536	2,574	2,614	2,652	2,692	2,733	2,773	2,815	2,860	2,900	2,945	2,987	3,032	3,077	3,123	3,170	3,217
528	2,449	2,487	2,522	2,558	2,598	2,636	2,676	2,718	2,759	2,798	2,841	2,884	2,926	2,973	3,014	3,063	3,108	3,156	3,201	3,252	3,300
529	2,510	2,546	2,584	2,624	2,664	2,704	2,742	2,782	2,825	2,870	2,912	2,955	2,997	3,047	3,089	3,136	3,181	3,233	3,278	3,328	3,375
530	2,572	2,612	2,650	2,688	2,732	2,772	2,813	2,858	2,896	2,940	2,985	3,028	3,075	3,122	3,169	3,215	3,266	3,312	3,361	3,415	3,463
531	2,636	2,676	2,718	2,759	2,798	2,841	2,884	2,926	2,973	3,014	3,063	3,108	3,156	3,198	3,252	3,299	3,349	3,397	3,448	3,501	3,550
532	2,704	2,744	2,782	2,825	2,870	2,912	2,955	2,997	3,047	3,089	3,136	3,181	3,233	3,278	3,328	3,375	3,430	3,481	3,533	3,586	3,638
533	2,770	2,810	2,857	2,895	2,938	2,983	3,026	3,073	3,120	3,167	3,214	3,262	3,311	3,359	3,413	3,461	3,517	3,565	3,623	3,676	3,730
534	2,837	2,883	2,924	2,971	3,013	3,061	3,106	3,155	3,196	3,250	3,297	3,347	3,396	3,448	3,500	3,550	3,604	3,659	3,715	3,770	3,825
535	2,910	2,954	2,995	3,045	3,087	3,134	3,179	3,231	3,276	3,326	3,373	3,429	3,479	3,531	3,585	3,637	3,692	3,747	3,803	3,864	3,917
536	2,983	3,026	3,073	3,120	3,167	3,214	3,262	3,311	3,359	3,413	3,461	3,517	3,565	3,623	3,676	3,730	3,786	3,846	3,900	3,961	4,018
537	3,061	3,106	3,155	3,196	3,250	3,297	3,347	3,396	3,448	3,500	3,550	3,604	3,659	3,715	3,770	3,825	3,884	3,943	4,001	4,066	4,124
538	3,136	3,181	3,233	3,278	3,328	3,375	3,430	3,481	3,533	3,586	3,638	3,695	3,749	3,803	3,865	3,917	3,980	4,037	4,098	4,158	4,222
539	3,215	3,266	3,312	3,361	3,415	3,463	3,519	3,567	3,624	3,678	3,732	3,789	3,850	3,902	3,964	4,023	4,084	4,143	4,210	4,269	4,333
540	3,297	3,347	3,396	3,448	3,500	3,550	3,604	3,659	3,715	3,770	3,825	3,884	3,943	3,999	4,061	4,122	4,183	4,247	4,313	4,377	4,444
541	3,375	3,430	3,481	3,533	3,586	3,638	3,695	3,749	3,803	3,865	3,917	3,980	4,037	4,098	4,160	4,224	4,285	4,352	4,417	4,484	4,550
542	3,461	3,517	3,565	3,623	3,676	3,730	3,786	3,846	3,898	3,961	4,016	4,080	4,139	4,203	4,266	4,328	4,392	4,460	4,524	4,593	4,666
543	3,548	3,602	3,657	3,711	3,768	3,824	3,883	3,942	3,997	4,059	4,118	4,181	4,245	4,307	4,370	4,439	4,501	4,573	4,642	4,708	4,779
544	3,638	3,695	3,749	3,803	3,865	3,917	3,980	4,037	4,098	4,160	4,224	4,285	4,352	4,415	4,484	4,555	4,616	4,689	4,760	4,833	4,898
545	3,730	3,786	3,846	3,898	3,961	4,016	4,080	4,139	4,203	4,266	4,328	4,392	4,460	4,521	4,592	4,666	4,732	4,801	4,874	4,947	5,023
546	3,824	3,883	3,942	3,997	4,059	4,118	4,181	4,245	4,307	4,370	4,439	4,501	4,573	4,645	4,706	4,779	4,853	4,926	4,997	5,070	5,148
547	3,917	3,980	4,037	4,098	4,160	4,224	4,285	4,352	4,415	4,484	4,555	4,616	4,689	4,761	4,833	4,902	4,975	5,054	5,131	5,209	5,287
548	4,016	4,080	4,139	4,203	4,266	4,328	4,392	4,460	4,521	4,592	4,666	4,732	4,801	4,874	4,949	5,021	5,096	5,172	5,250	5,330	5,411
549	4,117	4,177	4,243	4,306	4,368	4,436	4,500	4,571	4,642	4,704	4,777	4,852	4,924	4,995	5,070	5,148	5,224	5,304	5,384	5,463	5,543
550	4,221	4,283	4,351	4,413	4,482	4,550	4,614	4,687	4,760	4,831	4,898	4,973	5,053	5,125	5,205	5,283	5,359	5,443	5,522	5,606	5,691
551	4,326	4,391	4,458	4,519	4,590	4,664	4,727	4,800	4,872	4,947	5,020	5,093	5,169	5,249	5,327	5,408	5,489	5,571	5,656	5,737	5,826
552	4,436	4,500	4,571	4,642	4,704	4,777	4,852	4,924	4,995	5,070	5,148	5,224	5,304	5,384	5,465	5,547	5,629	5,711	5,800	5,885	5,973
553	4,547	4,609	4,682	4,755	4,826	4,893	4,968	5,047	5,120	5,200	5,276	5,354	5,431	5,514	5,599	5,684	5,769	5,855	5,944	6,035	6,124
554	4,661	4,725	4,798	4,871	4,945	5,018	5,089	5,167	5,247	5,323	5,406	5,488	5,569	5,654	5,736	5,822	5,911	6,001	6,089	6,183	6,275

City of Ketchikan  
Calculated Yearly Wage  
for Hourly Positions - PSEA Represented

2.0 % Increase Effective: July 1, 2020

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
556	4,891	4,966	5,046	5,119	5,198	5,273	5,353	5,429	5,512	5,597	5,682	5,767	5,852	5,938	6,029	6,115	6,207	6,301	6,396	6,491	6,592
557	5,018	5,089	5,167	5,247	5,323	5,406	5,488	5,569	5,654	5,736	5,822	5,911	6,001	6,089	6,183	6,276	6,372	6,464	6,562	6,659	6,760
558	5,143	5,221	5,299	5,377	5,460	5,538	5,621	5,706	5,795	5,881	5,970	6,060	6,150	6,240	6,330	6,427	6,523	6,621	6,724	6,824	6,923
559	5,271	5,351	5,427	5,510	5,595	5,680	5,763	5,848	5,937	6,025	6,113	6,205	6,299	6,394	6,490	6,590	6,687	6,788	6,888	6,994	7,098
560	5,405	5,486	5,567	5,651	5,732	5,821	5,909	5,999	6,087	6,181	6,275	6,370	6,462	6,559	6,656	6,757	6,859	6,965	7,065	7,173	7,278
561	5,536	5,619	5,704	5,793	5,879	5,968	6,058	6,146	6,238	6,328	6,425	6,521	6,620	6,722	6,822	6,921	7,025	7,133	7,242	7,353	7,460
562	5,678	5,762	5,847	5,931	6,023	6,110	6,204	6,297	6,393	6,488	6,587	6,685	6,786	6,887	6,992	7,096	7,205	7,309	7,419	7,533	7,644
563	5,819	5,907	5,997	6,084	6,179	6,273	6,368	6,458	6,557	6,654	6,755	6,857	6,963	7,063	7,171	7,278	7,391	7,497	7,608	7,722	7,838
564	5,963	6,053	6,145	6,237	6,327	6,424	6,519	6,618	6,715	6,821	6,919	7,023	7,129	7,238	7,349	7,457	7,569	7,682	7,797	7,916	8,034
565	6,108	6,202	6,295	6,391	6,486	6,581	6,684	6,784	6,885	6,991	7,095	7,200	7,308	7,417	7,530	7,644	7,758	7,873	7,992	8,110	8,230
566	6,268	6,361	6,453	6,550	6,649	6,750	6,852	6,952	7,056	7,162	7,268	7,379	7,490	7,601	7,715	7,833	7,949	8,067	8,193	8,315	8,440
567	6,420	6,516	6,614	6,711	6,812	6,914	7,018	7,124	7,233	7,342	7,452	7,563	7,675	7,791	7,907	8,025	8,145	8,268	8,391	8,514	8,644
568	6,580	6,682	6,783	6,883	6,989	7,091	7,197	7,304	7,413	7,524	7,639	7,753	7,868	7,985	8,107	8,226	8,355	8,478	8,603	8,734	8,863
569	6,746	6,848	6,951	7,053	7,160	7,266	7,377	7,488	7,599	7,713	7,829	7,947	8,065	8,190	8,310	8,436	8,563	8,686	8,819	8,951	9,084
570	6,914	7,018	7,124	7,233	7,342	7,452	7,563	7,675	7,791	7,907	8,025	8,145	8,268	8,391	8,516	8,649	8,778	8,913	9,043	9,178	9,315
571	7,089	7,193	7,303	7,412	7,523	7,637	7,751	7,866	7,984	8,105	8,225	8,351	8,476	8,601	8,733	8,859	8,993	9,129	9,266	9,405	9,545
572	7,264	7,374	7,486	7,597	7,712	7,828	7,946	8,063	8,187	8,308	8,433	8,561	8,684	8,817	8,949	9,081	9,220	9,358	9,499	9,641	9,788
573	7,448	7,559	7,670	7,788	7,904	8,022	8,141	8,263	8,388	8,512	8,644	8,772	8,908	9,041	9,176	9,315	9,455	9,597	9,740	9,890	10,036
574	7,634	7,748	7,861	7,980	8,102	8,221	8,348	8,473	8,597	8,727	8,856	8,987	9,124	9,259	9,398	9,540	9,682	9,826	9,975	10,123	10,277
575	7,824	7,942	8,060	8,183	8,304	8,426	8,557	8,681	8,812	8,946	9,077	9,214	9,355	9,493	9,637	9,781	9,929	10,078	10,223	10,379	10,537
576	8,018	8,138	8,259	8,384	8,509	8,639	8,769	8,902	9,038	9,173	9,311	9,452	9,594	9,738	9,887	10,034	10,183	10,338	10,494	10,648	10,807
577	8,219	8,346	8,471	8,594	8,726	8,854	8,986	9,123	9,258	9,396	9,539	9,681	9,823	9,972	10,116	10,273	10,426	10,580	10,743	10,901	11,066
578	8,424	8,556	8,679	8,811	8,944	9,076	9,213	9,353	9,492	9,636	9,779	9,927	10,076	10,220	10,377	10,535	10,689	10,852	11,015	11,178	11,346
579	8,637	8,767	8,899	9,036	9,171	9,308	9,450	9,592	9,736	9,885	10,031	10,182	10,336	10,490	10,646	10,802	10,969	11,131	11,300	11,469	11,643
580	8,852	8,984	9,121	9,256	9,395	9,537	9,677	9,821	9,970	10,114	10,272	10,423	10,579	10,743	10,899	11,064	11,230	11,398	11,568	11,743	11,918
581	9,074	9,211	9,351	9,490	9,634	9,778	9,923	10,072	10,218	10,376	10,530	10,688	10,851	11,012	11,177	11,343	11,515	11,690	11,865	12,041	12,222
582	9,301	9,441	9,584	9,729	9,877	10,022	10,175	10,327	10,483	10,639	10,795	10,962	11,125	11,291	11,463	11,631	11,806	11,984	12,163	12,347	12,530
583	9,535	9,674	9,819	9,968	10,112	10,268	10,421	10,577	10,741	10,897	11,062	11,229	11,397	11,568	11,742	11,917	12,097	12,277	12,463	12,650	12,839
584	9,773	9,916	10,067	10,213	10,371	10,523	10,681	10,845	11,003	11,171	11,338	11,508	11,684	11,859	12,033	12,213	12,395	12,584	12,775	12,964	13,158
585	10,012	10,168	10,315	10,473	10,631	10,787	10,951	11,116	11,284	11,456	11,620	11,795	11,976	12,152	12,338	12,522	12,709	12,901	13,092	13,288	13,491
586	10,267	10,417	10,575	10,738	10,896	11,060	11,227	11,395	11,567	11,740	11,915	12,095	12,275	12,459	12,645	12,835	13,031	13,229	13,425	13,626	13,827
587	10,521	10,679	10,844	11,001	11,170	11,336	11,506	11,681	11,858	12,031	12,211	12,393	12,582	12,775	12,962	13,158	13,354	13,551	13,757	13,960	14,172
588	10,783	10,946	11,111	11,277	11,449	11,613	11,790	11,970	12,145	12,333	12,515	12,704	12,896	13,087	13,283	13,484	13,683	13,891	14,097	14,310	14,524
589	11,055	11,216	11,385	11,558	11,731	11,905	12,087	12,267	12,451	12,636	12,827	13,021	13,213	13,414	13,614	13,818	14,026	14,234	14,447	14,666	14,882
590	11,331	11,501	11,672	11,847	12,024	12,206	12,388	12,575	12,763	12,957	13,151	13,347	13,544	13,749	13,953	14,165	14,376	14,591	14,808	15,033	15,257

City of Ketchikan  
Calculated Yearly Wage  
for Hourly Positions - PSEA Represented

2.0 % Increase Effective: July 1, 2020

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
501	15,080	15,350	15,579	15,829	16,037	16,286	16,536	16,806	17,014	17,243	17,534	17,826	18,075	18,325	18,637	18,886	19,178	19,427	19,730	20,093	20,363
502	15,517	15,746	15,974	16,203	16,453	16,723	16,952	17,160	17,451	17,763	18,013	18,262	18,512	18,803	19,115	19,365	19,677	19,989	20,301	20,571	20,883
503	15,891	16,090	16,349	16,619	16,869	17,077	17,347	17,638	17,930	18,179	18,408	18,720	19,011	19,261	19,510	19,843	20,197	20,446	20,758	21,029	21,382
504	16,266	16,515	16,786	16,994	17,222	17,514	17,805	18,054	18,304	18,616	18,845	19,157	19,406	19,718	20,072	20,342	20,592	20,904	21,237	21,549	21,882
505	16,682	16,931	17,130	17,430	17,742	17,992	18,242	18,491	18,782	19,094	19,344	19,656	19,968	20,280	20,530	20,842	21,195	21,507	21,819	22,131	22,485
506	17,077	17,347	17,638	17,930	18,179	18,408	18,720	19,011	19,261	19,510	19,843	20,197	20,446	20,758	21,070	21,424	21,694	22,006	22,360	22,693	23,026
507	17,514	17,805	18,054	18,304	18,616	18,845	19,157	19,406	19,718	20,072	20,342	20,592	20,904	21,258	21,570	21,882	22,194	22,547	22,880	23,213	23,566
508	17,971	18,221	18,450	18,762	19,074	19,323	19,635	19,906	20,259	20,509	20,821	21,174	21,486	21,778	22,069	22,443	22,818	23,130	23,483	23,795	24,190
509	18,366	18,678	18,970	19,219	19,469	19,802	20,134	20,405	20,696	21,008	21,362	21,653	21,965	22,339	22,693	23,026	23,358	23,670	24,024	24,398	24,773
510	18,845	19,157	19,406	19,718	20,072	20,342	20,592	20,904	21,258	21,570	21,882	22,194	22,547	22,901	23,213	23,566	23,899	24,274	24,669	25,022	25,376
511	19,302	19,552	19,885	20,238	20,488	20,800	21,133	21,466	21,757	22,048	22,422	22,776	23,109	23,462	23,754	24,170	24,502	24,877	25,251	25,646	26,021
512	19,802	20,134	20,405	20,696	21,008	21,362	21,653	21,965	22,339	22,693	23,026	23,358	23,670	24,066	24,419	24,794	25,147	25,542	25,896	26,270	26,666
513	20,322	20,571	20,883	21,237	21,549	21,840	22,152	22,526	22,880	23,192	23,546	23,878	24,253	24,627	24,981	25,334	25,771	26,125	26,520	26,936	27,331
514	20,800	21,133	21,466	21,757	22,048	22,422	22,776	23,109	23,462	23,754	24,170	24,502	24,877	25,251	25,646	26,042	26,416	26,770	27,227	27,622	28,018
515	21,341	21,632	21,944	22,256	22,630	22,963	23,296	23,629	24,003	24,378	24,752	25,106	25,501	25,875	26,250	26,624	27,082	27,435	27,851	28,288	28,725
516	21,840	22,152	22,526	22,880	23,192	23,546	23,878	24,253	24,627	24,981	25,334	25,771	26,125	26,520	26,915	27,331	27,747	28,163	28,600	28,995	29,453
517	22,402	22,755	23,088	23,421	23,733	24,149	24,482	24,856	25,230	25,605	26,000	26,374	26,728	27,186	27,602	27,955	28,413	28,829	29,245	29,682	30,139
518	22,963	23,296	23,629	24,003	24,378	24,752	25,106	25,501	25,875	26,250	26,624	27,082	27,435	27,851	28,288	28,725	29,099	29,578	30,035	30,472	30,909
519	23,525	23,837	24,232	24,606	24,960	25,314	25,709	26,104	26,478	26,853	27,310	27,726	28,142	28,538	28,974	29,432	29,890	30,326	30,722	31,200	31,699
520	24,128	24,461	24,835	25,189	25,584	25,958	26,354	26,707	27,165	27,560	27,934	28,392	28,808	29,224	29,661	30,118	30,555	31,013	31,491	31,970	32,427
521	24,731	25,085	25,480	25,854	26,208	26,603	27,061	27,414	27,830	28,267	28,683	29,078	29,557	30,014	30,430	30,888	31,366	31,824	32,302	32,802	33,280
522	25,314	25,709	26,104	26,478	26,853	27,310	27,726	28,142	28,538	28,974	29,432	29,890	30,326	30,742	31,242	31,699	32,157	32,656	33,155	33,613	34,154
523	25,958	26,354	26,707	27,165	27,560	27,934	28,392	28,808	29,224	29,661	30,118	30,555	31,013	31,491	31,970	32,448	32,926	33,384	33,883	34,424	34,923
524	26,603	27,061	27,414	27,830	28,267	28,683	29,078	29,557	30,014	30,430	30,888	31,366	31,824	32,302	32,802	33,280	33,779	34,320	34,798	35,339	35,859
525	27,290	27,706	28,040	28,517	28,954	29,411	29,869	30,285	30,722	31,200	31,658	32,136	32,635	33,134	33,592	34,154	34,632	35,131	35,672	36,171	36,754
526	27,934	28,392	28,808	29,224	29,661	30,118	30,555	31,013	31,491	31,970	32,448	32,926	33,384	33,904	34,445	34,944	35,464	35,963	36,546	37,066	37,627
527	28,683	29,078	29,557	30,014	30,430	30,888	31,366	31,824	32,302	32,802	33,280	33,779	34,320	34,798	35,339	35,838	36,379	36,920	37,482	38,043	38,605
528	29,390	29,848	30,264	30,701	31,179	31,637	32,115	32,614	33,114	33,571	34,091	34,611	35,110	35,672	36,171	36,754	37,294	37,877	38,418	38,921	39,603
529	30,118	30,555	31,013	31,491	31,970	32,448	32,926	33,384	33,904	34,445	34,944	35,464	35,963	36,566	37,066	37,627	38,168	38,792	39,333	39,936	40,498
530	30,867	31,346	31,803	32,261	32,781	33,259	33,758	34,299	34,757	35,277	35,818	36,338	36,899	37,461	38,022	38,584	39,187	39,749	40,331	40,976	41,558
531	31,637	32,115	32,614	33,114	33,571	34,091	34,611	35,110	35,672	36,171	36,754	37,294	37,877	38,376	38,921	39,582	40,186	40,768	41,371	42,016	42,598
532	32,448	32,926	33,384	33,904	34,445	34,944	35,464	35,963	36,566	37,066	37,627	38,168	38,792	39,333	39,936	40,498	41,163	41,766	42,390	43,035	43,659
533	33,238	33,717	34,278	34,736	35,256	35,797	36,317	36,878	37,440	38,002	38,563	39,146	39,728	40,310	40,955	41,538	42,203	42,786	43,472	44,117	44,762
534	34,050	34,590	35,090	35,651	36,150	36,733	37,274	37,856	38,355	39,000	39,562	40,165	40,747	41,371	41,995	42,598	43,243	43,909	44,574	45,240	45,906
535	34,923	35,443	35,942	36,546	37,045	37,606	38,147	38,771	39,312	39,915	40,477	41,142	41,746	42,370	43,014	43,638	44,304	44,970	45,635	46,363	47,008
536	35,797	36,317	36,878	37,440	38,002	38,563	39,146	39,728	40,310	40,955	41,538	42,203	42,786	43,472	44,117	44,762	45,427	46,155	46,800	47,528	48,214
537	36,733	37,274	37,856	38,355	39,000	39,562	40,165	40,747	41,371	41,995	42,598	43,243	43,909	44,574	45,240	45,906	46,613	47,320	48,006	48,797	49,483
538	37,627	38,168	38,792	39,333	39,936	40,498	41,163	41,766	42,390	43,035	43,659	44,346	44,990	45,635	46,384	47,008	47,757	48,443	49,171	49,899	50,669
539	38,584	39,187	39,749	40,331	40,976	41,558	42,224	42,806	43,493	44,138	44,782	45,469	46,197	46,821	47,570	48,277	49,005	49,712	50,523	51,230	52,000
540	39,562	40,165	40,747	41,371	41,995	42,598	43,243	43,909	44,574	45,240	45,906	46,613	47,320	47,986	48,734	49,462	50,190	50,960	51,750	52,520	53,331
541	40,498	41,163	41,766	42,390	43,035	43,659	44,346	44,990	45,635	46,384	47,008	47,757	48,443	49,171	49,920	50,690	51,418	52,229	52,998	53,810	54,600
542	41,538	42,203	42,786	43,472	44,117	44,762	45,427	46,155	46,779	47,528	48,194	48,963	49,670	50,440	51,189	51,938	52,707	53,518	54,288	55,120	55,994
543	42,578	43,222	43,888	44,533	45,219	45,885	46,592	47,299	47,965	48,714	49,421	50,170	50,939	51,688	52,437	53,269	54,018	54,870	55,702	56,493	57,346
544	43,659	44,346	44,990	45,635	46,384	47,008	47,757	48,443	49,171	49,920	50,690	51,418	52,229	52,978	53,810	54,662	55,390	56,264	57,117	57,990	58,781
545	44,762	45,427	46,155	46,779	47,528	48,194	48,963	49,670	50,440	51,189	51,938	52,707	53,518	54,246	55,099	55,994	56,784	57,616	58,490	59,363	60,278
546	45,885	46,592	47,299	47,965	48,714	49,421	50,170	50,939	51,688	52,437	53,269	54,018	54,870	55,744	56,472	57,346	58,240	59,114	59,966	60,840	61,776
547	47,008	47,757	48,443	49,171	49,920	50,690	51,418	52,229	52,978	53,810	54,662	55,390	56,264	57,138	57,990	58,822	59,696	60,653	61,568	62,504	63,440
548	48,194	48,963	49,670	50,440	51,189	51,938	52,707	53,518	54,246	55,099	55,994	56,784	57,616	58,490	59,384	60,258	61,152	62,067	63,003	63,960	64,938
549	49,400	50,128	50,918	51,667	52,416	53,227	53,997	54,850	55,702	56,451	57,325	58,219	59,093	59,946	60,840	61,776	62,691	63,648	64,605	65,562	66,518
550	50,648	51,397	52,208	52,957	53,789	54,600	55,370</														



City of Ketchikan  
Calculated Yearly Wage  
for Hourly Positions - PSEA Represented

2.0 % Increase Effective: July 1, 2020

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
553	54,558	55,307	56,181	57,054	57,907	58,718	59,613	60,570	61,443	62,400	63,315	64,251	65,166	66,165	67,184	68,203	69,222	70,262	71,323	72,426	73,486
554	55,931	56,701	57,574	58,448	59,342	60,216	61,069	62,005	62,962	63,877	64,875	65,853	66,830	67,850	68,827	69,867	70,928	72,010	73,070	74,194	75,296
555	57,283	58,178	59,051	59,883	60,798	61,714	62,650	63,586	64,522	65,520	66,456	67,454	68,474	69,534	70,574	71,635	72,717	73,798	74,880	75,982	77,147
556	58,698	59,592	60,549	61,422	62,379	63,274	64,230	65,146	66,144	67,163	68,182	69,202	70,221	71,261	72,342	73,382	74,485	75,608	76,752	77,896	79,102
557	60,216	61,069	62,005	62,962	63,877	64,875	65,853	66,830	67,850	68,827	69,867	70,928	72,010	73,070	74,194	75,317	76,461	77,563	78,749	79,914	81,120
558	61,714	62,650	63,586	64,522	65,520	66,456	67,454	68,474	69,534	70,574	71,635	72,717	73,798	74,880	75,962	77,126	78,270	79,456	80,683	81,890	83,075
559	63,253	64,210	65,125	66,123	67,142	68,162	69,160	70,179	71,240	72,301	73,362	74,464	75,587	76,731	77,875	79,082	80,246	81,453	82,659	83,928	85,176
560	64,854	65,832	66,810	67,808	68,786	69,846	70,907	71,989	73,050	74,173	75,296	76,440	77,542	78,707	79,872	81,078	82,306	83,574	84,781	86,070	87,339
561	66,435	67,434	68,453	69,514	70,554	71,614	72,696	73,757	74,859	75,941	77,106	78,250	79,435	80,662	81,869	83,054	84,302	85,592	86,902	88,234	89,523
562	68,141	69,139	70,158	71,178	72,280	73,320	74,443	75,566	76,710	77,854	79,040	80,226	81,432	82,638	83,907	85,155	86,466	87,714	89,024	90,397	91,728
563	69,826	70,886	71,968	73,008	74,152	75,275	76,419	77,501	78,686	79,851	81,058	82,285	83,554	84,760	86,050	87,339	88,691	89,960	91,291	92,664	94,058
564	71,552	72,634	73,736	74,838	75,920	77,085	78,229	79,414	80,579	81,848	83,034	84,282	85,550	86,861	88,192	89,482	90,834	92,186	93,558	94,994	96,408
565	73,299	74,422	75,546	76,690	77,834	78,978	80,205	81,411	82,618	83,886	85,134	86,403	87,693	89,003	90,355	91,728	93,101	94,474	95,909	97,323	98,758
566	75,213	76,336	77,438	78,603	79,789	80,995	82,222	83,429	84,677	85,946	87,214	88,546	89,877	91,208	92,581	93,995	95,389	96,803	98,322	99,778	101,275
567	77,043	78,187	79,373	80,538	81,744	82,971	84,219	85,488	86,798	88,109	89,419	90,750	92,102	93,496	94,890	96,304	97,739	99,216	100,693	102,170	103,730
568	78,957	80,184	81,390	82,597	83,866	85,093	86,362	87,651	88,962	90,293	91,666	93,038	94,411	95,826	97,282	98,717	100,256	101,733	103,230	104,811	106,350
569	80,954	82,181	83,408	84,635	85,925	87,194	88,525	89,856	91,187	92,560	93,954	95,368	96,782	98,280	99,715	101,234	102,752	104,229	105,830	107,411	109,013
570	82,971	84,219	85,488	86,798	88,109	89,419	90,750	92,102	93,496	94,890	96,304	97,739	99,216	100,693	102,190	103,792	105,331	106,954	108,514	110,136	111,779
571	85,072	86,320	87,630	88,941	90,272	91,645	93,018	94,390	95,805	97,261	98,696	100,214	101,712	103,210	104,790	106,309	107,910	109,554	111,197	112,861	114,546
572	87,173	88,483	89,835	91,166	92,539	93,933	95,347	96,762	98,238	99,694	101,192	102,731	104,208	105,810	107,390	108,971	110,635	112,299	113,984	115,690	117,458
573	89,378	90,709	92,040	93,454	94,848	96,262	97,698	99,154	100,651	102,149	103,730	105,269	106,891	108,493	110,115	111,779	113,464	115,170	116,875	118,685	120,432
574	91,603	92,976	94,328	95,763	97,219	98,654	100,173	101,670	103,168	104,728	106,267	107,848	109,491	111,114	112,778	114,483	116,189	117,915	119,704	121,472	123,323
575	93,891	95,306	96,720	98,197	99,653	101,109	102,690	104,166	105,747	107,349	108,930	110,573	112,258	113,922	115,648	117,374	119,142	120,931	122,678	124,550	126,443
576	96,221	97,656	99,112	100,610	102,107	103,667	105,227	106,829	108,451	110,074	111,738	113,422	115,128	116,854	118,643	120,411	122,200	124,051	125,923	127,774	129,688
577	98,634	100,152	101,650	103,126	104,707	106,246	107,827	109,470	111,093	112,757	114,462	116,168	117,874	119,662	121,389	123,282	125,112	126,963	128,918	130,811	132,787
578	101,088	102,669	104,146	105,726	107,328	108,909	110,552	112,237	113,901	115,627	117,354	119,122	120,910	122,637	124,530	126,422	128,274	130,229	132,184	134,139	136,157
579	103,646	105,206	106,787	108,430	110,053	111,696	113,402	115,107	116,834	118,622	120,370	122,179	124,030	125,882	127,754	129,626	131,622	133,578	135,595	137,634	139,714
580	106,226	107,806	109,450	111,072	112,736	114,442	116,126	117,853	119,642	121,368	123,261	125,070	126,942	128,918	130,790	132,766	134,763	136,781	138,819	140,920	143,021
581	108,888	110,531	112,216	113,880	115,606	117,333	119,080	120,869	122,616	124,509	126,360	128,253	130,208	132,142	134,118	136,115	138,174	140,275	142,376	144,498	146,661
582	111,613	113,298	115,003	116,750	118,518	120,266	122,096	123,926	125,798	127,670	129,542	131,539	133,494	135,491	137,550	139,568	141,669	143,811	145,954	148,158	150,363
583	114,421	116,085	117,832	119,621	121,347	123,219	125,050	126,922	128,898	130,770	132,746	134,742	136,760	138,819	140,899	143,000	145,163	147,326	149,552	151,798	154,066
584	117,270	118,997	120,806	122,554	124,446	126,277	128,170	130,146	132,038	134,056	136,053	138,091	140,213	142,314	144,394	146,557	148,741	151,008	153,296	155,563	157,893
585	120,141	122,013	123,781	125,674	127,566	129,438	131,414	133,390	135,408	137,467	139,443	141,544	143,707	145,829	148,054	150,259	152,506	154,814	157,102	159,453	161,886
586	123,198	125,008	126,901	128,856	130,749	132,725	134,722	136,739	138,798	140,878	142,979	145,142	147,306	149,510	151,736	154,024	156,374	158,746	161,096	163,509	165,922
587	126,256	128,149	130,125	132,018	134,035	136,032	138,070	140,171	142,293	144,373	146,536	148,720	150,987	153,296	155,542	157,893	160,243	162,614	165,090	167,523	170,061
588	129,397	131,352	133,328	135,325	137,384	139,360	141,482	143,645	145,746	147,992	150,176	152,443	154,752	157,040	159,390	161,803	164,195	166,691	169,166	171,725	174,283
589	132,662	134,597	136,614	138,694	140,774	142,854	145,038	147,202	149,406	151,632	153,920	156,250	158,558	160,971	163,363	165,818	168,314	170,810	173,368	175,989	178,589
590	135,970	138,008	140,067	142,168	144,290	146,474	148,658	150,904	153,150	155,480	157,810	160,160	162,531	164,986	167,440	169,978	172,515	175,094	177,694	180,398	183,082