

LETTER OF AGREEMENT  
between  
Ketchikan Gateway Borough (Borough) &  
International Brotherhood of Electrical Workers Local 1547 (IBEW)

RE: Utility Operator I and II Compensation Adjustment

The parties agree that the schedule of pay classifications, pay scale and grades for the Utility Operator I and Utility Operator II positions will be amended as follows:

**SCHEDULE OF PAY CLASSIFICATIONS & PAY SCALE**

<b>Position</b>	<b>Grade</b>
Monitor	1
Receptionist	1
Custodian	1
Lifeguard	2
Parks Tech I	3
Maintenance Tech I	4
Parks Tech II	5
Recreation Programmer	5
Maintenance Tech II	6
Utility Operator I	6
Utility Operator I (With Certification)	P-Op1
Utility Operator II	P-Op2

	<b>IBEW FY 2021</b>					
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>A</b>	15.24	15.71	17.69	18.87	21.63	23.23
<b>B</b>	15.51	15.98	17.99	19.20	22.01	23.63
<b>C</b>	15.78	16.26	18.31	19.54	22.39	24.05
<b>D</b>	16.06	16.55	18.63	19.88	22.79	24.47
<b>E</b>	16.34	16.84	18.96	20.23	23.18	24.90
<b>F</b>	16.63	17.13	19.29	20.58	23.59	25.33
<b>G</b>	16.92	17.43	19.63	20.94	24.00	25.77
<b>H</b>	17.21	17.74	19.97	21.31	24.42	26.23
<b>I</b>	17.51	18.05	20.32	21.68	24.85	26.68
<b>J</b>	17.82	18.36	20.67	22.06	25.29	27.15
<b>K</b>	18.13	18.68	21.04	22.44	25.73	27.63
<b>L</b>	18.45	19.01	21.40	22.84	26.18	28.11
<b>M</b>	18.77	19.34	21.78	23.24	26.64	28.60
<b>N</b>	19.10	19.68	22.16	23.64	27.10	29.10
<b>O</b>	19.43	20.03	22.55	24.06	27.58	29.61
<b>P</b>	19.77	20.38	22.94	24.48	28.06	30.13
<b>Q</b>	20.12	20.73	23.34	24.91	28.55	30.66
<b>R</b>	20.47	21.10	23.75	25.34	29.05	31.19
<b>S</b>	20.83	21.46	24.17	25.79	29.56	31.74
<b>T</b>	21.20	21.84	24.59	26.24	30.08	32.30
<b>U</b>	21.57	22.22	25.02	26.70	30.60	32.86
<b>V</b>	21.94	22.61	25.46	27.16	31.14	33.44

<b>Premium Pay</b>	
<b>P-Op1</b>	<b>P-Op2</b>
26.93	30.73
27.47	31.34
28.02	31.97
28.58	32.61
29.15	33.26
29.73	33.93
30.33	34.61
30.93	35.30
31.55	36.01
32.18	36.73
32.83	37.46
33.48	38.21
34.15	38.97
34.84	39.75
35.53	40.55
36.24	41.36
36.97	42.19
37.71	43.03
38.46	43.89
39.23	44.77
40.02	45.66
40.82	46.58