

LETTER OF AGREEMENT

between

Ketchikan Gateway Borough (Borough) &  
International Brotherhood of Electrical Workers Local 1547 (IBEW)

RE: Article 6.9 – Lifeguard Premiums and Certifications and  
(new) Article 6.12 CDL Premium

AND NOW, this 16<sup>th</sup> day of August 2022, it is understood and agreed between the parties that the following provision of the Collective Bargaining Agreement between the parties dated December 13, 2021, and amended by LOA dated April 8, 2022 is further amended to read as follows:

**ARTICLE 6.9 Aquatic Premiums and Certifications**

**6.9.1 Swim Instructor Premium.** When an employee in a lifeguard position provides swimming instruction, the employee shall receive a differential equal to one dollar (\$1.00) per hour for actual hours instructing in addition to their regular hourly rate. Actual hours instructing shall be designated in writing by the employee's supervisor on the swim lesson schedule.

**6.9.2 Certifications.** The parties agree that it is mutually beneficial to encourage employees in lifeguard positions to attain certifications that promote employee growth and provide operational benefit to the employer. Upon any GRC/GAC employee acquiring a certification for Certified Pool Operator (CPO), the employee will be eligible receive a one-time 3% increase in pay. Upon any GRC/GAC employee acquiring a certification for Lifeguard Instructor (LGI) or Water Safety Instructor Trainer (WSI-T) Certifications will receive a one-time 2% increase in pay per certification acquired.

Pay is calculated from the employees' current grade and step (base pay) and added thereto. Training will be provided in accordance with the provisions of Article 12, Training, herein.

**(NEW) ARTICLE 6.12 CDL Premium**

Upon any Parks Tech I/II or Maintenance Tech I/II obtaining a State of Alaska Class B CDL, the employee is eligible to receive a one-time 3% increase in pay. Pay is calculated from the employees' current grade and step (base pay) and added thereto. Training will be provided in accordance with the provisions of Article 12, Training, herein.

It is agreed between the parties that this change will be effective August 16, 2022. No other provision of the December 20, 2021, through December 19, 2024, agreement of the parties is modified by this agreement.

FOR THE BOROUGH:

DocuSigned by:  
*Ruben Duran*  
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\_\_\_\_\_  
Ruben Duran  
Borough Manager

Date: 8/16/2022

ATTEST:

DocuSigned by:  
*Kacie Paxton*  
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\_\_\_\_\_  
Kacie Paxton, Borough Clerk

FOR IBEW:

DocuSigned by:  
*Robert Stamm*  
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\_\_\_\_\_  
Robert Stamm  
Assistant Business Manager

Date: 8/16/2022

Approved as to form:

DocuSigned by:  
*Glenn Brown*  
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Glenn Brown, Borough Attorney