

LETTER OF AGREEMENT
between
Ketchikan Gateway Borough
and
Alaska Public Employees Association/AFT

RE: Revision of Language to Article 23 Uniforms (23.3 Replacement)

This Letter of Agreement (LOA) is entered into by and between the Ketchikan Gateway Borough (hereinafter referred to as "KGB") and the Alaska Public Employees Association (hereinafter referred to as "APEA") for the purpose of clarifying and revising the definition of "per year" as it pertains to replacement uniforms.

Purpose:

The purpose of this LOA is to define the term "per year" in the uniform replacement language as referring specifically to the **fiscal year** rather than the calendar year.

Original Paragraph:

23.3 Replacement. With the exception of Airport LEOs, each employee is authorized to purchase up to \$350 per year in replacement uniforms. Airport Police Officers and Animal Protection Officers are authorized to purchase up to \$450 per year per employee in replacement uniforms. Unexpended amount at the end of the year shall lapse. Purchases may be made using a Borough P-card or through reimbursement, as arranged with the immediate supervisor and approved by the department head.

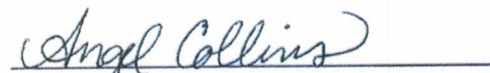
Proposed Revision:

23.3 Replacement. With the exception of Airport LEOs, each employee is authorized to purchase up to \$350 **per fiscal year** in replacement uniforms. Airport Police Officers and Animal Protection Officers are authorized to purchase up to \$450 **per fiscal year per employee** in replacement uniforms. Unexpended amounts at the end of the **fiscal year** shall lapse. Purchases may be made using a Borough P-card or through reimbursement, as arranged with the immediate supervisor and approved by the department head.

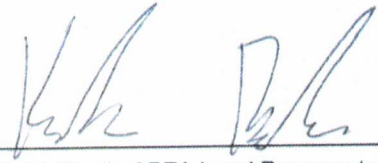
Signatures:


Karolyn Ecklund, KGB Human Resources Director

Date: 7/29/25

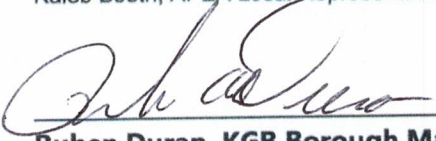

Angel Collins, APEA-AFT Southeast Field Representative

Date: July 25, 2025



Kaleb Booth, APEA Local Representative

Date: July/26/25



Ruben Duran, KGB Borough Manager

Date: July 29 2025