


# MEMORANDUM

State of Alaska  
Department of Administration  
Division of Personnel

**To:** All Human Resources Managers  
All Division of Personnel Employees

**Date:** June 1, 2000

**From:** Sharon Barton  
Director   
Division of Personnel

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**Subject:** Interpretive Memorandum **00-G-002** (*Corrected*)  
Re: Article 18 PERFORMANCE EVALUATIONS AND INCENTIVES

This memorandum will serve to inform you of the intent and application of Section 18.02 of the recently negotiated collective bargaining agreement for the General Government Unit (GGU).

Under the revised provisions of Section 18.02 of the GGU collective bargaining agreement, bargaining unit employees will be granted a merit increase unless the Employer takes an affirmative action to deny a merit increase through a performance evaluation.

Since the provisions of the contract take effect on July 1, 2000, a question has arisen regarding the status of overdue merit step increases that are pending on the effective date of the contract. It is the State's interpretation of Section 18.02 that **absent** the issuance of a denial of a merit step increase *through the issuance of a performance evaluation* to an employee whose merit step increase is overdue prior to July 1, 2000, such employee will receive his/her merit step increase on July 1, 2000, with any retroactive application that is appropriate.

I hope this memorandum has cleared up any confusion you may have had regarding the intent of the LOA. Please feel free to call me or any Labor Relations staff member if you have any questions regarding this information.