

Summary of Changes in the PSEA-DPS 2020-2023 Collective Bargaining Agreement

This simplified summary is provided only for convenient reference. For any questions, please refer to the exact wording of the collective bargaining agreement. Non-substantive changes to fix or cleanup language are omitted.

Structure:

ARTICLE	CHANGE
11 & throughout	Public Safety Officers Bargaining Unit Members within the Department of Public Safety (Troopers class series, Court Services Officers, Deputy Fire Marshals) have their own, separate collective bargaining agreement. References to DOT&PF employees deleted.
3	A disagreement on language regarding union dues deductions will be submitted to interest arbitration. The resulting language will be added to the finalized contract at that time.

Pay and Leave:

ARTICLE	CHANGE
8.05	Clarifies travel/per diem pay does not apply to recruits and laterals traveling to their initial academy
12.04	Applies 12.04 (Rural Duty Extension Incentive Pay) to CSOs
12.06	Incorporates prior agreement to competitively fill AST Investigator positions
14	Prior agreement of changes regarding leave accrual necessary for the move to biweekly pay periods is incorporated
14.05	Union business leave additional transfers will be in 8 hour increments. Advanced notice provided for union business leave.
14.07	Prior agreement to increase recruitment incentive leave to 30 hours is incorporated
15.02.B	Raises for Troopers are 3% in the 2 nd year plus 3% in the third year. Raises for DFMs and CSOs are 4% prospectively upon legislative approval plus 2% in the 2 nd year plus 2% in the third year.
15.02.B.4	Academy pay formula updated for biweekly pay periods. Lateral Academy is subject to the academy pay formula.
15.04	Removes sunset on geographic differential rates
15.16.E	Sea duty of 1-3 days (4 days effective 9/2020) counts as 10 hours per day towards fulfilling the workweek requirement, rather than 8 hours per day. (This section may be updated by future LOA)
15.18	Incorporates prior agreement that one-range increase in pay for Investigators take effect immediately

15.29	A master agreement covering two week on x two week off (168 work period) posts. This is similar but not identical to the individual LOAs that were previously in effect.
17	Payday section updated, consistent with prior agreement, for biweekly pay periods
20	Prior agreement on Deputy Fire Marshal gear incorporated into contract

Work Rules (not affecting pay):

ARTICLE	CHANGE
7.02	Clarify that notice within 2 days of a complaint is 2 of the employee's working days
7.03.A	Clarifies employment status when employee is charged with a crime
7.03.B	Recognizes "supervisory reviews" as an investigation distinct from an OPS AI or a "Known & Obvious" investigation
7.04.A.4	Maximum OPS AI questioning period extended to one hour
7.04.A.9	Any type of leave tolls the maximum AI duration
7.04.B	Summary of allegations will be provided for supervisory reviews where there is no written complaint
8.06	Requires members maintain Alaska residency
11.02	Clarifies seniority date for trooper lateral hires.
12.05	Deletes language restricting CSO bidding to Anchorage, Fairbanks, Kenai, and Palmer
12.02.D	Exemption to involuntary transfers for those with 5+ years of service means 5 continuous years without a break in service
12.06	Specifies the transfer and filling of Investigator positions
12.07	Updates and includes an existing Letter of Agreement on filing vacancies, including Sergeant positions, within the Anchorage/Palmer/Wasilla area
13.04	HUD Inspection form will be used for state-provided housing. Further defines "fair" and "poor" housing conditions. Employer will make every reasonable effort to evaluate the unit.
13.11/14	Deletes reference to mobile home pad rental
13.11	Further defines return of damage deposit, timeline for return, and repayment plan for damage exceeding deposit.
13.12	Employees in state housing are responsible for timely payment of rent and utilities
13.14	Pet limitation for state housing clarified.
13.15	New language about employees' right to privacy in state housing and routing concerns through DPS Administrative Services. Grievances over state housing will be entered at step 3
16	Holiday on third RDO will be observed the following work day
23.B	Additional guarantees on information relating to psychiatric evaluations, and obtaining a second opinion.

23.D	Deletes outdated reference to fitness and drug testing Labor Management Committees.
36	Duration of contract is 7/1/20 through 7/1/23. Wage reopener deleted.

Benefits & Health:

ARTICLE	CHANGE
22	Deletes re-opener provision. Recognizes PSEA's move to the ASEA Health Trust. Employer's health insurance premium contributions for PSEA members will be whatever is negotiated by ASEA.