

**LETTER OF AGREEMENT**  
between the  
**STATE OF ALASKA**  
and the  
**CONFIDENTIAL EMPLOYEES ASSOCIATION**  
representing the  
**CONFIDENTIAL UNIT**

Article 13.07 – Rehire Employees  
Article 20.04 – Rehire

**14-KK-132 (Amended)**

It is agreed between the parties that the following terms and conditions of employment shall apply to all members of the Confidential Employees Association (CEA). No provision of the July 1, 2013 through June 30, 2016, master agreement not specifically referenced is modified by this agreement.

**Article 13.07 - Rehire Employees, shall be amended as follows:**

If an individual, eligible for rehire, is reappointed to a class or to a parallel class with prior approval of the Director of the Division of Personnel and Labor Relations under Section 20.04, in which the employee previously held permanent or probationary status, the appointing authority may make the appointment at the same step in the salary range for the class that the employee occupied before separation, provided that the rehire occurs within a period of three (3) years.

If an individual is rehired with prior approval of the Director of the Division of Personnel and Labor Relations in a lower class in the same class series, or a closely related class, the employee may be paid at the step in the range of the lower class of positions that best reflects the earned step based on creditable State service or at such other step approved in advance by the Director of the Division of Personnel and Labor Relations.

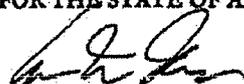
If appointed above the beginning step of the range, the employee's merit anniversary shall be the beginning of the pay period following completion of one (1) year of service after hire or the equivalent for part-time employees. An employee reappointed at a pay increment must complete two (2) years of service after hire before moving to the next pay increment.

**Article 20.04 – Rehire, shall be amended as follows:**

An individual, who separated from a job class in good standing while holding a permanent or probationary appointment, may be appointed without application to the same class, provided such reappointment takes place within three (3) years, from the individual's date of separation from the job class. Upon advance approval of the Director of the Division of Personnel, such reappointment may be in a lower class in the same class series, a successor class, or in a parallel or closely related class.

This agreement is effective upon signing and remains in effect through June 30, 2016. This agreement is entered into solely to address the specific circumstances of this particular situation. It does not establish any practice or precedent between the parties. This agreement shall not be referred to in any other dispute, grievance, arbitration, hearing, or any other forum, except as may be necessary for the execution of its terms.

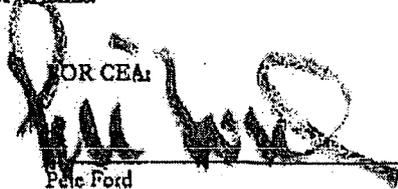
**FOR THE STATE OF ALASKA:**

  
\_\_\_\_\_  
Curtis Thayer  
Deputy Commissioner  
Department of Administration

Date

12/12/13

**FOR CEA:**

  
\_\_\_\_\_  
Pete Ford  
APEA/AFT SE Regional Manager

Date

12/12/13