

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
PUBLIC SAFETY EMPLOYEES ASSOCIATION
representing the
PUBLIC SAFETY OFFICERS UNIT

Selawik Assignment
168 Hour Alternate Work Period Schedule

15-AA-001

It is agreed between the parties that the following terms and conditions of employment apply to the members assigned to Selawik within the Department of Public Safety. No provision of the July 1, 2014 through June 30, 2017 master agreement not specifically referenced is modified by this agreement.

One Hundred Sixty-Eight (168) Hour Schedule:

1. The work period shall begin at Sunday midnight and end twenty-eight days later at Sunday midnight, and shall consist of one hundred sixty-eight (168) hours in pay status with fourteen (14) working days and fourteen (14) consecutive days off. The members shall be guaranteed a full work period.
2. If a holiday falls on the member's regularly scheduled day off, the member shall receive payment for the holiday for eight (8) hours at the straight-time rate provided the member was in pay status for a portion of the last regularly scheduled workday prior to the holiday and the member's first scheduled workday following the holiday. Such holiday pay does not count for the purpose of fulfilling the work period.
3. These members will be paid using an override rate for their semi monthly salary to accommodate these additional hours of work. Using the annualized hourly rate (AHR) from the appropriate AA salary schedule for their assigned range and step, calculate as follows: $(AHR \times 42 \text{ hrs} \times 52 \text{ weeks}) / 24 \text{ pay periods}$.
4. Members shall receive overtime for all hours in pay status which exceed twelve

(12) hours per day. Overtime shall be paid at one and one-half times (1 ½) of the member's regular hourly rate for all hours authorized in pay status. Overtime shall not be pyramided.

5. A member who works on their Regular Days Off (RDOs) shall receive time and one-half (1 ½) premium pay for all hours worked on their RDOs regardless of the number of hours worked during their regularly scheduled work period.

If a member cannot return to Anchorage and must remain in Selawik on his/her RDOs, he/she shall be placed on standby and receive RDO standby pay until he/she returns to Anchorage. Additionally, members will be entitled to Recall and Telephone Calls pursuant to Article 15.09 and 15.10. The pay shall not pyramid when the member is otherwise eligible for overtime premium pay by other operation of law or contract.

6. A member assigned to this 168 hour work period schedule who accepts another position within the State of Alaska will have their step placement determined based on the regular rate of pay for their position, not the "override rate" granted by this letter of agreement.
7. The Department will provide transportation from Anchorage to Selawik as well as return transportation to Anchorage. Members will be authorized up to three (3) pieces of luggage without prior supervisory approval.
8. The duty station of the positions shall be Selawik. Members will receive the geographic differential for this location. Members will reside in employer provided housing and will each pay fifty (50) percent of the cost of housing as determined by using the rental schedule and formula set out in Article 13 of the current CBA. Members will also be responsible for paying 50% of the utilities, but no more than \$250 per month for utilities as set out in section 13.10 of the current CBA. Members will be billed one monthly amount that includes the cost of rent and utilities. Members will not receive meal allowance either in Selawik or Anchorage.
9. The Department and PSEA Local 803 will meet within six months of this LOA being signed to discuss the Department's efforts and success in locating employee housing that is located in a separate structure from the employee work station. The Department will continue to make every effort to provide adequate office and housing space.
10. If a Member is voluntarily assigned to a duty station outside of Selawik for his or her regularly assigned shift, or volunteers for overtime during his or her scheduled weeks off and must work in a different location, the Member is not entitled to the geographic differential paid to Selawik for all hours worked in the other location. It is the responsibility of the Member to document on his or her timesheet that the work was performed in a different location.

If, through no fault of his/her own (i.e. inclement weather, involuntary assignment, etc.), a Member is unable to return to Selawik for his or her regularly assigned shift, and is assigned to work in a different location, or is assigned overtime during his or her scheduled weeks off and must work in a different location, the Member is entitled to the geographic differential paid to Selawik for all hours worked in the other location.

11. This Agreement is effective upon signature and remains in effect through June 30, 2017, except that it may be canceled by either party with fifteen (15) days written notice.

This agreement supersedes LOA # 11-AA-183, and is entered into solely to address the specific circumstance 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:

Nancy Satch
for Kate Sheehan, Director
Division of Personnel & Labor Relations
Department of Administration

7/3/14
Date

FOR THE PSEA:

Jake Metcalfe
Jake Metcalfe
Executive Director

3 July 2014
Date