

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

Aniak Assignment
168 Hour Alternate Work Period Schedule

15-AA-135 (Amended)

It is agreed between the parties that the following terms and conditions of employment apply to the AST Troopers assigned to Aniak, within the Department of Public Safety, Division of Alaska State Troopers (AST). No provision of the July 1, 2014 through June 30, 2017, master agreement not specifically referenced is modified by this agreement.

1. The assigned work schedule, as reflected on the attached assignment worksheet, will cover fourteen consecutive work days, followed by fourteen days off, resulting in one hundred sixty-eight (168) hours of work over four weeks. In accordance with Article 6, Management reserves the right to make final determinations concerning scheduling.
2. Article 15.14.A is amended as follows: The normal work period shall consist of fourteen (14) consecutive working days of 12-hour shifts for a total of one hundred sixty-eight (168) hours in pay status, followed by fourteen (14) consecutive days off. The work period will include a one-half (1/2) hour paid lunch break approximately half way through each work shift. Unless on layoff or on leave without pay, the members shall be guaranteed a full work period, provided they are ready, willing, and able to work.
3. 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 on the member's last 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.
4. 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 X 42 hours X 52 weeks)/24 pay periods.
5. 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 (1 1/2) times of the member's regular hourly rate for all hours authorized in pay status. Overtime shall not be pyramided.
6. A member who is assigned to remain in Aniak and work on their Regular Days Off (RDOs) shall receive time and one-half (1 1/2) 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 their assigned departure point (Kenai, Anchorage, or Fairbanks) due to reasons beyond their control (e.g. flight delays due to weather or mechanical issues) and must remain in Aniak on their RDO, the member shall be placed on standby and receive RDO standby pay until they return to their assigned departure point, or until they are relieved on location. Additionally, members will be entitled to Recall and Telephone Calls pursuant to Articles 15.09 (A) 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.

7. A member assigned to this 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 Agreement
8. The Department will provide transportation from Kenai, Anchorage, or Fairbanks to Aniak as well as return transportation to Kenai, Anchorage, or Fairbanks. Members will be authorized up to three (3) pieces of luggage without prior supervisory approval. If the member wishes to relocate to Kenai, Anchorage, or Fairbanks, all moving costs will be at their own expense. The Department will not authorize or reimburse any moving expenses.
9. The duty station shall be Aniak; however, Article 15.04 is waived and the incumbents will be entitled to a Geographical Differential of 25%. Members will reside in employer provided housing and will each pay an equal share of the cost of housing as determined by using the rental schedule and formula set out in Article 13; however, Article 13.09 is waived and the Geographic Differential Factor will be 25. Members will also be responsible for paying an equal share of the utilities, but no more than \$250 per month for utilities as set out in Article 13.10. Members will be billed one monthly amount that includes the cost of rent and utilities. Members will not receive a meal allowance in Aniak or Anchorage.
10. If a member is voluntarily assigned to a duty station outside of Aniak for their regularly assigned shift, or volunteers for overtime during their scheduled weeks off and must work in a different location, the member is not entitled to the reduced Aniak Geographic Differential for all hours worked in the other location. It is the responsibility of the member to document on their timesheet that the work was performed voluntarily in a different location.

If, through no fault of their own (i.e. inclement weather, involuntary assignment, etc), a member is unable to return to Aniak for their regularly assigned shift, and is assigned work in a different location, or is assigned overtime during their scheduled weeks off and must work in a different location, the member will be entitled to the reduced Aniak Geographic Differential (per paragraph 9 above) for all hours worked in the other location.

11. This Agreement, as amended, 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 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:

Signature on File

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

9/2/15
Date

FOR PSEA:

Signature on File

Jake Metcalfe
Executive Director

September 1, 2015
Date