

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
ALASKA CORRECTIONAL OFFICERS ASSOCIATION
representing the
CORRECTIONAL OFFICERS UNIT

Spring Creek Correctional Center CO I, Wages
15-CO-094

It is agreed between the parties that the following terms and conditions of employment shall apply to the Collective Bargaining Agreement between the State of Alaska and the Alaska Correctional Officers Association. No provisions of the July 1, 2012 – July 1, 2015 master agreement not specifically referenced herein are modified by this agreement.

In order to encourage recruitment and retention of Correctional Officer I's at the Spring Creek Correction Center, and pursuant to the Director of the Division of Personnel and Labor Relations' authority under Article 21.13(A):

1. Correctional Officer I's at Spring Creek Correctional Center will be placed at a salary range 11, Step D. These CO Is will be placed at range 11 step D regardless of whether they have otherwise obtained an Education Incentive step advancement under Article 21.4. This Step change will be implemented in the first pay period following signing. Merit anniversary dates will remain unchanged. No retroactive pay adjustments will be made.
2. Upon promotion to a Correctional Officer II position, the officer will be placed at a salary range 13 Step A base. All incentives and premiums, including Article 21.3 SCCC Incentive Pay, will be calculated in addition. Those promoted to CO II with an Education Incentive step advancement under Article 21.4 will be placed at range 13, Step B base.
3. No other provisions of Article 21 are modified by this agreement.
4. If the Correctional Officer transfers, promotes, or demotes while this agreement is in effect, step placement in the new position will be based on creditable state service.

This agreement shall be in effect upon signing, and will remain in effect through June 30, 2015, except that it may be cancelled by either party on 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.

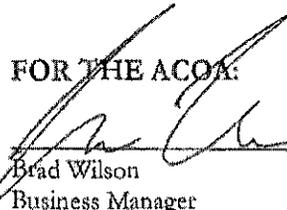
FOR THE STATE OF ALASKA:



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

9/24/14
Date

FOR THE ACOA:



Brad Wilson
Business Manager

9/23/14
Date