

LETTER OF AGREEMENT  
between the  
STATE OF ALASKA  
and the  
PUBLIC EMPLOYEES LOCAL 71  
representing the  
LABOR, TRADES and CRAFTS UNIT

Mission Critical Incentive Pay; Bethel Airport

15-LL-009

It is mutually agreed between the parties that the following terms and conditions of employment apply to employees in the Department of Transportation and Public Facilities located in Bethel, Alaska. No provision of the July 1, 2012 through June 30, 2015 master agreement not specifically referenced is modified by this agreement.

Staffing at the Bethel Airport has been a significant issue for an extended period of time. The lack of a seasoned and stable workforce in combination with the requirement for manning a 24 hour facility puts at risk the department's ability to maintain the basic operations of the facility. The Commissioner has considered the lack of staffing in Bethel and deems the situation Mission Critical.

As a result, the following will occur to meet the mission critical measures for the department:

1. A Mission Critical Incentive Pay (MCIP) in the amount of \$568.75, less deductions, will be paid to each eligible employee on a monthly basis. This MCIP is considered an incentive in order to boost and maintain the recruitment and retention of a qualified and stable workforce for the Bethel Airport. Eligible employees will be entitled to the MCIP on the last calendar day of a month, paid with the first warrant issued the following month.
2. The following positions are approved for MCIP when the incumbents of the positions meet eligibility requirements:

25-0343, Mechanic, Automotive, Foreman I  
25-0764, Maintenance Specialist, BFC, Journey II/Lead  
25-0866, Mechanic, Automotive, Advanced Journey/Lead  
25-1004, Rural Airport Foreman  
25-1005, Equipment Operator, Journey III/Lead  
25-1006, Equipment Operator, Journey III/Lead  
25-1015, Equipment Operator, Journey III/Lead  
25-1035, Equipment Operator, Journey III/Lead  
25-1085, Equipment Operator, Journey III/Lead  
25-1183, Equipment Operator, Foreman I  
25-1884, Mechanic, Automotive, Sub-Journey  
25-3639, Equipment Operator, Journey III/Lead  
25-3640, Equipment Operator, Journey III/Lead  
25-3811, Equipment Operator, Journey III/Lead  
25-3812, Equipment Operator, Journey III/Lead  
25-3813, Equipment Operator, Journey III/Lead  
25-3814, Equipment Operator, Journey III/Lead  
25-3816, Mechanic, Automotive, Advanced Journey/Lead

3. To be considered eligible for MCIP, employees in the above listed PCNs must be actively employed and in pay status for all work days in a calendar month. A full day of leave-without-pay, whether disciplinary, authorized or unauthorized, and periods of Seasonal Layoff are not active employment and therefore would make the employee ineligible for MCIP for that month.
4. Dues contributions will be withheld from MCIP.

This agreement is effective July 1, 2014, and remains in effect through June 30, 2015, except that it may be cancelled by either party with fifteen (15) calendar days written notice.

This agreement is entered into solely to address the specific circumstances of this particular matter and does not establish any practice or precedent between the parties. This agreement shall not be referred to in any 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

Date

8/21/14

**FOR PUBLIC EMPLOYEES Local 71**

/\*Signature on File\*/  


Dennis Moen  
Business Manager

Date

8/20/14