

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

Emmonak Assignment
168 Hour Alternate Work Period Schedule

16-AA-027

It is agreed between the parties that the following terms and conditions of employment apply to the AST Troopers assigned to Emmonak, 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 Emmonak 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 Emmonak 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.

