

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
ALASKA STATE EMPLOYEES ASSOCIATION
representing the
GENERAL GOVERNMENT UNIT

Department of Corrections Health Practitioner I-II and Nurse I-IV; Hire Incentive

16-GG-073

It is agreed and understood between the parties that the following terms and conditions of employment apply to all employees in the Health Practitioner and Nurse classifications in the Inmate Health Section of the Department of Corrections. No provision of the July 1, 2013 through June 30, 2016, master agreement not specifically referenced is modified by this Agreement.

1. In locations where the department is experiencing hiring difficulties in filling Health Practitioner I-II and Nurse I-IV positions, the following incentives may be offered.
2. For Health Practitioner positions, an incentive of up to \$15,000 may be offered. For Nurse positions, an incentive of up to \$10,000 may be offered.
3. Incentives will be paid in two equal installments, minus mandatory deductions. The first installment will be paid following the employee's date of hire and the second and final installment will be paid upon the employee's successful completion of the probationary period. Payments will be made within thirty (30) days of the due date.
4. To receive an incentive, employees are expected to agree to a three (3) year term of employment with the department at the time of hire. If the employee voluntarily resigns the position prior to completing the employment commitment, except in the case of a promotion or lateral transfer within the department, any incentive paid at that time will be owed back to the department on a pro-rated basis according to the following schedule:
 - a. Less than six months – 100%
 - b. Six, but less than eighteen months – 75%
 - c. Eighteen, but less than twenty-four months – 50%
 - d. ~~Twenty-four, but less than thirty-six months – 25%~~
 - e. More than thirty-six months – 00%

Once an employee's resignation is rendered and accepted prior to the expiration of their employment commitment, the department may begin recovery of the debt in the same manner as an overpayment, according to AAM 330.

5. If the employee is involuntarily separated (non-retained or dismissed) from the position, or resigns during the pendency of an investigation, prior to completing the employment commitment, any incentive paid will be owed back to the department.
6. Current State of Alaska employees in Health Practitioner and Nurse job classifications are not eligible for this incentive. Former employees are eligible if they have been away from State service for more than one (1) year.

This agreement is effective upon signing, and remains in effect through June 30, 2016, 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 circumstances 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

11/13/15
Date

FOR ASEA/AFSCME Local 52:


/*Signature on File*/

Jim Duncan
Executive Director

11/13/15
Date