

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

LOA # 08-GG-277 (amended)

It is mutually agreed between the parties that the below listed terms and conditions of employment apply to all employees covered by the General Government Agreement.

1. Effective January 1, 2009, Article 21.01(D), Service Steps, shall be amended as follows:

An employee who has served two years at Step G will advance to Step J.

Service step increments (referred to in Alaska Statute 39.27.011 as pay increments), computed at the rate of 3.75% of the employee's base salary, shall be provided after an employee has remained in Step J within the given range for two years, and every two years thereafter, if, at the time the employee becomes eligible for the increment, the employee's current annual rating by the employee's supervisors is designated as "acceptable or better service."

If a service step increment is delayed due to an untimely performance evaluation, upon receipt of the evaluation with an annual rating of "acceptable or better", the service step increment will be granted retroactive to the employees anniversary date.

2. The requirement that service step increments will only be awarded through a performance evaluation in which the employee is considered to have "acceptable or better service" will not be effective until July 1, 2009.

3. Members who on January 1, 2009 have served two or more years at Steps K, L or M will receive a service step increment effective January 1, 2009.

4. Effective January 1, 2009 the anniversary date for all employees receiving a service step increase under #3 of this Letter of Agreement will be January 1. An employee will be eligible for the next service step increase on January 1, 2011 and on January 1 every two years thereafter.

5. Effective January 1, 2009, merit increases shall be effective on the first day of the pay period following completion of the probationary period, rather than the sixteenth (16th) of the month. The following articles are amended to reflect this change.

Article 11.02A shall be amended to read that:

1.a. "Employees in ranges 5 through 13 who in the judgment of the Employer have satisfied the requirements for completion of the probationary period may, with written approval of the Division Director, be made permanent on the first day of the pay period following completion of three (3) months of probationary service." and

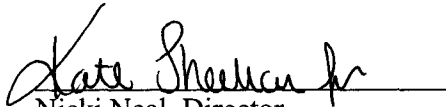
2.a., "Employees at ranges 14 and above who, in the judgment of the Employer, have satisfied the requirements for completion of their probation may, at the discretion of the Employer, be made permanent on the first day of the pay period following six (6) months probationary service.

Correspondingly, in Article 18.02 the merit anniversary date shall be amended to be the first day of the pay period following completion of the probationary period and, when the employee "enters the pay range above the minimum rate of pay, the merit anniversary date shall be the first day of the pay period following completion of one (1) year of service in the position."

11.02 A 1 b & 11.02 A 2 b shall remain as written

6. This agreement constitutes a monetary term and is subject to Legislative appropriation. No terms of the agreement can be implemented until approved by the Legislature.

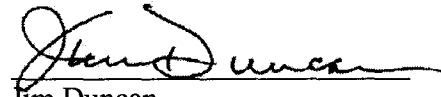
FOR THE STATE OF ALASKA:



Nicki Neal, Director
Division of Personnel & Labor Relations
Department of Administration

10/9/08
Date

FOR ASEA/AFSCME Local 52:



Jim Duncan
Business Manager

10/9/08
Date