

INDIVIDUAL LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
ALASKA PUBLIC EMPLOYEES ASSOCIATION
representing the
CONFIDENTIAL UNIT

HR Transformation Demotion Salary Determination

LOA # 21-KK-116

It is agreed between the parties that the following terms and conditions of employment apply to CEA bargaining unit members, who take demotions during HR Transformation. No provision of the July 1, 2019 through June 30, 2022 master agreement not specifically referenced herein is modified by this agreement.

1. An employee demoted as a result of HR Transformation shall retain permanent status in the lower class and shall be paid at the step in the range of the lower class that best reflects the employee's current wage. If there is no step that is the same wage as the employee's current wages, the employee will be frozen at their pay until their next merit anniversary date or the next COLA increase. The employee's salary will be unfrozen after receiving the merit increase or COLA.
2. Time served at Step F or a pay increment of the higher range shall be counted as time served at Step F or a pay increment of the lower range.
3. The Merit Anniversary Date shall remain unchanged. The Merit Anniversary Date will become unfrozen at the time the employee promotes out of the position.
4. The personnel action will indicate "voluntary demotion" for these movements.

This agreement is effective from December 1, 2020 through July 1, 2021.

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. 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*/

for

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

12/11/2020

Date

FOR APEA/AFT, AFL-CIO:

/*Signature on File*/

Annie Knight
Field Representative

12/11/2020
Date