

PUBLIC
EMPLOYEES



**Working Hard
for ALASKA**

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SECURITY logo

April 26, 2016

Local 71 State of Alaska Members

RE: Article 13.04 Pay Increments

Brothers and Sisters:

It has come to my attention that, in an effort to simplify things, I may have created confusion. When I sent out the changes to be reviewed, I only included those pages which had changes. I left out any pages where the contract language remained the same. Since being received by the membership I have received several phone calls from members concerned that Article 13.04, Pay Increments has been eliminated. Let me assure you that is not the case.

THIS CONTRACT GUARANTEES YOUR MERIT STEPS AND PAY INCREMENTS.

The redlines in Article 13.04 only apply to the outdated chart from 2012. The Article itself, which is attached in its entirety for your reference, is unchanged. I apologize for any confusion this has caused. If there are any further questions or concerns, please do not hesitate to contact one of the offices.

Thank you for your patience and understanding.

Sincerely,

A handwritten signature in cursive script that reads 'Tracy Smith'.

Tracy Smith
Office Manager
Central Region Dispatcher

Attached: Article 13.04 Pay Increments

13.04- PAY INCREMENTS

Pay increments, beginning at Step J, computed at the rate of 3.75 percent of the employee's wage rate, shall be provided after an employee has remained at Step F within a given Wage Grade 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 supervisor is designated as mid-acceptable or better. Movement between Pay Increments shall be extended by one (1) month for every twenty- three (23) working days leave without pay each year.

Pay increments will only be awarded through a performance evaluation in which the employee is considered to have a mid-acceptable or better commencing on the first day of the pay period following the fulfillment of the service requirement. If a pay increment is delayed due to an untimely performance evaluation, upon receipt of the evaluation with an annual rating of mid- acceptable or better, the pay increment will be granted retroactive to the employee's anniversary date.

Pay Increments (continue every 2 years)						
	2-yr	2-yr	2-yr	2-yr	2-yr	2-yr
Range	Step-J	Step-K	Step-L	Step-M	Step-N	Step-O
49	34.90	36.21	37.57	38.98	40.44	41.96
50	33.32	34.57	35.87	37.22	38.62	40.07
51	31.66	32.85	34.08	35.36	36.69	38.07
52	29.92	31.04	32.20	33.41	34.66	35.96
53	27.95	29.00	30.09	31.22	32.39	33.60
54	26.25	27.23	28.25	29.31	30.41	31.55
55	24.85	25.78	26.75	27.75	28.79	29.87
56	23.45	24.33	25.24	26.19	27.17	28.19
57	22.26	23.09	23.96	24.86	25.79	26.76
58	21.01	21.80	22.62	23.47	24.35	25.26
59	19.82	20.56	21.33	22.13	22.96	23.82
60	18.59	19.29	20.01	20.76	21.54	22.35
61	15.69	16.28	16.89	17.52	18.18	18.86