

# STATE OF ALASKA

DEPARTMENT/DIVISION: DOT&PF / CR H&A / M&O Southwest District	PCN: 25-1005
JOB CLASS/TITLE: P9511 / Equip. Oper. Jrny III Lead	WHEN POSITION IS NEEDED: ASAP
WAGE GRADE: 52	PAY WAGE: WG 52 \$ 29.05 / WG 53 \$27.38
CITY LOCATION: Bethel	
CONTACT: Tracy Smith	PHONE NUMBER: 907-276-7211 Ext 3 FAX NUMBER:907-279-7171 EMAIL ADDRESS: tracy@local71.com
CDL REQUIRED: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO TYPE OF CDL: ENDORSEMENTS:	FIREARMS REQUIRED: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO
PRE-EMPLOYMENT BACKGROUND <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO TYPE:  DRUG TESTING CHECK REQUIRED: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO	COMMENTS: This is a Flex Position - LOA Attached

**JOB DESCRIPTION:**

This position is for an Equipment Operator in Bethel. Equipment Operator will perform airport & highway maintenance at the Bethel Airport, a rural Part 139 Certificated airport, and surrounding roads as well as maintenance required on the outlying airports in the Bethel area. Responsible for maintaining State airports, highways, seaplane floats, bridges and docks in safe and fully operable condition for use by the traveling public. Complies with all applicable FAA, TSA, FHWA and State rules.

All Applicants Must Complete And Print Out A WPA Application Located At:  
<http://doa.alaska.gov/dop/fileadmin/StatewideHR/pdf/WPAPaperApplication.pdf>  
 The Printed & Signed Application Must Be Submitted To The Union And Attached To The Union Referral Call List When Forwarded To The Primary Hiring Manager's Administrative Representative Listed Above.

SPECIAL REQUIREMENTS

ARFF Qualified

Valid AK CDL Class A License will need to be acquired prior to start date.  
Willingness to travel via plane or boat to rural locations.

THIS POSITION REQUIRES THE INCUMBENT TO OPERATE

Loaders, graders, snow blowers, dozers, pickup trucks, sanders, paint machines, crack sealing equipment, small tools, etc...

TYPE OF POSITION

<input checked="" type="checkbox"/>	Permanent Full-Time	<input checked="" type="checkbox"/>	Permanent Full-Time Seasonal
<input type="checkbox"/>	Permanent Part-Time	<input type="checkbox"/>	Permanent Part-Time Seasonal
<input type="checkbox"/>	Non-Perm Full-Time	<input type="checkbox"/>	Non-Perm Part-Time
<input type="checkbox"/>	Non-Perm Part-time Sporadic	<input type="checkbox"/>	Seasonal

LETTER OF AGREEMENT  
between the  
STATE OF ALASKA  
and the  
PUBLIC EMPLOYEES LOCAL 71  
representing the  
LABOR, TRADES and CRAFTS UNIT

Flexibly Staffed Equipment Operator, Journey II/III Positions

17-LL-047 (Amended)


It is mutually agreed between the parties that the following terms and conditions of employment shall be applied toward Department of Transportation & Public Facilities Equipment Operator, Journey II/III positions designated by the Department as flexibly staffed positions. No provisions of the July 1, 2015 through June 30, 2018 master agreement not specifically referenced herein are modified by this agreement.

1. Recognizing the difficulty to fill certain Equipment Operator, Journey II/III positions, the Department shall be allowed to select and designate certain permanent Equipment Operator, Journey II positions and permanent Equipment Operator, Journey III positions ~~at rural airports~~, as flexibly staffed positions. These flexibly staffed positions may be filled at the Equipment Operator, Journey I (WG54), Equipment Operator, Journey II (WG53), or Equipment Operator, Journey III (WG52) level, depending first on the position classification allocation and then on the qualifications of the selected applicant. This LOA does not apply to duty stations that have permanent Equipment Operator, Journey I (WG54) positions.
2. If the position is initially filled at the WG54 level for flex promotion the following applies:
  - a. If the incumbent is hired without a Class 'A' Commercial Driver License (CDL), the incumbent must obtain one within six months of hire date or the incumbent's employment will be immediately terminated. The expense of obtaining the CDL will be borne by the trainee and State vehicles will not be used on public roadways for this purpose. The State will provide up to 37.5 hours of paid time for outside training and testing. In addition to successful obtainment of a Class 'A' CDL, all other conditions below apply.
  - b. The incumbent will be scheduled to work as a probationary employee at the WG54 level for one (1) year. In order to continue employment and advance to the next level the incumbent must successfully pass the WG53 test and receive an acceptable or higher performance rating.
  - c. The incumbent will not be considered for promotion to vacant positions in the duty station or "daily upgrades" for pay purposes.
  - d. Within thirty (30) days of successfully passing the WG53 test and demonstration of competencies, a performance evaluation report will be prepared by the Foreman, approved by the Manager, and submitted to the Department Human Resource office, with a courtesy copy to Local 71. The report will recommend either advancement to the next level, continued employment at the current level, or termination of the employee. If the recommendation is for continued employment at the current level, the incumbent's probationary period will be extended an additional two (2) months.
  - e. Upon receipt of the performance evaluation report recommending advancement to the next level (and accompanying test results and qualification certification), the Department Human Resource office will advance the incumbent to Equipment Operator Journey II (WG53) effective the first day of the pay period following receipt of the documents. Department Human Resource staff will notify the ~~Rural Airport~~ Foreman when the reclassification of the position has been approved. The full duties of the higher wage grade will not be assigned to the incumbent until approval has been received.
  - f. If the incumbent is unable to successfully complete the WG53 test and/or does not have a performance evaluation report showing acceptable or better performance in each rating area by the completion of one (1) year of work in the position, unless extended as above, the incumbent's employment will be immediately terminated.
  - g. The incumbent must agree to these terms by signing a copy of this agreement upon hire.
3. If the position is located at a rural airport and is filled at the WG53 level for advancement to WG52, either through hire/transfer or according to paragraph 2 above, the following applies:
  - a. The incumbent will be scheduled to work at the WG53 level for a minimum of six (6) months, but no more than one (1) year, unless extended. In order to continue employment and advance to the next level the incumbent must successfully complete employer provided aircraft rescue firefighting (ARFF) training, demonstrate ARFF competencies, and receive an acceptable or higher performance rating.

- b. The incumbent will not be considered for promotion to vacant positions in the duty station or "daily upgrades" for pay purposes.
  - c. Within thirty (30) days of successful completion of required training and demonstration of competencies, a performance evaluation report will be prepared by the Rural Airport Foreman, approved by the Airport Manager, and submitted to the Department Human Resource office, with a courtesy copy to Local 71. The report will recommend either advancement to the next level, continued employment at the current level, or termination of the employee. If the recommendation is for continued employment at the current level, the incumbent's probationary period will be extended an additional two (2) months.
  - d. Upon receipt of the performance evaluation report recommending advancement to the next level (and accompanying training and competency certification), the Department Human Resource office will advance the incumbent to Equipment Operator, Journey III (WG52) effective the first day of the pay period following receipt of the documents. Department Human Resource staff will notify the Rural Airport Foreman when the reclassification of the position has been approved. The full duties of the higher wage grade will not be assigned to the incumbent until approval has been received.
  - e. If the incumbent is unable to successfully complete the ARFF training, demonstrate ARFF competencies, and/or does not have a performance evaluation report showing acceptable or better performance in each rating area by the completion of one (1) year of work in the position, unless extended as above, the incumbent's employment will be immediately terminated.
  - f. The incumbent must agree to these terms by signing a copy of this agreement upon hire.
4. In the event the incumbent is unable to satisfactorily complete probation at any level, the incumbent shall have rights under Article 13.07.D of the agreement, if applicable, with duty station seniority accruing from the first day of employment.

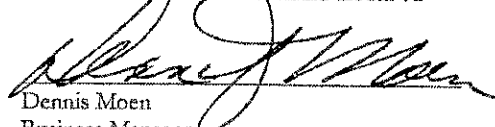
This agreement supersedes LOAs 13-LL-043, 13-LL-167, and 14-LL-228. This agreement, as amended, is effective July 1, 2016, and remains in effect until June 30, 2018, except that it may be cancelled by either party with fifteen (15) days written notice. This agreement is entered into solely to address the specific circumstances of this particular matter and does not establish any practice or precedent between the parties. This agreement shall not be referred to in any dispute, grievance, arbitration, hearing, or any other forum except as may be necessary for the execution of its terms.

FOR THE STATE OF ALASKA

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

1/20/17  
\_\_\_\_\_  
Date

FOR PUBLIC EMPLOYEES Local 71

  
\_\_\_\_\_  
Dennis Moen  
Business Manager

1/30/17  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date