STATE OF ALASKA

Public Employees Local 71 (LTC)
REQUEST FOR REFERRAL

DEPARTMENT/DIVISION: Transportation/H&A	PCN: 25-0994
JOB CLASS/TITLE: **PL0303/Equipment Operator Journey I, PL0304/Equipment Operator Journey II, PL0304/ Equipment Operator Journey III/Lead Flexibly Staffed Position**	WHEN POSITION IS NEEDED: **ASAP**
WAGE GRADE: 54/53/52	PAY WAGE: **WG 54 - $25.94, WG 53 - $27.38, WG 52 - $29.05 + DOE (steps)**
CITY LOCATION: King Salmon	
CONTACT: Tracy Smith	**PHONE NUMBER: 907-276-7211 Ext 3** **FAX NUMBER:907-279-7171** **EMAIL ADDRESS: tracy@local71.com**
CDL REQUIRED: ☒ YES / ☐ NO TYPE OF CDL: Class A ENDORSEMENTS: Tanker	FIREARMS REQUIRED: ☒ YES / ☐ NO
PRE-EMPLOYMENT BACKGROUND ☒ YES / ☐ NO TYPE: DRUG TESTING CHECK REQUIRED: ☒ YES / ☐ NO	COMMENTS: Shift work required and WG53 Equipment Test will be given.

JOB DESCRIPTION:

The incumbent will perform equipment operations commensurate with a journey man level operator. The main focus of this position will be to utilize various types of heavy equipment to perform maintenance activities. Shift work may be required.

SPECIAL REQUIREMENTS

At time of appointment incumbent must have a Valid Class A CDL with Tanker endorsement. Management may require incumbent to obtain a HazMat endorsement, but it is not required at the time of appointment.

If incumbent is being flexed from an Equipment Operator Journey I to an Equipment Operator Journey II, incumbent must have completed all requirements outline in LOA 19-LL007, including successfully passing the WG 53 testing requirements.

THIS POSITION REQUIRES THE INCUMBENT TO OPERATE

Grader, loader, sander, plow truck, dozer, backhoe, snow blower and all core equipment.

TYPE OF POSITION

☒	Permanent Full-Time	☐	Permanent Full-Time Seasonal
☐	Permanent Part-Time	☐	Permanent Part-Time Seasonal
☐	Non-Perm Full-Time	☐	Non-Perm Part-Time
☐	Non-Perm Part-time Sporadic	☐	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 I/II/III Positions

20-LL-215

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 I/II/III positions located at rural airports and designated by the Department as a flexibly staffed position. No provisions of the July 1, 2018 through June 30, 2021 master agreement not specifically referenced herein are modified by this agreement.

1. Recognizing the difficulty to fill certain Equipment Operator, Journey III positions located at rural airports, the Department shall be allowed to select and designate certain permanent Equipment Operator, Journey III positions located 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 on the qualifications of the selected applicant. When employed under the terms of this agreement, the provisions of Article 13.01.C do not apply. The incumbent must agree to the below terms by signing a copy of this agreement upon appointment to the position.

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. The State will provide up to 40 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 up to one (1) year. In order to continue employment and advance to the next level the incumbent must successfully pass the WG53 test, meet the competencies of the position, and receive an acceptable or higher performance rating.
    c. The incumbent will not be considered for "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 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.
    e. Upon timely 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 flex promote 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 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.

3. If the position is filled at the WG53 level through flex promotion according to paragraph 2 above, the following applies:

   a. The incumbent will be scheduled to work at the WG53 level for up to one (1) year, unless extended. In order to continue employment and advance to the next level the incumbent must proficiently perform all of the duties of an Equipment Operator, Journey II, 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 timely receipt of the performance evaluation report recommending advancement to the next level (and accompanying training and competency certification), the Department Human Resource office will flex promote 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.

4. If the position is filled at the WG53 level through initial hire or transfer, the following applies:

   a. The incumbent will be scheduled to work at the WG53 level for up to one (1) year, unless extended. If the Rural Airport Foreman determines the incumbent is fully proficient on all equipment at the duty station, the incumbent will be paid at the WG52 level through "daily upgrades" until the requirements of paragraph 4.b are met and the incumbent is flex promoted to the Equipment Operator, Journey III (WG52) level.

b. As a condition of continued employment and in order to advance to the WG52 level the incumbent must successfully complete employer provided aircraft rescue firefighting (ARFF) training, demonstrate ARFF competencies, and receive an acceptable or higher performance rating.
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 advancement to the next level.
d. Upon timely receipt of the performance evaluation report recommending advancement to the next level (and accompanying training and competency certification), the Department Human Resource office will flex promote 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, the incumbent's employment will be immediately terminated.

5. 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 LOA 19-LL-007. This agreement is effective upon signature, and remains in effect until June 30, 2021, 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

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

2/27/20

Date

FOR PUBLIC EMPLOYEES Local 71

Jordan Adams
Business Manager

2/26/2020

Date

Employee's Signature Date