

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

**Mission Critical Incentive Pay – Forestry DNR**

**25GG043**

It is agreed and understood between the parties that the following terms and conditions of employment shall apply to the incumbents of Wildland Fire & Resource Technician and Wildland Forestry Technician PCNs within the Department of Natural Resources, Division of Forestry & Fire Protection. No provisions of the July 1<sup>st</sup>, 2022, through June 30, 2025, master agreement not specifically referenced herein are modified by this Agreement.

Recruitment and retention of bargaining unit members in the above job classes has been a significant issue for an extended period. The lack of a seasoned and stable workforce puts at risk the department's ability to maintain basic operations.

As a result, the following will occur to meet the mission of the Department:

An incentive pay of thirty percent (30%) of the bargaining unit member's base hourly rate of pay will be paid, for all hours in pay status, to each eligible bargaining unit member in accordance with salary schedules to be created by the Division of Finance. This pay is intended as an incentive to boost and maintain the recruitment and retention of a qualified and stable workforce of employees.

This agreement is effective July 1<sup>st</sup>, 2024, and remains in effect through June 30, 2025, except that it may be canceled by either party with sixty (60) days' written notice. This agreement is entered into solely to address the specific circumstances 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:**

*Kate Sheehan*

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

**FOR ASEA / ASCFME LOCAL 52:**

*Heidi Drygas*

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Heidi Drygas  
Executive Director

**07/05/24**

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Date

**7/5/24**

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Date

