

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

**Hazard Pay – Forestry DNR**

**25GG044**

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.

1. Article 24.05 Hazard Pay of the Collective Bargaining Agreement between the Alaska State Employees Association and the State of Alaska shall be appended to provide a hazard pay of twenty-five percent (25%) in four (4) hour increments for all above listed bargaining unit members who are required to work under dangerous wildfire conditions as defined by this Agreement.
2. Dangerous wildfire conditions shall be defined as “participating or assisting in firefighting operations on the immediate fire scene or in direct exposure to the hazards inherent in containing on extinguishing fires.”
3. Bargaining unit members shall reference this Agreement as appropriate on Hazard Pay Worksheets.
4. Dangerous wildfire conditions shall be validated by the State against resource orders or Computer-Aided Dispatch System (“CAD”) initial attack runsheets or dispatch logs to ensure time is billed appropriately and accurately.

This agreement is effective July 8<sup>th</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

07/05/24

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Date

**FOR ASEA / ASCFME LOCAL 52:**

*Heidi Drygas*

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Heidi Drygas  
Executive Director

7/5/24

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Date