



THE STATE  
of **ALASKA**  
GOVERNOR MIKE DUNLEAVY

Department of Law

CIVIL DIVISION

1031 West 4<sup>th</sup> Avenue, Suite 200  
Anchorage, AK 99501  
Main: 907.269.5100  
Fax: 907.276.3697

April 10, 2026

The Honorable Neal Foster  
Co-Chair, House Finance Committee  
Alaska State Capitol, Room 511  
Juneau, AK 99801

The Honorable Andy Josephson  
Co-Chair, House Finance Committee  
Alaska State Capitol, Room 505  
Juneau, AK 99801

The Honorable Calvin Schrage  
Co-Chair, House Finance Committee  
Alaska State Capitol, Room 410  
Juneau, AK 99801

Dear Co-Chairs Foster, Josephson, and Schrage:

The Department of Law submits this letter to clarify its testimony and respond to questions posed during the House Finance Committee hearing on March 26, 2026, regarding Labor Relations and monetary terms of collective bargaining agreements. All dollar figures represented are in whole dollars. We respectfully request this letter be included in the record.

- **How many letters of agreement (LOA) are there currently?**

In FY2025 there were 157 total active LOAs. This number did not include “delegated LOAs,” which were a more informal version of a LOA that had previously been approved by Human Resources Business Partners and the Division of Personnel. These delegated LOAs were not tracked in any centralized way.

In FY2026 the administration has approved a total of 47 LOAs. The State ended the practice of “delegated LOAs.”

- **What happens if a pay increase comes after the legislature has already adjourned the regular session? Do bargaining unit members get a big retroactive check later?**

Unless specified otherwise, retroactive application of pay is not normal. If the parties reach agreement after adjournment we may bargain a lump sum, or a zero Cost of Living Adjustment (COLA) increase in the first year, with a bigger bump in the second year (after legislative

approval) but it is not automatically retroactive. Assuming the final tentative agreement (TA) includes retroactive pay, it still needs legislative approval to be funded.

- **How often do NOPPs (Notice of Payment Problem) occur?**

Please see attached information from Payroll relating to NOPPs.

- **What is the geographic differential allocated for bargaining unit members of the Alaska Correctional Officers Association (ACOA) in Bethel?**

Members receive a 50 percent increase to their base rate of pay per Section 2.2 of the ACOA contract.

- **How is overtime pay calculated for ACOA bargaining unit members?**

Average Overtime

According to the attached ACOA 2025 Bargaining Unit profile:

- Total Overtime for ACOA Bargaining Unit Members = \$21,171,389.24
- There were 946 ACOA Bargaining Unit Members in 2025
- Average Overtime Pay for ACOA Bargaining Unit Members in 2025 =  $\$21,171,389.24/946 = \$22,380$

Also relevant to the question:

- Average Pay for this set = \$84,031.68
- Assuming 1.5 is the factor for overtime in 2025
- Assuming \$22,380 is included in the calculation of their average pay
- $\$22,380/(\$84,031.68-\$22,380) = 36.3\%$

We hope this explanation assists the committee in understanding the administration and negotiation of collective bargaining agreements.

Sincerely,

STEPHEN J. COX  
ATTORNEY GENERAL

By: /s/Rachel Witt  
Rachel Witt  
Civil Division Director