

Bargaining Unit Letters of Agreement for Recruitment and Retention Incentives

Item #	Contract	Department	Division	Job Class	Bonus	Details	Time Frame	Budgeted Positions in Job Class	# Vacancies?
1	20-GG-075	DHSS	Behavioral Health	Health Practitioner 1	\$ 15,000	2 equal installments: --\$7500/date of hire --\$7500/probation (1 year) completion	7/1/19-6/30/22	6	1
2	20-66-077	DHSS	API	Nurse I-IV	\$ 10,000	2 equal installments: --\$5000/date of hire --\$5000/probation (1 year) completion	7/1/19-6/30/22	77	19
3	20-GG-203	Corrections		Health Practitioner I-II	\$ 15,000	2 equal installments: --\$7500/date of hire --\$7500/probation (1 year) completion	7/1/19-6/30/22	19	2
4	20-GG-203A (Amended)	Corrections		Nurse I-4, Psychiatric Nurse 1-2, and/or Nurse Consultants	\$ 15,000		7/1/19-6/30/22	123	22
5	22-CO-007A (Amended)	Corrections		Correction Officer	\$ 10,000	2 equal installments: (1) After 168 working hours (2)Successful CO certification by the Ak Police Standard Council Must agree to work for two years. If employee leaves early, incentive will be paid back on a pro-rata basis.	8/1/21-6/30/24	1,050	130
6	22-AA-008	DPS		Trooper Recruit or State Trooper	\$ 20,000	2 equal installments: --\$10,000/after completion of relevant law enforcement training --\$10,000/probation period (for lateral hires) or law enforcement certification by AK Police Standards Council (Trooper Recruits)	Through 6/30/22	341	92
7	22-SS-041	DHSS	API	Nurse II-IV	\$ 10,000	2 equal installments: (1) Upon successful completion of nurse orientation (2) Upon completion of one-year probation Must agree to work for two years. If employee leaves early, incentive will be paid back on a pro-rata basis.	7/1/21-6/30/24	68	16
8	22-SS-044A (Amended)	Corrections		Physician Assistant/ Advanced Practice Registered Nurses	\$ 15,000	2 equal installments: --\$7500/date of hire --\$7500/probation (1 year) completion(2) Upon completion of one-year probation Must agree to work for three years. If employee leaves early, incentive will be paid back on a pro-rata basis.	7/1/21-6/30/24	19	2
9	22-SS-050	Corrections	Health & Rehab Svcs	Nurses III-IV & Psychiatric Nurses III	"Bonus" step	One step above the earned step on applicable salary schedule. If employee transfers to another department, the employee shall be returned to their earned step (and have the "bonus" step taken away).	7/1/21-6/30/24	16	0

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10	22-GG-068	DHSS	Pioneer Homes	Assisted Living Aide, Certified Nurse Aide, Licensed Practical Nurse, Registered Nurse	15 hours of leave	Any employee that recruits a candidate who is hired, shall have 15 hours of annual/personal leave added to their leave bank when applicant completes probation.	Through 6/30/22	750	441
11	22-II-075	DOT/PF	AMHS	Unlicensed Vessel Employees	\$ 1,000	Fully paid within two pay periods after hired. Must agree to work for 2 years. If employee leaves early, incentive will be paid back on a pro-rata basis.	Through 6/30/22		
12	22-GG-133	DHSS	API	Psychiatric Nurse 1-4	\$ 10,000	2 installments: --\$5,000/Completion of hospital orientation --\$5,000/probation (1 year) completion Must agree to work for 2 years. If employee leaves early, incentive will be paid back on a pro-rata basis.	Through 6/30/22	77	19
13	22-GG-145	DHSS	Pioneer Homes	Assisted Living Aide, CAN, LPN, RN	\$ 1,000	2 equal installments: (1) \$500 at midway point of probation period (2) \$500 upon successful completion of probation	12/28- 6/30/22	750	441
14	22-GG-145	DOC	Probation, Parole and Pre-Trial	Adult Probation Officer	\$ 5,000	2 installments: --\$2,500 after completed 300 hours worked --\$2,500 after completion of PO certification by AK Police Standards Council. Must agree to work for 2 years. If employee leaves early, incentive will be paid back on a pro-rata basis.	2/11/22-12/31/22	294	45
15	22-SS-148	DOC	Probation, Parole and Pre-Trial	Adult Probation Officer	\$ 5,000	2 equal installments: (1) After 300 working hours (2) Successful PO certification by the Ak Police Standard Council Must agree to work for two years. If employee leaves early, incentive will be paid back on a pro-rata basis.	1/19/22-12/31/22	294	45
16	22-GG-173	DHSS	API	Psychiatric Nurse 1-3	\$ 15,000	2 equal installments: --\$7500 upon completion of hospital orientation --\$7500 upon completion of probation (1 year) Must agree to work for two years. If employee leaves early, incentive will be paid back on a pro-rata basis.	1/28/22-6/30/22	75	19