

# ADMINISTRATIVE AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE

and the

PLUMBERS & STEAMFITTERS, LOCAL 367

Subject: Classification Changes

P&SF AA# 2021-02

This Administrative Agreement (Agreement) is between the Municipality of Anchorage (Municipality) and the Plumbers and Steamfitters. The Municipality and Plumbers and Steamfitters are parties to the Collective Bargaining Agreement implemented on December 17, 2019.

The purpose of this Agreement is to amend classification changes identified in a comprehensive classification review for specific classifications at the Anchorage Water and Wastewater Utility. These changes align specific classifications to proper job titles and wage compensation while deleting language and classifications that are no longer relevant. The Municipality and the Plumbers and Steamfitters worked collaboratively and in good faith to ensure specific classifications are properly compensated and other additional compensation which no longer applies are removed.

Effective the first full pay period following Assembly approval of this Agreement the classification table in Section 11.4 Classification will be amended as follows:

## Section 11.4 Classification

Employees are generally hired at the entry/trainee level. Applicants who meet the minimum qualifications, including any required State of Alaska certification(s) and or license(s) may be hired at the higher job classification within the levels of the position. Employees who meet the minimum qualifications and obtain the required State of Alaska certification(s) and or license(s) shall be reclassified to the higher-level job classification within the levels of the position. The reclassification shall be effective within the beginning of the pay period in which the certification(s) and or license(s) are ~~is~~ received by Human Resources Classification.

All certifications must remain current to remain employed.

Job Title & Level	Grade
Assistant Parts Warehouseman – Level 1 of 1	17

Meter Reader – Level 1 of 1	18
Meter Reader Lead – Level 1 of 1	19
Fleet Service Technician – Level 1 of 1	19
Fleet Journeyman Technician – Level 1 of 1	21
Warehouse Journeyman – Level 1 of 1	20
Journeyman Craftsman – Operator in Training – Level 1 of 2	19
Carpenter Craftsman – Level 1 of 1	21
Journeyman Craftsman – Level 2 of 2	20
Journeyman Mechanic – Operator in Training – Level 1 of 2	19
Journeyman Mechanic – Level 2 of 2 Mechanical Craftsman – Level 1 of 2	21 20
Certified Mechanical Craftsman – Level 2 of 2	22
Field Service Inspector I – Level 1 of 2	19
Field Service Inspector II – Level 2 of 2	21
Meter Install/Repair Journeyman – Level 1 of 1	21
Expeditor – Level 1 of 1	21
Fleet Technician Lead – Level 1 of 1	22
Journeyman Certified Plumber – Level 1 of 1	22
Mechanical Inspector – Level 1 of 1	22
ICS Electrician/Instrument Technician – Level 1 of 1	23
ICS SCADA Programmer – Level 1 of 1	23
Collection & Distribution Operator - in Training – Level 1 of 5	18
Collection & Distribution Operator I – Level 2 of 5	19
Collection & Distribution Operator II – Level 3 of 5	20
Collection & Distribution Operator III – Level 4 of 5	22
Collection & Distribution Operator IV – Level 5 of 5	23
Treatment Plant Operator I – Level 1 of 4	20
Treatment Plant Operator II – Level 2 of 4	21
Treatment Plant Operator III – Level 3 of 4	22
Treatment Plant Operator IV – Level 4 of 4	23
Maintenance Foreman – in Training – Level 1 of 2 Carpenter Craftsman	22

Foreman – Level 1 of 1	
Maintenance Foreman – Level 2 of 2 Mechanical Craftsman Foreman – Level 1 of 1	23
Fleet Foreman – Level 1 of 1	23
ICS Foreman – Level 1 of 1	24
Journeyman Certified Plumber Foreman – Level 1 of 1	24
Mechanical Inspector Foreman – Level 1 of 1	24
Collection & Distribution Operator Foreman – Level 1 of 1	24
Treatment Plant Operations Foreman – Level 1 of 1	24

11.4.1

- A. Employees who were downward reclassified on August 28, 2017 more than one pay grade due to the above classification changes will have their salaries remain frozen for the full two year period unless they promote to their previous pay grade or higher.
- B. Employees whose positions are affected due to the above classification changes, will have their salaries frozen for the full two (2) year period and must obtain the required certification(s) and or license(s).
- C. Any employee whose position is affected by the above classification changes and who does not obtain the required certification(s) and/or license(s) within two (2) years will no longer meet the minimum requirements for their position and will be laid off due to their position being eliminated.

Pursuant to AMC 3.70.130 D., each and every collective bargaining contract, agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall include a summary of requirements and remedial provisions, and the certification under oath or affirmation by each duly authorized representative signing in behalf of a party. The duly authorized representatives, on behalf of the parties to this agreement, hereby affirm and certify as follows:

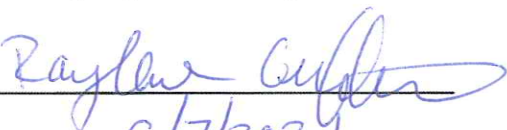
- A. This agreement complies with Anchorage Municipal Code section 3.70.130.
- B. Section 3.70.130 requires Assembly approval of all modifications and amendments, no matter how denominated.
- C. Absent Assembly approval as required by section 3.70.130, any modification or amendment, no matter how denominated, shall be deemed null and void, and any payments made shall be recoverable by the Municipality.

- D. Absent Assembly approval as required by section 3.70.130, written clarifications and interpretations within the definition of "administrative letter" are invalid.
- E. Section 3.70.010 prohibits the use of administrative letters to vary the explicit terms of a labor agreement.
- F. Intentional actions in violation of section 3.70.130 are subject to fines and penalties under section 1.45.010.
- G. Remedial actions: in the event the provisions of section 3.70.130 are violated by administrative action, any labor agreement, agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall be null and void with no force or effect.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the signatures of the parties below.

FOR:

Municipality of Anchorage



Date: 6/7/2021

FOR:

Plumbers & Steamfitters, Local 367



Date: 6/7/2021