

ADMINISTRATIVE AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE

AND

ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION

Subject: Collective Bargaining Agreement Extension

APDEA AA # 2023-01

This Agreement is between the Municipality of Anchorage (MOA) and the Anchorage Police Department Employees Association (APDEA).- The MOA and APDEA are parties to the Collective Bargaining Agreement in effect as of January 27, 2021.- The parties wish to amend the language in the CBA as outlined below.

Effective upon Assembly approval of this agreement, the language in Articles VII, X, XI, XII, XIV, XV, XVIII, XXVIII, and Appendix A shall be amended as outlined below.

The following Administrative Agreements APDEA AA 2021-01 Vera Whole Health Clinic Evaluation Incentive and APDEA AA 2023-01 Holidays have been integrated into the Collective Bargaining Agreement.

Article VII HOURS OF WORK AND OVERTIME; Section 2. Paragraph 5

Paid leave (including, but not limited to, holidays, vacation, military leave, jury duty, paid parental leave, and sick leave) and unpaid leave are not considered "hours worked" for the purposes of meeting the over forty (40) hour work week or outside of regularly schedule shift thresholds.

Article X SICK LEAVE; Section 3. Accrual During Leave.

Sick leave will continue to accrue during any approved paid leave, and during the first thirty days of approved unpaid leave. Employees on approved paid parental leave will not accrue sick leave.

Article XI OTHER PAID LEAVE; Section 7 Paid Parental Leave. Effective no later than July 1, 2024.

A. Paid parental leave shall mean an award of non-cashable leave as described below and is intended to allow parents to bond with and care for a new child.

B. Award. Upon request, eligible employees shall be awarded 160 hours of non-cashable leave for regular full time eligible employees who have been approved for leave under the Alaska Family Leave Act (AFLA) or the Family Medical Leave Act of 1993 (FMLA) for a

qualifying event of the birth of an employee's child or children, or placement of a child or children with the employee for adoption or foster care. Eligible employees who work less than full time will be eligible for a pro rata amount of leave based on their normal hours worked.

C. Rules for use.

1. Use in conjunction with AFLA or FMLA leave. Paid parental leave must be taken during approved AFLA or FMLA leave. Any paid parental leave taken will be counted toward the 18 weeks of protected leave per rolling 12-month period available to employees under AFLA or the twelve weeks of protected leave per rolling twelve-month period available to employees under FMLA.

2. Use in weekly blocks; use in coordination with other leave; unused paid parental leave; leave accrual during use. Employees must take paid parental leave in weekly blocks (40 hours over the course of a single work week or, for eligible employees who work less than full time, one-fourth of the amount of leave available to them under section A.) and must use all paid parental leave during approved AFLA or FMLA leave for the qualifying event. Any unused paid parental leave will be forfeited at the end of the approved AFLA or FMLA leave period. Employees that are awarded non-cashable leave under subsection A. will not accrue leave or sick leave while on paid parental leave.

3. One award per rolling 12-month period; two eligible employees. In no case will an employee receive more than one award of 160 hours of non-cashable (or the prorated amount for employees that work less than full time) leave as paid parental leave in a rolling 12-month period, regardless of whether more than one birth, adoption, foster care placement, or other qualifying event occurs within that twelve-month time frame. The birth or placement of more than one child at the same time will be treated as one qualifying event for which an employee will receive a total of 160 hours (or the prorated portion of hours for employees that work less than full time). If two eligible employees experience the same qualifying event, both employees may take parental leave.

Article XII ANNUAL LEAVE; Section 3. Accrual While on Leave.

Leave shall continue to accrue during the time an employee is on approved paid leave. Such additional accrual shall be canceled, however, if the employee quits and fails to resume duty upon completion of approved leave. Employees on approved paid parental leave will not accrue annual leave.

Article XIV HOLIDAYS; Section 1. Recognized Holidays.

Holidays recognized are:

New Year's Day

Martin Luther King, Jr. Day (third Monday in January)

President's Day (third Monday in February)

Seward's Day (last Monday in March)

Memorial Day

Juneteenth (June 19)

Independence Day

Labor Day

Indigenous People's Day (Second Monday in October)

Veteran's Day (November 11)

Thanksgiving Day

Day After Thanksgiving

Christmas Day

One Personal Holiday

Article XV WAGES; Section 4. Wage Increases.

- A. Wage Schedules.- Wages paid to employees shall be as specified in Appendix A of this Agreement.- All employees will be compensated under a pay grade and step system.
- B. Wage Rate Increases.- The wage schedule specified in Appendix A of this Agreement shall be adjusted as follows:
 - 1. Effective first full pay period of July 2021, the wage rates shall reflect an increase of one and two tenths percent (1.2%) as specified in Appendix A.
 - 2. Effective the first full pay period of January 2022, the hourly wage rates shall reflect an increase of one and one and two tenths percent (1.2%) as specified in Appendix A.
 - a. Effective the first full pay period of January 2022, an additional two and five tenths percent (2.5%) step will be added to the end of the salary table as specified in Appendix A.
 - 3. Effective the first full pay period of January 2023, the hourly wage rates shall reflect an increase of one and two tenths percent (1.2%) as specified in Appendix A.
 - 4. Effective the first full pay period of January 2024, the hourly wage rates shall reflect an increase of seven and eight tenths percent (7.8%) as specified in Appendix A.
 - a. If this Administrative Agreement is not fully approved on or before January 28, 2024, the parties agree to negotiate on a lump sum amount as specified under number 4 above only.

5. Effective the first full pay period of January 2025, the hourly wage rates shall reflect an increase of three and three tenths percent (3.3%) as specified in Appendix A.

6. Effective the first full pay period of January 2026, the hourly wage rates shall reflect an increase of four and three tenths percent (4.3%) as specified in Appendix A.

7. Effective the first full pay period of January 2027, the hourly wage rates shall reflect an increase of three and three tenths percent (3.3%) as specified in Appendix A.

~~4. In August 2023, the MOA and APDEA will re-open negotiations on wage increases as specified under this section only.~~

Article XV WAGES; Section 7. 401(k) Savings Plan.

D. Effective the first full pay period of January 2025, the maximum Municipal Contribution shall increase to six percent (6%).

E. Effective the first full pay period of January 2027, the maximum Municipal Contribution shall increase to eight percent (8%).

Article XVIII HEALTH AND WELFARE; Section 2. Municipal and Employee Contributions/Premiums.

A. Effective the first full month following Assembly approval of this Agreement, the Municipality shall contribute \$2238.00 monthly towards the Plan. Any remaining premium payments shall be the responsibility of the member.

B. Effective January 1, 2022, for all employees who do not opt out of the Municipality's Plan, the Municipality's premium payment shall be 90% of the 2022 cost of the 500 Plan, with employees paying the remainder of the premium costs, if any, for the plan the employee selects. Employees selecting lower cost plans shall have FSA/HSA options for the difference between the Municipality's premium obligation and the cost of the plan the employee selects.

C. Effective January 1, 2023, for all employees who do not opt out of the Municipality's Plan, the Municipality's premium payment shall be 90% of the 2023 cost of the 500 Plan, with employees paying the remainder of the premium costs, if any, for the plan the employee selects. Employees selecting lower cost plans shall have FSA/HSA options for the difference between the Municipality's premium obligation and the cost of the plan the employee selects.

D. Effective January 1, 2024, for all employees who do not opt out of the Municipality's Plan, the Municipality's premium payment shall be 90% of the 2024 cost of the 500 Plan, with employees paying the remainder of the premium costs, if any, for the plan the employee selects. Employees selecting lower cost plans shall have FSA/HSA options for the difference between the Municipality's premium obligation and the cost of the plan the employee selects.

E. Effective January 1, 2025, for all employees who do not opt out of the Municipality's Plan, the Municipality's premium payment shall be 90% of the 2025 cost of the 500 Plan, with employees

paying the remainder of the premium costs, if any, for the plan the employee selects. Employees selecting lower cost plans shall have FSA/HSA options for the difference between the Municipality's premium obligation and the cost of the plan the employee selects.

F. Effective January 1, 2026, for all employees who do not opt out of the Municipality's Plan, the Municipality's premium payment shall be 90% of the 2026 cost of the 500 Plan, with employees paying the remainder of the premium costs, if any, for the plan the employee selects. Employees selecting lower cost plans shall have FSA/HSA options for the difference between the Municipality's premium obligation and the cost of the plan the employee selects.

G. Effective January 1, 2027, for all employees who do not opt out of the Municipality's Plan, the Municipality's premium payment shall be 90% of the 2027 cost of the 500 Plan, with employees paying the remainder of the premium costs, if any, for the plan the employee selects. Employees selecting lower cost plans shall have FSA/HSA options for the difference between the Municipality's premium obligation and the cost of the plan the employee selects.

HE. Either party may reopen this section of the Agreement if changes in federal or state laws impact health care cost, premiums, care coverage, taxes, or penalties.

Article XVIII HEALTH AND WELFARE; Section 7. Vera Incentive.

A. For so long as the MOA elects to maintain a contract with Vera and continue the Annual Whole Health Evaluation, represented employees enrolled in the Plan who complete an Annual Whole Health Evaluation (AWHE) at the Vera Care Center may be qualified to earn an incentive contribution to their paycheck. If the MOA elects, employee spouses may receive an incentive for completing the same Evaluation. If the spouse is an employee of the MOA and enrolled in the Plan, only one incentive will be available. To earn the incentive, the employee must complete each of the determined steps of the AWHE.

B. Vera will report to the MOA the names of enrolled employees who have completed the AWHE. The MOA will not have access to employee health information.

C. The MOA agrees to add the incentive to the employee's paycheck within forty-five (45) days of the MOA being notified that all parts of the AWHE have been completed.

D. The contribution is not eligible for PERS and will be subject to applicable taxes and withholdings.

E. This incentive may be terminated by the MOA at any time.

Article XXVIII TERM OF AGREEMENT; Section 1. Term.

Unless otherwise specified in this Agreement, each of its provisions shall be effective upon Assembly approval of Administrative Agreement APDEA AA #2017-01 attached as Appendix B and Assembly approval of this Agreement, or January 1, 2018, whichever occurs later, and shall remain in effect until December 31, 2027~~December 31, 2024.~~

Article XXVIII TERM OF AGREEMENT; Section 2. Notice.

Either party shall give at least one hundred and eighty ninety (18090) days written notice to the other prior to the expiration date of this Agreement of its desire that the Agreement shall be re-negotiated.

Appendix A

2024 SALARY SCHEDULE

Salary Schedule Effective First Full Pay Period in 2024 ~ 7.8%

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>
<u>GRD12</u>	\$23.27	\$23.86	\$25.04	\$26.29	\$27.61	\$29.00	\$30.44	\$31.21	\$31.98	\$32.78	
<u>GRD14</u>	\$24.46	\$25.07	\$26.32	\$27.64	\$29.03	\$30.49	\$31.98	\$32.78	\$33.60	\$34.44	
<u>GRD15</u>	\$25.17	\$25.81	\$27.09	\$28.45	\$29.85	\$31.35	\$32.93	\$33.75	\$34.59	\$35.46	
<u>GRD16</u>	\$26.06	\$26.72	\$28.08	\$29.46	\$30.94	\$32.48	\$34.11	\$34.96	\$35.82	\$36.72	
<u>GRD17</u>	\$26.91	\$27.56	\$28.93	\$30.39	\$31.91	\$33.49	\$35.18	\$36.05	\$36.94	\$37.87	
<u>GRD18</u>	\$28.10	\$28.80	\$30.22	\$31.73	\$33.33	\$34.99	\$36.74	\$37.65	\$38.59	\$39.56	
<u>GRD19</u>	\$29.25	\$29.98	\$31.48	\$33.03	\$34.69	\$36.43	\$38.26	\$39.21	\$40.18	\$41.18	
<u>GRD20</u>	\$31.64	\$32.44	\$34.04	\$35.75	\$37.53	\$39.40	\$41.37	\$42.41	\$43.46	\$44.55	
<u>GRD21</u>	\$31.64	\$32.44	\$34.04	\$35.75	\$37.53	\$39.40	\$41.37	\$42.41	\$43.46	\$44.55	
<u>GRD22</u>	\$34.99	\$35.87	\$37.65	\$39.56	\$41.54	\$43.62	\$45.80	\$46.94	\$48.12	\$49.32	
<u>GRD23</u>	\$38.11	\$39.06	\$41.02	\$43.06	\$45.22	\$47.49	\$49.86	\$51.12	\$52.38	\$53.68	
<u>GRD31</u>	\$29.70	\$30.44	\$31.21	\$32.75	\$34.39	\$36.12	\$37.93	\$38.88	\$39.85	\$40.85	
<u>GRD32</u>	\$35.43	\$36.32	\$37.23	\$39.09	\$41.06	\$43.09	\$45.25	\$46.38	\$47.55	\$48.75	
<u>GRD33</u>	\$39.63	\$40.61	\$42.63	\$44.74	\$46.98	\$49.33	\$51.82	\$53.09	\$54.42	\$55.78	
<u>GRD35</u>	\$38.11	\$39.06	\$40.03	\$42.04	\$44.13	\$46.34	\$48.66	\$49.89	\$51.14	\$52.42	
<u>GRD36</u>	\$39.17	\$40.17	\$42.16	\$44.28	\$46.48	\$48.81	\$51.25	\$53.79	\$55.15	\$56.53	\$57.95
<u>GRD37</u>	\$46.34	\$47.51	\$49.88	\$52.36	\$54.99	\$57.72	\$60.62	\$63.63	\$65.23	\$66.87	\$68.53

2025 SALARY SCHEDULE

Salary Schedule Effective First Full Pay Period in 2025 ~ 3.3%

Grade	1	2	3	4	5	6	7	8	9	10	11
GRD12	\$24.04	\$24.65	\$25.87	\$27.16	\$28.52	\$29.96	\$31.44	\$32.24	\$33.04	\$33.86	
GRD14	\$25.27	\$25.90	\$27.19	\$28.55	\$29.99	\$31.50	\$33.04	\$33.86	\$34.71	\$35.58	
GRD15	\$26.00	\$26.66	\$27.98	\$29.39	\$30.84	\$32.38	\$34.02	\$34.86	\$35.73	\$36.63	
GRD16	\$26.92	\$27.60	\$29.01	\$30.43	\$31.96	\$33.55	\$35.24	\$36.11	\$37.00	\$37.93	
GRD17	\$27.80	\$28.47	\$29.88	\$31.39	\$32.96	\$34.60	\$36.34	\$37.24	\$38.16	\$39.12	
GRD18	\$29.03	\$29.75	\$31.22	\$32.78	\$34.43	\$36.14	\$37.95	\$38.89	\$39.86	\$40.87	
GRD19	\$30.22	\$30.97	\$32.52	\$34.12	\$35.83	\$37.63	\$39.52	\$40.50	\$41.51	\$42.54	
GRD20	\$32.68	\$33.51	\$35.16	\$36.93	\$38.77	\$40.70	\$42.74	\$43.81	\$44.89	\$46.02	
GRD21	\$32.68	\$33.51	\$35.16	\$36.93	\$38.77	\$40.70	\$42.74	\$43.81	\$44.89	\$46.02	
GRD22	\$36.14	\$37.05	\$38.89	\$40.87	\$42.91	\$45.06	\$47.31	\$48.49	\$49.71	\$50.95	
GRD23	\$39.37	\$40.35	\$42.37	\$44.48	\$46.71	\$49.06	\$51.51	\$52.81	\$54.11	\$55.45	
GRD31	\$30.68	\$31.44	\$32.24	\$33.83	\$35.52	\$37.31	\$39.18	\$40.16	\$41.17	\$42.20	
GRD32	\$36.60	\$37.52	\$38.46	\$40.38	\$42.41	\$44.51	\$46.74	\$47.91	\$49.12	\$50.36	
GRD33	\$40.94	\$41.95	\$44.04	\$46.22	\$48.53	\$50.96	\$53.53	\$54.84	\$56.22	\$57.62	
GRD35	\$39.37	\$40.35	\$41.35	\$43.43	\$45.59	\$47.87	\$50.27	\$51.54	\$52.83	\$54.15	
GRD36	\$40.46	\$41.50	\$43.55	\$45.74	\$48.01	\$50.42	\$52.94	\$55.57	\$56.97	\$58.40	\$59.86
GRD37	\$47.87	\$49.08	\$51.53	\$54.09	\$56.80	\$59.62	\$62.62	\$65.73	\$67.38	\$69.08	\$70.79

2026 SALARY SCHEDULE

Salary Schedule Effective First Full Pay Period in 2026 ~ 4.3%

Grade	1	2	3	4	5	6	7	8	9	10	11
GRD12	\$25.07	\$25.71	\$26.98	\$28.33	\$29.75	\$31.25	\$32.79	\$33.63	\$34.46	\$35.32	
GRD14	\$26.36	\$27.01	\$28.36	\$29.78	\$31.28	\$32.85	\$34.46	\$35.32	\$36.20	\$37.11	
GRD15	\$27.12	\$27.81	\$29.18	\$30.65	\$32.17	\$33.77	\$35.48	\$36.36	\$37.27	\$38.21	
GRD16	\$28.08	\$28.79	\$30.26	\$31.74	\$33.33	\$34.99	\$36.76	\$37.66	\$38.59	\$39.56	
GRD17	\$29.00	\$29.69	\$31.16	\$32.74	\$34.38	\$36.09	\$37.90	\$38.84	\$39.80	\$40.80	
GRD18	\$30.28	\$31.03	\$32.56	\$34.19	\$35.91	\$37.69	\$39.58	\$40.56	\$41.57	\$42.63	
GRD19	\$31.52	\$32.30	\$33.92	\$35.59	\$37.37	\$39.25	\$41.22	\$42.24	\$43.29	\$44.37	
GRD20	\$34.09	\$34.95	\$36.67	\$38.52	\$40.44	\$42.45	\$44.58	\$45.69	\$46.82	\$48.00	
GRD21	\$34.09	\$34.95	\$36.67	\$38.52	\$40.44	\$42.45	\$44.58	\$45.69	\$46.82	\$48.00	
GRD22	\$37.69	\$38.64	\$40.56	\$42.63	\$44.76	\$47.00	\$49.34	\$50.58	\$51.85	\$53.14	
GRD23	\$41.06	\$42.09	\$44.19	\$46.39	\$48.72	\$51.17	\$53.72	\$55.08	\$56.44	\$57.83	
GRD31	\$32.00	\$32.79	\$33.63	\$35.28	\$37.05	\$38.91	\$40.86	\$41.89	\$42.94	\$44.01	
GRD32	\$38.17	\$39.13	\$40.11	\$42.12	\$44.23	\$46.42	\$48.75	\$49.97	\$51.23	\$52.53	
GRD33	\$42.70	\$43.75	\$45.93	\$48.21	\$50.62	\$53.15	\$55.83	\$57.20	\$58.64	\$60.10	
GRD35	\$41.06	\$42.09	\$43.13	\$45.30	\$47.55	\$49.93	\$52.43	\$53.76	\$55.10	\$56.48	
GRD36	\$42.20	\$43.28	\$45.42	\$47.71	\$50.07	\$52.59	\$55.22	\$57.96	\$59.42	\$60.91	\$62.43
GRD37	\$49.93	\$51.19	\$53.75	\$56.42	\$59.24	\$62.18	\$65.31	\$68.56	\$70.28	\$72.05	\$73.83

2027 SALARY SCHEDULE

Salary Schedule Effective First Full Pay Period in 2027 ~ 3.3%

Grade	1	2	3	4	5	6	7	8	9	10	11
GRD12	\$25.90	\$26.56	\$27.87	\$29.26	\$30.73	\$32.28	\$33.87	\$34.74	\$35.60	\$36.49	
GRD14	\$27.23	\$27.90	\$29.30	\$30.76	\$32.31	\$33.93	\$35.60	\$36.49	\$37.39	\$38.33	
GRD15	\$28.01	\$28.73	\$30.14	\$31.66	\$33.23	\$34.88	\$36.65	\$37.56	\$38.50	\$39.47	
GRD16	\$29.01	\$29.74	\$31.26	\$32.79	\$34.43	\$36.14	\$37.97	\$38.90	\$39.86	\$40.87	
GRD17	\$29.96	\$30.67	\$32.19	\$33.82	\$35.51	\$37.28	\$39.15	\$40.12	\$41.11	\$42.15	
GRD18	\$31.28	\$32.05	\$33.63	\$35.32	\$37.10	\$38.93	\$40.89	\$41.90	\$42.94	\$44.04	
GRD19	\$32.56	\$33.37	\$35.04	\$36.76	\$38.60	\$40.55	\$42.58	\$43.63	\$44.72	\$45.83	
GRD20	\$35.21	\$36.10	\$37.88	\$39.79	\$41.77	\$43.85	\$46.05	\$47.20	\$48.37	\$49.58	
GRD21	\$35.21	\$36.10	\$37.88	\$39.79	\$41.77	\$43.85	\$46.05	\$47.20	\$48.37	\$49.58	
GRD22	\$38.93	\$39.92	\$41.90	\$44.04	\$46.24	\$48.55	\$50.97	\$52.25	\$53.56	\$54.89	
GRD23	\$42.41	\$43.48	\$45.65	\$47.92	\$50.33	\$52.86	\$55.49	\$56.90	\$58.30	\$59.74	
GRD31	\$33.06	\$33.87	\$34.74	\$36.44	\$38.27	\$40.19	\$42.21	\$43.27	\$44.36	\$45.46	
GRD32	\$39.43	\$40.42	\$41.43	\$43.51	\$45.69	\$47.95	\$50.36	\$51.62	\$52.92	\$54.26	
GRD33	\$44.11	\$45.19	\$47.45	\$49.80	\$52.29	\$54.90	\$57.67	\$59.09	\$60.58	\$62.08	
GRD35	\$42.41	\$43.48	\$44.55	\$46.79	\$49.12	\$51.58	\$54.16	\$55.53	\$56.92	\$58.34	
GRD36	\$43.59	\$44.71	\$46.92	\$49.28	\$51.72	\$54.33	\$57.04	\$59.87	\$61.38	\$62.92	\$64.49
GRD37	\$51.58	\$52.88	\$55.52	\$58.28	\$61.19	\$64.23	\$67.47	\$70.82	\$72.60	\$74.43	\$76.27

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 on 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.

AGREED TO AND SIGNED FOR BY:

APDEA

MUNICIPALITY OF ANCHORAGE

Darrell Evans 11/3/2023
Darrell Evans Date
APDEA President

Raylene Griffith 11/3/2023
Raylene Griffith Date
Labor Relations Director