

ADMINISTRATIVE AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE

AND

ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION

Subject: Retention Payments

AA # 2024-01

This Agreement is between the Municipality of Anchorage (MOA) and the Anchorage Municipal Employees Association (AMEA). The MOA and AMEA are parties to the Collective Bargaining Agreement in effect as of March 15, 2022. The parties wish to set forth their Agreement concerning retention payments.

It is understood and agreed as follows:

1. The MOA supports employment, recruitment and retention for those employees who are directly involved in snow removal from and winter maintenance of the MOA's streets for calendar year 2024.
2. For the calendar months January, February, March, October, November and December in 2024 the MOA shall pay all active employees on the last day of the month, in the following Classifications listed in this Agreement in the work group at the Street Maintenance Department only, will receive a retention payment in the amount of \$1,041.00 (one thousand and forty-one dollars) paid within the payroll period in which the last day of the month falls.
3. The \$1,041.00 (one thousand and forty-one dollars) monthly retention payments are less applicable taxes and withholdings.
4. Retention payments are not subject to working dues/assessments.
5. Eligible employees in the following classifications only working in the Street Maintenance Department:
 - Engineering Technician III: Position numbers: 30004572 and 30002823
 - Office Associate: Position numbers: 30005681 and 30005683
6. After the Assembly approves this Agreement, the MOA agrees to pay any payments missed in 2024 as agreed to above. The parties agree that Article 5.13 penalties do not

apply to any payments made pursuant to this Agreement but the MOA will make efforts to ensure that these payments occur in a timely manner.

- 7. This Agreement terminates on December 31, 2024.
- 8. No other terms, articles or sections of the CBA is affected by this Agreement.
- 9. This resolution applies to the union signatory to this Agreement and is subject to Assembly approval.

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.

AGREED TO AND SIGNED FOR BY:

ANCHORAGE MUNICIPAL
EMPLOYEES ASSOCIATION

MUNICIPALITY OF ANCHORAGE


 _____ 2/9/2024
 Paul Hatcher Date
 President

 2/9/2024

 Raylene Griffith Date
 Labor Relations Director