

LETTER OF AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE (MUNICIPALITY)

and the

**ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION
(APDEA)**

Subject: Alternate Shift Schedules

APDEA-007

This agreement is between the Municipality of Anchorage (Municipality) and the Anchorage Police Department Employees Association (APDEA). The Municipality and the APDEA are parties to a collective bargaining agreement. Article VII, Section 1 Workweek indicates by mutual agreement the parties may agree to alternate shifts schedules. The purpose of this agreement is to define two alternative work schedules, a 3-12's/1-8 workweek and a 9-80's workweek.

A 3-12's/1-8 workweek is defined as three consecutive 12 hour shifts for one week followed by three consecutive 12 hour shifts and one 8 hour shift for one week for a total of 80 hours in one pay period with the workweek starting midway of the 8 hour shift.

A 9-80's workweek is defined as four 9 hour shifts, and one 8 hour shift followed by four 9 hour shifts and one day off shift for a total of 80 hours in one pay period with the workweek starting midway through the one 8 hour shift.

Employees taking any type of leave will be charged leave for the hours off work that they are regularly scheduled to work.

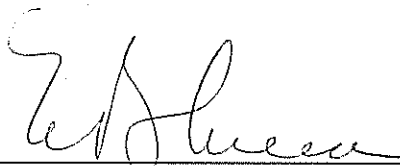
Recognized holidays that fall on a work day that an employee is regularly scheduled to work will be paid based on the number of hours the employee is scheduled to work.

Any disputes concerning the interpretation or application of this agreement shall be resolved through the grievance procedure in the collective bargaining agreement between the Municipality and the Anchorage Police Department Employees Association (APDEA).

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 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.

Agreed to this 4th day of February, 2010.



Nancy Bear Usera
Director, Employee Relations
Municipality



Derek Hsieh
President
APDEA