

LETTER OF AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE

and the

Anchorage Police Department Employees Association, Inc.

Subject: 2014 Wage Reopener -13 12^{MR}

This Agreement is between the Municipality of Anchorage (MOA) and the Anchorage Police Department Employees Association, Inc. (APDEA). The Municipality and APDEA are parties to a Collective Bargaining Agreement (CBA). Letter of Agreement (LOA) 004 to the CBA contains a provision opening the CBA 'for the sole purpose of negotiating an increase in wages for the period January 1 to December 1, 2014'.

The MOA has proposed and the APDEA members have ratified "a written final wage increase proposal of 1.5% effective the first full pay period in January of 2014. The first full pay period begins January 13, 2014 and is paid January 31, 2014. This proposal, if accepted and ratified by APDEA membership, would be subject to Anchorage Assembly approval. Timing on the acceptance of this proposal is critical so the Assembly Ordinance required can be placed on the December 17, 2013 Assembly agenda."

No other term, article or section of the APDEA CBA is affected by this agreement.


Pursuant to AMC 3.70.130D., 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.

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

AGREED TO AND SIGNED FOR BY:

For APDEA:

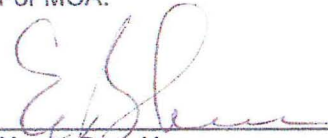


Derek Hsieh
President, APDEA

1/15/2014

Date

For MOA:



Nancy Bear Usera
Director, Employee Relations

1.22.14

Date

Submitted by: Chair of the Assembly at the
Request of the Mayor
Prepared by: Employee Relations
For Reading: December 17, 2013

CLERK'S OFFICE

APPROVED

Date: 1-14-14

ANCHORAGE, ALASKA
AO NO. 2013-159

**AN ORDINANCE APPROVING THE ANCHORAGE POLICE DEPARTMENT
EMPLOYEE ASSOCIATION COLLECTIVE BARGAINING AGREEMENT WAGE
REOPENER INCREASE FOR 2014.**

WHEREAS, the Municipality of Anchorage (MOA) and the Anchorage Police Department Employee Association (APDEA) are parties to a Collective Bargaining Agreement (CBA) approved by the Assembly December 16, 2008 (AR NO. 2008-307); and

WHEREAS, the Assembly approved APDEA Letter of Agreement (LOA) 004 which contains a wage reopener for 2014; and

WHEREAS, The MOA and APDEA Executive Board reached agreement on a wage reopener increase; and

WHEREAS, the wage increase is subject to membership approval; and

WHEREAS, a waiver of the 30-day public review and comment under Anchorage Municipal Code section 3.70.090 is requested to assure timely implementation of the wage increase; and

WHEREAS, AMC section 3.70.130 requires the Assembly to approve an amendment, including this LOA to a CBA, before it takes effect; and

WHEREAS, it is in the best interest of the MOA and APDEA to foster good labor management relationships; and

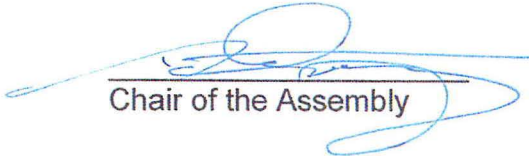
WHEREAS, the Administration recommends approval of this ordinance, as detailed in the accompanying Assembly Memorandum; now, therefore,

THE ANCHORAGE ASSEMBLY ORDAINS:

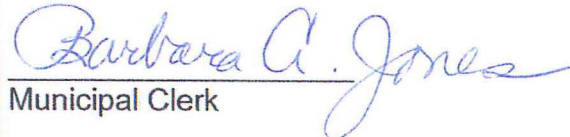
Section 1. Notwithstanding the 30-day period for public review and comment under AMC subsection 3.70.090C.3.c., the Assembly may take action on the APDEA increase in wages for 2014 in less than 30 days.

Section 2. This ordinance shall become effective immediately upon its passage and approval by the Assembly.

1 PASSED AND APPROVED by the Anchorage Assembly this 14th day of
2 January, 2014.
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8 
9 Chair of the Assembly

10 ATTEST:

11 
12 Municipal Clerk

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- General Government

AO Number: 2013-159

Title: AN ORDINANCE APPROVING THE ANCHORAGE POLICE DEPARTMENT
EMPLOYEE ASSOCIATION COLLECTIVE BARGAINING AGREEMENT
WAGE REOPENER INCREASE FOR 2014.

Sponsor: MAYOR
Preparing Agency: Department of Employee Relations
Others Impacted:

CHANGES IN EXPENDITURES AND REVENUES:		(In Thousands of Dollars)				
	FY14	FY15	FY16	FY17	FY18	
Operating Expenditures						
1000 Personal Services	\$ 1,680					
2000 Non-Labor						
3900 Contributions						
4000 Debt Service						
TOTAL DIRECT COSTS:	\$ 1,680	\$ -	\$ -	\$ -	\$ -	
Add: 6000 Charges from Others						
Less: 7000 Charges to Others						
FUNCTION COST:	\$ 1,680	\$ -	\$ -	\$ -	\$ -	
REVENUES:						
CAPITAL:						
POSITIONS: FT/PT and Temp						

PUBLIC SECTOR ECONOMIC EFFECTS:

The above reflects a 1.5% negotiated wage increase plus \$847,000 additional cost of the Municipal Health Benefit program previously negotiated and approved by the Assembly. The total compensation increase is 2.5%.

PRIVATE SECTOR ECONOMIC EFFECTS:

Prepared by: Theresa Hillhouse, Director Labor Relations

Telephone: 343-4571



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 737-2013

Meeting Date: December 17, 2013

1 **FROM: MAYOR**
2
3 **SUBJECT: AN ORDINANCE APPROVING THE ANCHORAGE**
4 **POLICE DEPARTMENT EMPLOYEE ASSOCIATION**
5 **COLLECTIVE BARGAINING AGREEMENT WAGE**
6 **REOPENER INCREASE FOR 2014.**

7
8 The Anchorage Police Department Employee Association (APDEA) Collective
9 Bargaining Agreement (CBA) Letter of Agreement 004 contains a provision
10 opening the CBA "for the sole purpose of negotiating an increase in wages for
11 the period January 1 to December 1, 2014". A 1.5% MOA wage increase
12 proposal was approved by the APDEA Executive Board and is subject to
13 membership approval. The increase, per the proposal letter and if approved by
14 the Assembly, will be effective the first full pay period in January, 2014.

15
16 Anchorage Municipal Code section 3.70.090 requires a 30-day public review and
17 comment period. To assure timely implementation of the wage increase without
18 the need for retroactive payments, the Assembly Ordinance waives the 30 day
19 public hearing period.

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21
22 All other terms and conditions of the APDEA CBA are unchanged by this
23 Agreement and remain in full force and effect.

24 25 26 **THE ADMINISTRATION RECOMMENDS APPROVAL.**

27
28 Prepared by: Theresa Hillhouse, Director Labor Relations
29 Approved by: Nancy Bear Usera, Director, Employee Relations
30 Concur: Lucinda Mahoney, Chief Fiscal Officer
31 Concur: Dennis Wheeler, Municipal Attorney
32 Concur: George J. Vakalis, Municipal Manager
33 Respectfully submitted: Daniel A. Sullivan, Mayor