

LETTER OF AGREEMENT
by and between
MUNICIPALITY OF ANCHORAGE (MOA)
and the
ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION (AMEA)
Number: AMEA - 003

Subject: Reclassification of Tax Enforcement Positions within the Treasury Division.

This Letter of Agreement (Agreement) is between the Municipality Of Anchorage and the Anchorage Municipal Employees Association, Inc. (AMEA). The Municipality and AMEA are parties to a Collective Bargaining Agreement (CBA).

The purpose of this agreement is to reclassify the Tax Enforcement operations within the Treasury Division to reflect the changes in duties, skills and responsibilities as a result of the re-write of Anchorage Municipal Code Chapter 12.40, Excise Tax on Cigarettes and other Tobacco Products. The necessity to reclassify the positions responsible for Treasury's enforcement efforts previously was addressed in the Summary of Economic Effects for AO 2013-125. The MOA and the AMEA worked collaboratively to resolve this issue.

1. Article 11.2 will be amended by the following:

~~Grade 11 Tax Enforcement Assistant~~
Grade 13 Tax Enforcement Officer I
~~Grade 14 Tax Enforcement Officer~~
Grade 15 Tax Enforcement Officer II

2. Employees who are in Grade 11 Tax Enforcement Assistant classification will be placed into the Grade 13 Tax Enforcement Officer I classification at their same step.
3. Employees who are in Grade 14 Tax Enforcement Officer classification will be placed into the Grade 15 Tax Enforcement Officer II classification at their same step.
4. Effective date of all changes will be June 8, 2015.

This Agreement represents the entire agreement between the parties on this issue. Any other written or oral compromise, agreement or representation not specifically included shall be null and void, without effect.

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

Pursuant to Anchorage Municipal Code (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:

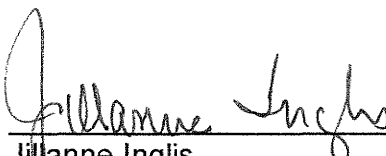
- A. This agreement complies with AMC 3.70.130.
- B. AMC 3.70.130 requires Assembly approval of all modifications and amendments, no matter how denominated.
- C. Absent Assembly approval as required by AMC 3.70.130, any modification or amendment, no matter how denominated shall be deemed null and void, and any payments made shall be recoverable by the Municipality.
- D. Absent Assembly approval as required by AMC 3.70.130, written clarifications and interpretations within the definition of "administrative letter" are invalid.
- E. AMC 3.70.010 prohibits the use of administrative letters to vary the explicit terms of a labor agreement.
- F. Intentional actions in violation of AMC 3.70.130 are subject to fines and penalties under AMC 1.45.010.
- G. Remedial actions: In the event the provisions of AMC 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 effects.

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 AMEA:

For MOA:


Jillanne Inglis
President, AMEA

5/14/15
Date


Nancy B. Usera
Acting Director, Employee Relations

5/14/15
Date