




MUNICIPALITY OF ANCHORAGE
MAYOR DAVE BRONSON

September 19, 2023

Alden Thern


Dear Alden,

I am pleased you have accepted the executive position of Chief Fiscal Officer- PCN - 1148 in the Office of the Chief Fiscal Officer, effective September 19, 2023.

Your salary will be based on an annual salary of \$157,996.80 (\$75.96 per hour) and is paid on a bi-weekly basis, per Assembly approval. This salary rate is contingent upon approval from the Assembly. If the Assembly does not authorize this rate, your salary offer will be based on the top of the applicable salary range for this position (\$148,408.00 annually, \$71.35 per hour) paid on a biweekly basis.

On an annual basis, you will receive one hundred and twenty (120) hours of non-cashable leave in accordance with Anchorage Municipal Code (3.30.174.J) in January. This is a salaried executive position and as such is exempt from the minimum wage and overtime provisions of the Federal Fair Labor Standards Act. You will serve in an appointed position capacity at the pleasure of the Mayor.

In accordance with Anchorage Municipal Code (3.30.173), executive employees shall submit a resume prior to hire or appointment. Under Municipal policy, your resume will be submitted to the Assembly and become part of the public record. In addition, your appointment is subject to confirmation by the Municipal Assembly.

I look forward to working with you.

Sincerely,



Dave Bronson
Mayor

cc: Personnel File
Central Payroll

ALDEN P. THERN

SUMMARY OF QUALIFICATIONS

Combines multi-departmental responsibility for large organizations with solid strategic and analytical expertise in labor relations, human resources, benefits, finance, and project management. Excellent cross-functional management background and documented record of lowering operating costs, settling union and vendor contracts, streamlining work processes, and using technology to increase operating efficiency throughout the organization.

CORE COMPETENCIES

Labor Relations	Contract Negotiations	Strategic Planning
Benefits Administration	Process Reengineering	Change Management
Technology Implementation	Project Management	Team Building & Leadership

PROFESSIONAL EXPERIENCE

MUNICIPALITY OF ANCHORAGE

Acting Chief Fiscal Officer (May 2023 to present)

Municipal Projects Director (2019 to 2023)

- Administered all 2018 Cook Inlet earthquake and COVID disaster reimbursement activities with SOA and FEMA.
- Transition lead for all municipal department teams during the Merger and Acquisition of the ML&P electric utility to Chugach Electric.
- Initiated and supervised the reorganization of the Transportation Inspection department along with multiple instances of direct supervisor responsibility .
- Project executive responsible for the 401k vendor transition and contract negotiation along with new investment lineup changes to both voluntary retirement plans with over \$500 million in plan assets .

Deputy Municipal Manager (2015 to 2019)

- Project sponsor with executive leadership responsibilities over all aspects of the Municipality of Anchorage \$81 million SAP ERP software implementation.
- Negotiated over \$9 million dollars of SAP consulting services investment.
- Supervised 120 contracted employees across 7 countries, including all hiring and removal determinations.
- Developed the strategic management plans for each ERP project work stream along with the plans required to integrate and implement the new time reporting and electronic content management systems.
- Responsible for the financial management and administrative functions of the project along with planning and forecasting all project expenditures.
- Primary systems implementer contact ensuring all contractual obligations are met.
- Ensured all work stream deliverables were met within established project timelines and in accordance with the project plan and statement of work.
- Provided weekly project status updates to the Anchorage Assembly, Mayor's executive team and the Functional Steering Committee consisting of municipal employee stakeholders.

ANCHORAGE SCHOOL DISTRICT

1999 – 2015

Director, Student Nutrition (2013 to 2015)

- Responsible for the district’s only \$20 million for profit department employing a staff of 350; preparing, delivering, and feeding 30,000 student meals each day across 85 school sites.
- Increased student meal participation by 800,000 meals in the first year.
- Reorganized and developed new processes for every aspect of the central kitchen and school cafeteria operations, along with installing a highly efficient inventory and warehouse management system.
- Eliminated \$2 million budget deficit returning department to profitability.

Executive Director, Contract Administration (2012 to 2013)

- Spokesperson and/or financial lead on 46 union bargaining contracts (1999 – 2015).
- Responsible for interpreting, administering, and training all supervisors on contractual issues for six labor union bargaining agreements covering 4,000 employees (2001 – 2015).
- Performed the investigations, conferences, and final documentation related to employee progressive discipline and discharge proceedings (2001 – 2015).
- Facilitated the successful resolution for all employee grievances and arbitrations covering six labor unions (2001 – 2015).
- Executive sponsor for several district wide human resource IT systems including a new timekeeping, attendance, and leave system (2010 – 2013).

Benefits Director (2005 to 2012)

- Supervised the benefits department with responsibility of the medical/life insurance, retirement, and employee leave areas for 10,000 employees.
- Streamlined benefit procedures in all functional areas allowing for additional responsibilities without increasing staff resources.
- Successfully converted to a self-insured medical plan while also eliminating 500 dependents from medical insurance through a positive open enrollment campaign.
- Implemented the new State of Alaska defined contribution retirement legislation.
- Consolidated a 39 vendor 403b program to one bundled service provider.

Assistant Director, Contract Administration (2001 to 2005)

Senior Financial Analyst (1999 to 2001)

ALASKA USA FEDERAL CREDIT UNION

Trust Officer – Operations

1998 – 1999

Financial Analyst III

1996 – 1998

THERN BUSINESS CONSULTING

Business Consultant

1995 – 1999

R.R. DONNELLEY & SONS COMPANY

Group Account Administrator

1991 – 1995

EDUCATION

PURDUE UNIVERSITY West Lafayette, Indiana