



# MUNICIPALITY OF ANCHORAGE

## Assembly Memorandum

AM No. 833-2025

Meeting Date: November 18, 2025

**FROM: MAYOR**

**SUBJECT: A RESOLUTION APPROVING A COLLECTIVE AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE (MOA) AND THE ANCHORAGE MUNICIPAL EMPLOYEES' ASSOCIATION (AMEA).**

The Municipality of Anchorage (Municipality) and the Anchorage Municipal Employees Association (AMEA) reached a tentative Agreement on a Collective Bargaining Agreement (CBA), which was subsequently ratified by the AMEA membership on October 20, 2025. See attached (the new CBA is attached, and also the old CBA reflecting the changes proposed in the new CBA via track changes).

The proposed CBA contains economic changes as well as language changes generally consistent with other union agreements, the personnel rules, and the MOA Administration and Assembly's direction, particularly regarding economic guidelines. The following are key provisions of the proposed CBA:

- Wage increases of 3% effective the first full pay period of 2026, a wage increase of 2.5% the first full pay period of 2027, a wage increase of 2.5% the first full pay period of 2028, and a wage increase of 2.5% the first full pay period of 2029.
- Effective the first full pay period following Assembly approval, the employer health benefit contribution will be \$2,534.00. The MOA monthly healthcare contribution will increase on January 1 for calendar years 2027, 2028, and 2029 for each eligible employee who elects MOA Health Benefit Coverage equal to the Urban Alaska CPU-U for the most recent full calendar year, capped at 10% or by the MOA Health Benefit Plan premium percentage increase, whichever is less.
- Added language that allows AMEA employees to telecommute pursuant to MOA Telecommuting Policy 40-40 based on employees' current work schedules unless operational needs require a change in schedule. All employees will be required to enter into a telecommuting work agreement before being allowed to telework.

- Adding two additional grades for Public Health Nurses and Senior Public Health Nurses.
- Added two holidays, Juneteenth (June 19) and Indigenous Peoples' Day (Second Monday in October), and language allowing certain rehired employees to be credited with their prior years of service for purposes of determining their leave accrual rate.
- Expires December 31, 2029.

The Collective Bargaining Agreement will result in a 5.19% average annual increase based on the years covered by the Agreement.

The Administration and the AMEA believe approval of this Collective Bargaining Agreement fosters good labor-management relationships.

**THE ADMINISTRATION RECOMMENDS APPROVAL OF THIS RESOLUTION.**

Prepared by:	Jason Bockenstedt, Labor Relations Director
Approved by:	Annmarie Billingsley, HR Director
Concur:	Ona R. Brause, OMB Director
Concur:	Eva Gardner, Municipal Attorney
Concur:	Philippe D. Brice, CFO
Concur:	William D. Falsey, Chief Administrative Officer
Concur:	Rebecca A. Windt Pearson, Municipal Manager
Respectfully submitted:	Suzanne LaFrance, Mayor