

CLERK'S OFFICE

APPROVED

Date: 3-16-99

Submitted by: Chair of the Assembly at
the Request of the Mayor
Prepared by: Employee Relations
For Reading: March 2, 1999

ANCHORAGE, ALASKA
AO 99-48

**AN ORDINANCE AMENDING ANCHORAGE MUNICIPAL CODE 3.30 REGARDING
ESTABLISHMENT OF A LEAVE BUYBACK PROGRAM FOR EMPLOYEES ASSIGNED TO THE
THIRD LEAVE TIER PROGRAM DESCRIBED IN AMC 3.30.152 (A) 3 AND (A) 4**

THE ANCHORAGE ASSEMBLY ORDAINS:

Section 1. That Section 3.30.152 of the Anchorage Municipal Code is amended by addition
of a new subsection D. to read as follows:

3.30.152 Annual Leave Accrual.

A. No change

B. No change

C. No change

D. Leave Buyback Program

1. Regular full-time and regular part-time employees eligible to participate in the leave accrual plans described in 3.30.152 (A) 3 and (A) 4 may elect to reduce their bi-weekly pay rate by five percent (5%) and receive an equivalent of five percent (5%) annual leave accrual per pay period, which for full-time employees equals four (4) hours of leave per eighty (80) hour pay period. Part-time accrual will be computed on a pro-rata basis per pay period.
2. The Director will establish an initial open enrollment period during which interested eligible non-represented and executive employees will complete an election form acknowledging the leave buyback option and electing to participate, or not, until the annual open enrollment period in December, 1999. The election is irrevocable until a subsequent open enrollment period or cessation of the leave buyback program pursuant to this subsection and 3.30.152 (D) 3.
3. Employees who promote, transfer or demote to another non-represented or executive position will retain their election in the new position. Employees who accept a position in a bargaining unit will be governed by the terms of the collective bargaining agreement regarding their salary and leave accrual rates.
4. The leave buyback program will sunset on December 31, 2000, unless extended

by the Anchorage Municipal Assembly.

Section 2. That this ordinance is effective upon passage by the Anchorage Municipal Assembly.

PASSED AND APPROVED by the Anchorage Assembly this 16th day of March, 1999.

Taylor Van Denning
Chair

ATTEST:

Deborah J. Sorenson
Municipal Clerk