

CLERK'S OFFICE  
APPROVED  
Date: 6-25-02

Submitted by: Chair of the Assembly at the  
Request of the Mayor  
Prepared by: Employee Relations Department  
For Reading: June 11, 2002



ANCHORAGE, ALASKA  
AO 2002-96

AN ORDINANCE AMENDING ANCHORAGE MUNICIPAL CODE SECTION 3.30.125  
BY ADDING A NEW SUBSECTION H, ESTABLISHING A 56-HOUR *KELLY SHIFT*  
PAY PLAN FOR NON-REPRESENTED FIRE DEPARTMENT EMPLOYEES

THE ANCHORAGE ASSEMBLY ORDAINS

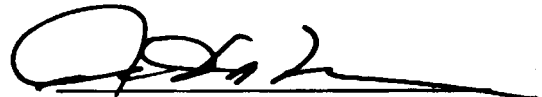
**Section 1.** Anchorage Municipal Code section 3.30.125 is hereby amended by adding a  
new subsection H to read as follows: *(the remainder of this section is not affected and  
therefore is not set out.):*

**3.30.125**      **Advancements within pay range.**

**H.** *Kelly shift employee pay advancement.* Notwithstanding any other provision  
of this chapter, the pay plan for nonrepresented kelly shift employees shall  
consist of two steps. Initial appointment or promotion for kelly shift  
employees shall be to step 1 of a given pay range. Upon successful  
completion of the probationary period, kelly shift employees shall advance to  
the final step in the range, step 2. There shall be a five (5) percent pay increase  
between step 1 and step 2. Kelly shift employees are not eligible for annual  
merit increases.

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

PASSED AND APPROVED by the Anchorage Assembly this 25<sup>th</sup> day of  
June, 2002.



Chair of the Assembly

ATTEST

  
Municipal Clerk

**MUNICIPALITY OF ANCHORAGE**  
**Summary of Economic Effects - General Government**

AO Number: 2002-96      Title: **AN ORDINANCE AMENDING ANCHORAGE MUNICIPAL CODE SECTION 3.30.125 BY ADDING A NEW SUBSECTION H, ESTABLISHING A 56-HOUR *KELLY SHIFT* PAY PLAN FOR NON-REPRESENTED FIRE DEPARTMENT EMPLOYEES.**

Sponsor:     **MAYOR**  
Preparing Agency: Employee Relations  
Others Impacted:

**CHANGES IN EXPENDITURES AND REVENUES:**                      (Thousands of Dollars)

	FY02	FY03	FY04	FY05	FY06
Operating Expenditures	-0-	-0-	-0-	-0-	-0-
1000 Personal Services					
2000 Supplies					
3000 Other Services					
4000 Debt Service					
5000 Capital Outlay					
<b>TOTAL DIRECT COSTS:</b>	-0-	-0-	-0-	-0-	-0-
6000 IGCs					
<b>FUNCTION COST:</b>	-0-	-0-	-0-	-0-	-0-
<b>REVENUES:</b>	-0-	-0-	-0-	-0-	-0-
<b>CAPITAL:</b>					
<b>POSITIONS: FT/PT and Temp.</b>	-0-	-0-	-0-	-0-	-0-

**PUBLIC SECTOR ECONOMIC EFFECTS:**

None

**PRIVATE SECTOR ECONOMIC EFFECTS:**

None

Prepared by: *Debi English*  
Debi English, Municipal Personnel Director

Telephone: 343-4571

Validated by OMB: *Cheryl Franca*

Date: *5/31/02*

Approved by: \_\_\_\_\_

# MUNICIPALITY OF ANCHORAGE

## ASSEMBLY MEMORANDUM

No. AM 542-2002

Meeting Date: June 11, 2002

1 From: Mayor

2  
3 Subject AN ORDINANCE AMENDING ANCHORAGE MUNICIPAL CODE  
4 SECTION 3.30.125 BY ADDING A NEW SUBSECTION H, ESTABLISHING  
5 A 56-HOUR *KELLY SHIFT* PAY PLAN FOR NON-REPRESENTED FIRE  
6 DEPARTMENT EMPLOYEES  
7

8 The June 2000 collective bargaining agreement negotiated between the Municipality  
9 (MOA) and the International Association of Fire Fighters (IAFF), Local 1264 addressed  
10 the long-standing issue of representation for Fire Battalion Chiefs and Paramedic  
Supervisors. The parties mutually agreed to the following:

- 12  
13 • AMC 3.70.190 will be changed to exclude Battalion Chiefs and Paramedic  
14 Supervisors from collective bargaining.  
15  
16 • Present Battalion Chiefs and Paramedic Supervisors are “grandfathered” in the  
17 bargaining unit unless they choose to opt out at any date.  
18  
19 • The MOA will provide incentives to encourage Battalion Chiefs and Paramedic  
20 Supervisors in the bargaining unit to opt out of the union.  
21  
22 • The IAFF will not oppose these actions nor assert an Unfair Labor Practice charge by  
23 the MOA.  
24

25 On October 30, 2001, the Assembly approved AO No 2001-170, which addressed these  
26 issues. This final AO is required to establish a Kelly Shift 56-hour pay plan.  
27

28 The existing pay plan addresses the conventional 40-hour workweek. The 40-hour  
29 workweek pay plan is comprised of several ranges with 6 steps within each range. Each  
30 successive step within a range is five (5) percent higher than the previous step in the  
31 range.  
32

The conventional 40-hour pay plan is not applicable for Kelly Shift, 56-hour employees. Kelly Shift is defined as 216 hours over a period of nine days of, 24 continuous hours on, followed by 24 continuous hours off, followed by 24 continuous hours on, followed by 24 continuous hours off, followed by 24 continuous hours on, followed by 96 hours off.

The administration proposes a 56-hour Kelly Shift pay plan for non-represented fire personnel. The Kelly Shift pay plan shall be a two-step pay plan. Fire personnel shall be hired at the Step 1 and shall advance to Step 2 upon successful completion of a six (6) month probationary period. There shall be a five (5) percent increase between Step 1 and Step 2 of the pay plan.

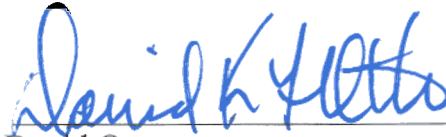
The administration respectfully recommends approval of a two-step 56-hour Kelly Shift pay plan.

Concurrence:

Prepared by:

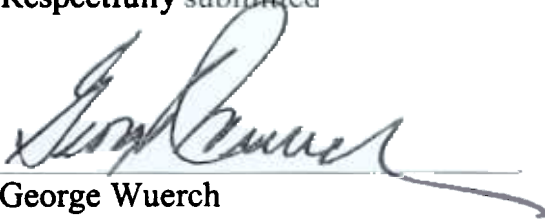


Harry Kieling  
Municipal Manager



David Otto  
Employee Relations Director

Respectfully submitted



George Wuerch  
Mayor

Municipality of Anchorage  
MUNICIPAL CLERK'S OFFICE  
**Agenda Document Control Sheet**

A02002-96

(SEE REVERSE SIDE FOR FURTHER INFORMATION)

<b>1</b>	SUBJECT OF AGENDA DOCUMENT AO Establishing a 56 Hour Kelly Shift Pay Plan for Non-Reps Fire Battalion Chiefs and Paramedic Supervisors	DATE PREPARED 5/30/02	
		Indicate Documents Attached <input checked="" type="checkbox"/> AO <input type="checkbox"/> AR <input type="checkbox"/> AM <input type="checkbox"/> AIM	
<b>2</b>	DEPARTMENT NAME Employee Relations	DIRECTOR'S NAME David Otto	
<b>3</b>	THE PERSON THE DOCUMENT WAS ACTUALLY PREPARED BY Debi English	HIS/HER PHONE NUMBER x4571	
<b>4</b>	<b>COORDINATED WITH AND REVIEWED BY</b>	<b>INITIALS</b>	<b>DATE</b>
	X Mayor		
	Heritage Land Bank		
	Merrill Field Airport		
	Municipal Light & Power		
	Port of Anchorage		
	Solid Waste Services		
	Water & Wastewater Utility		
	X Municipal Manager	m	6/4
	Cultural & Recreational Services		
	X Employee Relations	RE	5/31/01
	Finance, Chief Fiscal Officer		
	Fire		
	Health & Human Services		
	X Office of Management and Budget	CE	5/31/01
	Management Information Services		
	Police		
	Planning, Development & Public Works		
	Development Services		
	Facility Management		
	Planning		
	Project Management & Engineering		
	Street Maintenance		
	Traffic		
	Public Transportation Department		
	Purchasing		
	X Municipal Attorney	MA	05/31/02
	Municipal Clerk		
	Other		
<b>5</b>	Special Instructions/Comments <div style="text-align: center; margin-top: 10px;"> <i>Add the...</i>  <i>Introducer</i> </div>		
<b>6</b>	ASSEMBLY HEARING DATE REQUESTED 6/11/02	<b>7</b>	PUBLIC HEARING DATE REQUESTED 6/25/02

2002 JUN -5 PM 4:32  
 CLERK'S OFFICE  
 M.O.A.