

CLERK'S OFFICE

APPROVED

Date: 5-13-03

Submitted by:

Chair of the Assembly at the
Request of the Mayor

Prepared by:

Employee Relations

For reading:

February 25, 2003

ANCHORAGE, ALASKA

AO NO. 2003- 43

AN ORDINANCE AMENDING ANCHORAGE MUNICIPAL CODE SECTION 3.30.127
LENGTH OF SERVICE TO PROVIDE SERVICE RECOGNITION PAY IN RECOGNITION OF
CONTINUOUS SERVICE:

THE ANCHORAGE ASSEMBLY ORDAINS:

Section 1. Anchorage Municipal Code subsection 3.30.127 is hereby amended to read as follows:
(the remainder of the section is not affected and therefore not set out)

3.30.127 **Length of Service.**

E. Service Recognition. Service Recognition pay is for length of continuous service.
Regular employees, except Executive employees, hired on or after January 1, 1981,
shall be eligible to receive Service Recognition pay and shall continue to be eligible
unless they resign, are laid off for longer than one (1) year without re-employment,
or are discharged for cause. Service Recognition pay shall be implemented as follows:

1. Effective January 1, 2003 – 103.5 percent of base pay after 15 years’
continuous service.
2. Effective January 1, 2004 – 103.5 percent of base pay after 10 years’
continuous service and 107 percent of base pay after 15 years’
continuous service.
3. Effective January 1, 2005 – 103.5 percent of base pay after 10 years’
continuous service, 107 percent of base pay after 15 years’ continuous
service and 110.5 percent of base pay after 20 years’ continuous service.

Section 2. This ordinance shall be effective retrospectively from January 1, 2003 upon its passage
and approval by the Assembly.

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Ordinance Amending AMC 3.30.127

PASSED AND APPROVED by the Anchorage Assembly this 13th day of May, 2003



Chair of the Assembly

ATTEST:



Municipal Clerk

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects - General Government & Utilities

AO Number: 2003-43 ____
Sponsor:
Preparing Agency:
Others Impacted:

Title: An Ordinance Amending AMC 3.30.127, *Length of Service*
Employee Relations
Employee Relations

CHANGES IN EXPENDITURES AND REVENUES: (Actual dollars)

	FY03	FY04	FY05	FY06	FY07
Operating Expenditures					
1000 Personal Services	\$223,236	\$643,252	\$888,838	\$996,643	\$1,054,480
2000 Supplies					
3000 Other Services					
4000 Debt Service					
5000 Capital Outlay					
TOTAL DIRECT COSTS:	\$223,236	\$643,252	\$888,838	\$996,643	\$1,054,480

Add: 6000 Charges from Others
Less: 7000 Charges to Others

FUNCTION COST:

REVENUES:

CAPITAL:

POSITIONS: FT/PT.

PUBLIC SECTOR ECONOMIC EFFECTS: Year 2003 fiscal impact is anticipated to be \$223,236 based on 3.5% of salary for those non-represented employees hired after January 1, 1981 with 15 or more years of service. Year 2004 fiscal impact is anticipated to be \$643,252 based on 3.5% of salary for those non-represented employees with 10 to 15 years of service and 7% for those with 15 or more years of service. Year 2005 fiscal impact is anticipated to be \$888,838 based on 3.5% of salary for those non-represented employees with 10 to 15 years of service, 7% for those with 15 to 20 years of service and 10.5 percent for those with 20 or more years of service. Costs for years 2006 and 2007 are \$996,643 and \$1,054,480 respectively based on 3.5% of salary for those non-represented employees with 10 to 15 years of service, 7% for those with 15 to 20 years of service and 10.5 percent for those with 20 or more years of service. This benefit will promote retention and maintain continuity of services. The utilities portion of the above projected cost is approximately 30% each year. The grant portion of the above projected cost is negligible at less than 5%.

PRIVATE SECTOR ECONOMIC EFFECTS:

None

Prepared by: Karen Moore

Telephone: 343-4514

Validated by OMB: _____

Date:



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 173 -2003

Meeting Date: February 25, 2003

FROM: Mayor

SUBJECT: Ordinances Amending Municipal Code Sections 3.30.127 Length of Service

Anchorage Municipal Code Section 3.30.127 of the Personnel Rules establishes Length of Service benefits for long term Municipal employees. Employee Relations is seeking to amend this section of the Code to incorporate changes that parallel those changes recently made to the Length of Service section of the AMEA bargaining agreement.

Traditionally, wages and benefits for non-represented employees and AMEA employees have been closely aligned. Amending the Municipal Code sections noted above will bring length of service benefits for non-represented employees in line with those recently approved by Assembly action for AMEA employees.

The Length of Service code change provides for service recognition compensation for continuous service to be implemented over a three year period. This change only applies to hires on or after January 1, 1981, as hires prior to that date currently receive service recognition incentives. In 2003, employees who have worked for the Municipality for fifteen or more years' will receive 103.5% of base pay. In 2004, employees with ten years' continuous service will receive 103.5% of base pay and those employees with 15 or more years' of continuous service will receive 107.0% of base pay. In 2005, employees with 10 years' of continuous service receive 103.5% of base pay, employees with fifteen to 20 years' of continuous service receive 107.0% of base pay and employees with 20 or more years of service receive 110.5% of base pay.

Prepared by: David Otto, Director Employee Relations
Concur: Harry J. Kieling, Jr., Municipal Manager
Respectfully submitted: George P. Wuerch, Mayor

Content Information

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Revision: 0

Type: Ordinance - AO

Title: An Ordinance Amending Sections 3.30.127 of the AMC

Author: mooreka

Initiating Dept: ER

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Workflow History

Workflow Name	Action Date	Action	User	Security Group	Content ID	Revision
AllOrdinanceWorkflow	11/7/02 12:53 PM	Checkin	mooreka	Public	000363	0
ER_SubWorkflow	11/8/02 3:32 PM	Approve	ottodk	Public	000363	0
AllOrdinanceWorkflow	11/19/02 6:16 PM	Reject	frascacl	Public	000363	0
AllOrdinanceWorkflow	11/22/02 3:26 PM	Checkin	mooreka	Public	000363	0
ER_SubWorkflow	12/2/02 1:27 PM	Approve	ottodk	Public	000363	0
AllOrdinanceWorkflow	12/4/02 10:06 AM	Reject	rogersta	Public	000363	0
AllOrdinanceWorkflow	12/4/02 12:59 PM	Checkin	mooreka	Public	000363	0
ER_SubWorkflow	12/4/02 1:12 PM	Approve	ottodk	Public	000363	0
AllOrdinanceWorkflow	12/4/02 4:07 PM	Reject	rogersta	Public	000363	0
AllOrdinanceWorkflow	12/5/02 8:18 AM	Checkin	mooreka	Public	000363	0
ER_SubWorkflow	12/5/02 9:57 AM	Approve	ottodk	Public	000363	0
OMB_SubWorkflow	12/9/02 11:03 AM	Approve	foutzrs	Public	000363	0
AllOrdinanceWorkflow	12/16/02 8:51 AM	Reject	wheelerda	Public	000363	0
AllOrdinanceWorkflow	1/2/03 11:30 AM	Checkin	mooreka	Public	000363	0
ER_SubWorkflow	1/2/03 12:54 PM	Approve	ottodk	Public	000363	0
OMB_SubWorkflow	1/28/03 12:58 PM	Approve	leblancdc	Public	000363	0
AllOrdinanceWorkflow	1/30/03 1:56 PM	Reject	wheelerda	Public	000363	0

AllOrdinanceWorkflow	1/30/03 2:33 PM	Checkin	mooreka	Public	000363	0
ER_SubWorkflow	1/30/03 2:35 PM	Approve	ottodk	Public	000363	0
OMB_SubWorkflow	1/30/03 3:30 PM	Approve	leblancdc	Public	000363	0
Legal_SubWorkflow	2/3/03 8:42 AM	Approve	wheelerda	Public	000363	0
AllOrdinanceWorkflow	2/3/03 5:08 PM	Reject	kielinghj	Public	000363	0
AllOrdinanceWorkflow	2/4/03 8:39 AM	Checkin	mooreka	Public	000363	0
ER_SubWorkflow	2/4/03 9:06 AM	Approve	ottodk	Public	000363	0
OMB_SubWorkflow	2/4/03 4:10 PM	Approve	leblancdc	Public	000363	0
Legal_SubWorkflow	2/4/03 5:14 PM	Approve	wheelerda	Public	000363	0
MuniManager_SubWorkflow	2/14/03 8:56 AM	Approve	leblancdc	Public	000363	0
MuniMgrCoord_SubWorkflow	2/14/03 1:47 PM	Approve	bealejl	Public	000363	0

INTRODUCTION