

CLERK'S OFFICE  
**AMENDED AND APPROVED**  
Date:.....2-1-05.....

**Submitted by:** Chairman of the Assembly Dick Traini

**Prepared by:** Employee Relations

**For reading:** February 1, 2005

**ANCHORAGE, ALASKA  
AO NO. 2004-177(S)**

**AN ORDINANCE OF THE ANCHORAGE MUNICIPAL ASSEMBLY AMENDING MUNICIPAL CODE SECTION 3.30.005, DEFINITIONS, TO ADD "VETERAN", TO AMEND SECTION 3.30.031, GENERAL POLICY, TO PROVIDE VETERANS WITH AN OPPORTUNITY TO INTERVIEW FOR EMPLOYMENT, AND TO AMEND SECTION 3.30.159, MILITARY LEAVE, TO INCLUDE ACTIVE MILITARY DUTY.**

THE ANCHORAGE ASSEMBLY ORDAINS:

**Section 1.** Anchorage Municipal Code Section 3.30.005, Definitions, is hereby amended to read as follows: (*Other definitions in the referenced section are not affected and therefore not set out.*)

**3.30.005 Definitions.**

The following words, terms and phrases, when used in this chapter, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

\*\*\*

\*\*\*

\*\*\*

[VETERAN MEANS A PERSON HAVING SERVED ON ACTIVE DUTY IN MILITARY, NAVAL, OR AIR SERVICE FOR A PERIOD OF 24 CONTINUOUS MONTHS, AND RELEASED FROM ACTIVE DUTY SERVICE UNDER OTHER THAN DISHONORABLE CONDITIONS.]

**Veteran is a person who has received an honorable or general discharge from the Army, Navy, Air Force, Coast Guard, Marine Corps, National Guard or organized Military reserves of the United States; and who has served during the following time periods:**

**December 7, 1941 to July 1, 1955; or**

**For more than 180 consecutive days, any part of which occurred after January 31, 1955 and before October 15, 1976; or**

**During the Gulf War from August 2, 1990 through January 2, 1992; or**

**In a campaign or expedition for which a campaign medal has been authorized, including El Salvador, Grenada, Haiti, Lebanon, Panama, Somalia, Southwest Asia, Bosnia or the Global War on Terrorism.**

**Medal holders and Gulf War veterans who enlisted after September 7, 1980 or entered on active duty on or after October 14, 1982 must have served continuously for 24 12 months or the full period called or ordered to be active**

**duty.**

\*\*\*

\*\*\*

\*\*\*

(AO No. 79-195; AO No. 82-49; AO No. 83-11(S); AO No. 85-8; AO No. 86-207(S-1); AO No. 88-51; AO No. 91-95; AO No. 91-173(S); AO No. 92-121(S); AO No. 94-117, § 1, 7-26-94; AO No. 94-225, § 1, 12-6-94; AO No. 96-128, § 1, 10-1-96; AO No. 2001-170, § 1, 10-30-01)

**Section 2.** Anchorage Municipal Code Section 3.30.031, General Policy, is hereby amended to read as follows:

**3.30.031 General policy.**

A. Except for executive employees, the director shall recruit all candidates for employment.

B. The most qualified applicant shall be appointed to a position without discrimination based on race, national origin, color, age, religious creed, sex, political affiliation, marital status, disability or other criteria prohibited by law, except when the essential requirements of the position constitute a bona fide occupational qualification necessary to proper and efficient performance, and such performance cannot be accomplished through reasonable accommodations.

C. Position vacancies shall be filled by promotion from within the municipal service whenever practicable and in the best interest of the service on the basis of most qualified. This policy is observed so that employees and the public will regard municipal service as a career, efficiency and ability will be recognized, and turnover of personnel will be minimized. Applicants for promotions must meet minimum qualifications for the vacant positions as described in the recruitment announcement.

D. Veterans, as defined in AMC 3.30.005, possessing the necessary minimum qualifications for a given job classification are eligible for an opportunity to interview for a position during an open competitive recruitment. In addition to certifying the top five recruitment applicants for interviews, the Municipality will forward an additional (not to exceed five) top ranked veteran applicants to interview for each vacant Municipal position subject to this Section.

E. Qualified disabled persons [AND VETERANS] shall be encouraged to apply for municipal employment, but such a condition shall not entitle any person to an appointment.

(AO No. 79-195; AO No. 86-207(S-1); AO No. 94-117, § 6, 7-26-94)

**Section 3.** Anchorage Municipal Code Chapter 3.30, Part 15. Rule 15, Leave, is amended to change the "catch line" of Section 3.30.159, Military Training Leave, and to amend the text as follows:

Chapter 3.30 PERSONNEL RULES

Part 15. Rule 15, Leave

\*\*\*

\*\*\*

\*\*\*


**3.30.159 Military [TRAINING] leave.**

Any regular employee [WHO IS A MEMBER OF THE NATIONAL GUARD OR ORGANIZED MILITARY RESERVES OF THE UNITED STATES AND] who is ordered to report to [ATTEND A PERIOD OF] active duty training or active duty in the Army, Navy, Air Force, Coast Guard, Marine Corps, National Guard or organized military reserves of the United States shall be allowed up to ten working days leave per calendar year for such purpose. During such leave, employees shall be paid the difference in their regular pay, including longevity pay, and their military pay and longevity, if any. Such military [TRAINING] leave[S] shall not be deducted from annual leave accrued. Employees ordered to attend additional periods of military training may take annual leave or leave without pay for such training.

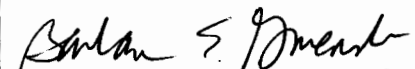
(AO No. 79-195; AO No. 86-207(S-1))

**Section 4.** This ordinance shall become effective on April 15, 2005.

PASSED AND APPROVED by the Anchorage Assembly this 1<sup>st</sup> day of February, 2005.

  
Chair

ATTEST:

  
Municipal Clerk

## Summary of Economic Effects -- General Government

**Title: An Ordinance Amending Anchorage Municipal Code Sections 3.30.005, Definitions, 3.30.031 General Policy and 3.30.159 Military Leave**

Others Impacted:

## (In Thousands of Dollars)

	FY05	FY06	FY07	FY08	FY09
<b>Operating Expenditures</b>					
1000 Personal Services	\$ -				
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
<b>TOTAL DIRECT COSTS:</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
Add: 6000 Charges from Others					
Less: 7000 Charges to Others					
<b>FUNCTION COST:</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**POSITIONS: FT/PT and Temp**

There is no economic impact anticipated with this Ordinance change.

There is no economic impact to the private sector anticipated with this Ordinance change.

Date: \_\_\_\_\_



## MUNICIPALITY OF ANCHORAGE

### ASSEMBLY MEMORANDUM

No. AM 76-2005

**Meeting Date:** February 1, 2005

From: **Mayor**

Subject: **AO NO. 2004-177(S), AN ORDINANCE OF THE ANCHORAGE MUNICIPAL ASSEMBLY AMENDING MUNICIPAL CODE SECTION 3.30.005, DEFINITIONS, TO ADD "VETERAN", TO AMEND SECTION 3.30.031, GENERAL POLICY, TO PROVIDE VETERANS WITH AN OPPORTUNITY TO INTERVIEW FOR EMPLOYMENT, AND TO AMEND SECTION 3.30.159, MILITARY LEAVE, TO INCLUDE ACTIVE MILITARY DUTY.**

Employee Relations seeks to revise this ordinance, specifically section 3.30.005 pertaining to the definition of Veteran and Military Leave to model language used by other public sector employers. Veterans seeking public employment frequently apply to Federal, State and the Municipality for positions. Having similar language will assist in the Municipality's recruitment efforts by providing a veteran preference to the interview process, while still maintaining a competitive process for all applicants.

In addition to certifying the top five recruitment applicants for interviews, the Municipality will forward an additional (not to exceed five) top ranked veteran applicants to interview for each vacant Municipal position subject to this Section.

There is no economic impact. All Municipal positions require funding certification approval before recruiting.

**APPROVAL OF THIS ORDINANCE IS RECOMMENDED.**

Prepared by: David K. F. Otto, Employee Relations Director

Concur: Denis C. LeBlanc, Municipal Manager

Respectfully submitted: Mark Begich, Mayor