

Submitted by: Chairman of the Assembly
at the Request of the Mayor

Prepared by: Employee Relations
For Reading: July 6, 2004

CLERK'S OFFICE

ANCHORAGE, ALASKA

APPROVED

Date: 7-20-04
IMMEDIATE RECONSIDERATION
FAILED 7-20-04

AR NO.2004-177

**A RESOLUTION APPROVING AND RATIFYING A FIVE YEAR COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1264.**

THE ANCHORAGE ASSEMBLY RESOLVES:

WHEREAS, the current collective bargaining agreement between the Municipality of Anchorage (hereinafter "MOA") and the International Association of Fire Fighters, Local 1264 (hereinafter "IAFF") expired June 30, 2004; and

WHEREAS, the administration commenced negotiations for a new contract in the fall of 2003; and

WHEREAS, IAFF and MOA entered into good faith negotiations that resulted in a Contract Agreement which establishes the wages and working conditions for years 2004, 2005, 2006, 2007 and 2008 with no negotiated wage increase in 2009; and

WHEREAS, pending a ratification vote to be held on June 28 and June 29 of 2004, the members of the IAFF will have ratified (3.26.04) and approved the Contract negotiated with the Municipality of Anchorage, and established the principal collective bargaining agreement until June 30, 2009; and

WHEREAS, Anchorage Municipal Code § 3.70.130 provides for Assembly approval of any negotiated bargaining agreement which has been ratified by the represented employees covered thereunder; and

WHEREAS, it is in the best interest of the Municipality of Anchorage and the public employees represented by the IAFF that all labor agreements be subject to the public review and approval processed in order to foster good labor-management relationships; and

WHEREAS, the Administration recommends approval of this negotiated Collective Bargaining Agreement as set forth in the Assembly Memorandum attached hereto;

NOW, THEREFORE, based on the foregoing recitals, the Anchorage Municipal Assembly resolves as follows:

Section 1. The collective bargaining agreement between the Municipality of Anchorage and the International Association of Fire Fighters, Local 1264, attached and described in the Assembly Memorandum submitted herewith, is hereby approved and ratified.

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

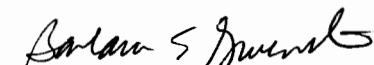
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8 PASSED AND APPROVED by the Anchorage Assembly this 20th day of July, 2004.

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Chair of the Assembly

ATTEST:



Municipal Clerk

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- General Government

AM Number: 2004-177

Title: AM Requesting approval of the International Association of Fire Fighters,
Local 1264, Collective Bargaining Agreement.

Sponsor: Employee Relations

Preparing Agency: Employee Relations

Others Impacted:

CHANGES IN EXPENDITURES AND REVENUES:			(In Thousands of Dollars)		
	FY04	FY05	FY06	FY07	FY08
Operating Expenditures					
1000 Personal Services	\$ 226	\$ 1,689	\$ 2,683	\$ 3,742	\$ 4,723
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
TOTAL DIRECT COSTS:	\$226	\$ 1,689	\$ 2,683	\$ 3,742	\$ 4,723
Add: 6000 Charges from Others					
Less: 7000 Charges to Others					
FUNCTION COST:	\$ 226	\$ 1,689	\$ 2,683	\$ 3,742	\$ 4,723

REVENUES:

CAPITAL:

POSITIONS: FT/PT and Temp

PUBLIC SECTOR ECONOMIC EFFECTS:

The increase over the 2003 base year for the life of the contract, including \$2,460,440 for year 2009, is \$15,525,636.

PRIVATE SECTOR ECONOMIC EFFECTS:

Prepared by: Karen Moore, Employee Relations

Telephone: 343-4514



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 540-2004

Meeting Date: July 6, 2004

FROM: Mayor

Subject: A RESOLUTION REQUESTING APPROVAL OF A FIVE YEAR COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1264

The Municipality of Anchorage (MOA) has reached agreement on a five (5) year collective bargaining agreement (CBA) with the International Association of Fire Fighters, Local 1264 (IAFF). The ratification vote for IAFF membership was on June 28 and 29, 2004 and the IAFF agreed to the CBA covering the period of July 1, 2004 through June 30, 2009. In cooperation with Administration and Mayor Begich's initiative to "get to zero" in 2004, the IAFF agreed to a zero wage increase in 2004. Modest wage increases are agreed to in 2005, 2006, 2007 and 2008. There is no negotiated wage increase in 2009. IAFF agreed to move to the Municipality's Flex Benefit Plan in 2004. The Administration recommends Assembly approval of the negotiated CBA.

Highlights of the IAFF CBA:

- Agrees to zero wage increase in 2004 and gave up a 2.4% C.O.L.A effective January 1, 2004
- Agrees to a 3.3% increase in wages January 1, 2005, 3.3% increase in wages January 1, 2006 and 3.4% increase in wages January 1, 2007
- In exchange for giving back over one half million dollars in raises in 2004 that would have had a cumulative effect of millions of dollars by 2008, IAFF will receive a 2% wage increase on January 1, 2008 and a 2% increase on July 1, 2008.
- Parties agree to move health coverage into the MOA Flex Insurance Plan and to a 95/5% split of premium increases in years 2005 forward.
- Parties agree to the terms and conditions of the MOA/IAFF CBA effective July 1, 2004 through its termination on June 30, 2009, which will allow for labor stability and enhance recruitment efforts over the five year period.

THE ADMINISTRATION RESPECTFULLY RECOMMENDS THE ASSEMBLY APPROVE THE FIVE (5) YEAR CBA BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1264.

Prepared by: David Otto, Director Employee Relations
Concur: Denis C. LeBlanc, Municipal Manager
Respectfully submitted: Mark Begich, Mayor

Content Information**Content ID :** 001933**Type:** AR_FundsApprop - Funds Approp Resolution**Title:** Approval of CBA between MOA and IAFF for 2004 - 2009**Author:** mooreka**Initiating Dept:** ER**Date Prepared:** 6/21/04 3:45 PM**Assembly Meeting Date**
MM/DD/YY: 07/06/04**Public Hearing Date**
MM/DD/YY: 07/20/04**Workflow History**

<u>Workflow Name</u>	<u>Action Date</u>	<u>Action</u>	<u>User</u>	<u>Security Group</u>	<u>Content ID</u>
FundsAppropWorkflow	6/21/04 4:09 PM	Checkin	mooreka	Public	001933
ER_SubWorkflow	6/21/04 4:11 PM	Approve	ottodk	Public	001933
OMB_SubWorkflow	6/23/04 4:52 PM	Approve	pearcydl	Public	001933
FundsAppropWorkflow	6/25/04 10:19 AM	Reject	wiltsep	Public	001933
FundsAppropWorkflow	6/25/04 1:48 PM	Checkin	mooreka	Public	001933
ER_SubWorkflow	6/25/04 1:51 PM	Approve	ottodk	Public	001933
OMB_SubWorkflow	6/25/04 2:23 PM	Approve	pearcydl	Public	001933
Finance_SubWorkflow	6/25/04 3:41 PM	Approve	wiltsep	Public	001933
MuniManager_SubWorkflow	6/28/04 11:24 AM	Approve	leblancdc	Public	001933
MuniMgrCoord_SubWorkflow	6/28/04 11:25 AM	Approve	katkusja	Public	001933

CONSENT AGENDA - INTRODUCTION