

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

Prepared by: Employee Relations  
For Reading: April 13, 2004

CLERK'S OFFICE

**APPROVED**

ANCHORAGE, ALASKA

Date: 4-27-04

IMMEDIATE RECONSIDERATION  
FAILED 4-27-04

AR No: 2004- 94

**A RESOLUTION APPROVING AND RATIFYING A FIVE AND ONE-HALF YEAR  
COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF  
ANCHORAGE AND ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION.**

THE ANCHORAGE ASSEMBLY RESOLVES:

**WHEREAS**, the current collective bargaining agreement between the Municipality of Anchorage (hereinafter "MOA") and the Anchorage Police Department Employees Association (hereinafter "APDEA") expired December 31, 2003; and

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

**WHEREAS**, APDEA 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, 2008 and 2009; and

**WHEREAS**, the members of the APDEA ratified (3.26.04) and approved the Contract negotiated with the Municipality of Anchorage on March 26, 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 APDEA 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 Anchorage Police Department Employees Association, attached and described in the Assembly Memorandum submitted herewith, is hereby approved and ratified.

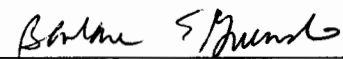
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5 **Section 2.** This ordinance shall become effective immediately upon its passage and approval  
6 by the Assembly.

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8 PASSED AND APPROVED by the Anchorage Assembly this 27<sup>th</sup> day of April, 2004.

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Chair of the Assembly

ATTEST:

  
Municipal Clerk



## MUNICIPALITY OF ANCHORAGE

### ASSEMBLY MEMORANDUM

No. AM 329-2004

Meeting Date: April 13, 2004

**FROM: Mayor**

**Subject: A RESOLUTION REQUESTING APPROVAL OF A FIVE AND ONE-HALF YEAR COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION.**

The Municipality of Anchorage (MOA) has reached agreement on a five and one half (5 ½) year collective bargaining agreement (CBA) with the Anchorage Police Department Employees Association, (APDEA). On March 26, 2004, the APDEA agreed to the CBA covering the period of January 1, 2004 through June 30, 2009. In cooperation with Administration and Mayor Begich's initiative to "get to zero" in 2004, the APDEA agreed to a zero wage increase in 2004. Modest wage increases are agreed to in 2005, 2006, 2007 and 2008. APDEA agreed to move to the Municipality's Flex Benefit Plan in 2004. The Administration recommends Assembly approval of the negotiated CBA.

**Highlights of the APDEA CBA:**

- Agrees to zero wage increase in 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 the immediate give-back of thousands of hours of sick leave, the MOA agreed to a 2% wage increase effective January 1, 2008 and a 2% wage increase effective July 1, 2008 or wage re-opener. There will be a wage re-opener for 2009
- Parties agree to establish 520 sick leave bank cap
- Existing employee vacation leave banks have been consolidated into one rate structure
- 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/APDEA CBA effective January 1, 2004 through its termination on June 30, 2009

Further, this five and one-half (5 ½) year contract coincides with the Police Department's strategic plan. For the increase of officers and greater efficiencies, a stable labor environment is critical to its success.

**THE ADMINISTRATION RESPECTFULLY RECOMMENDS THE ASSEMBLY APPROVE THE FIVE AND ONE-HALF (5 1/2) YEAR CBA BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION.**

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

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

AM Number: 329-2004

Title: AM Requesting approval of the Anchorage Police Department Employees Association Collective Bargaining Agreement.

Sponsor: Employee Relations

Preparing Agency: Employee Relations

Others Impacted:

**CHANGES IN EXPENDITURES AND REVENUES:**

(In Thousands of Dollars)

	<u>FY04</u>	<u>FY05</u>	<u>FY06</u>	<u>FY07</u>	<u>FY08</u>
<b>Operating Expenditures</b>					
1000 Personal Services					
Wages	\$ -	\$ 1,088	\$ 2,213	\$ 3,409	\$ 4,508
Benefits	\$ 413	\$ 907	\$ 995	\$ 1,090	\$ 1,191
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
<b>TOTAL DIRECT COSTS:</b>	<b>\$ 413</b>	<b>\$ 1,995</b>	<b>\$ 3,208</b>	<b>\$ 4,499</b>	<b>\$ 5,699</b>
Add: 6000 Charges from Others					
Less: 7000 Charges to Others					
<b>FUNCTION COST:</b>	<b>\$ 413</b>	<b>\$ 1,995</b>	<b>\$ 3,208</b>	<b>\$ 4,499</b>	<b>\$ 5,699</b>

**REVENUES:**

**CAPITAL:**

**POSITIONS: FT/PT and Temp**

**PUBLIC SECTOR ECONOMIC EFFECTS:**

The total increase over the base for the term of the contract totals \$16 M and provides for competitive salary and benefits that will help to attract and retain employees to meet the needs of the citizens of Anchorage for the present and into the future.

**PRIVATE SECTOR ECONOMIC EFFECTS:**

Prepared by: Karen Moore, Employee Relations

Telephone: 343-4514

**Content Information****Content ID :** 001710**Type:** AR\_AllOther - All Other Resolutions**Title:** A resolution approving CBA with Anchorage Police Department through June 30, 2009**Author:** mooreka**Initiating Dept:** ER**Review Depts:** OMB**Date Prepared:** 4/2/04 12:20 PM**Assembly Meeting Date**  
**MM/DD/YY:** 04/13/04**Public Hearing Date**  
**MM/DD/YY:** 04/2/04

3D

CLERK'S OFFICE

2004 APR -9 PM 1:55

M. J. A.

**Workflow History**

<u>Workflow Name</u>	<u>Action Date</u>	<u>Action</u>	<u>User</u>	<u>Security Group</u>	<u>Content ID</u>
AllOtherARWorkflow	4/2/04 12:23 PM	Checkin	mooreka	Public	001710
ER_SubWorkflow	4/2/04 12:30 PM	Approve	ottodk	Public	001710
AllOtherARWorkflow	4/2/04 2:33 PM	Reject	katkusja	Public	001710
AllOtherARWorkflow	4/2/04 2:53 PM	Checkin	mooreka	Public	001710
ER_SubWorkflow	4/2/04 2:54 PM	Approve	ottodk	Public	001710
AllOtherARWorkflow	4/2/04 4:33 PM	Reject	pearcydl	Public	001710
AllOtherARWorkflow	4/2/04 4:48 PM	Checkin	mooreka	Public	001710
ER_SubWorkflow	4/2/04 4:56 PM	Approve	ottodk	Public	001710
AllOtherARWorkflow	4/5/04 10:24 AM	Reject	foutzrs	Public	001710
AllOtherARWorkflow	4/5/04 11:34 AM	Checkin	mooreka	Public	001710
ER_SubWorkflow	4/5/04 11:38 AM	Approve	ottodk	Public	001710
OMB_SubWorkflow	4/5/04 4:35 PM	Approve	foutzrs	Public	001710
MuniManager_SubWorkflow	4/6/04 3:34 PM	Approve	leblancdc	Public	001710
MuniMgrCoord_SubWorkflow	4/8/04 4:18 PM	Approve	katkusja	Public	001710

**ADDENDUM – CONSENT AGENDA–INTRODUCTION**