

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

Prepared by: Employee Relations
For Reading: December 7, 2004

CLERK'S OFFICE

APPROVED

Date: 12-14-04

ANCHORAGE, ALASKA

IMMEDIATE RECONSIDERATION
FAILED 12-14-04

AR NO. 2004- 312

**A RESOLUTION REQUIRING THE APPROVAL OF PAY INCREASES FOR NON-REPRESENTED
EMPLOYEES IN ORDER TO MIRROR THE COLLECTIVE BARGAINING AGREEMENTS
APPROVED BY THE ASSEMBLY.**

THE ANCHORAGE ASSEMBLY RESOLVES:

WHEREAS, in order to reflect equity amongst the Municipality of Anchorage (MOA) workforce
for 2005 through 2007; and

WHEREAS, MOA union contracts have been negotiated with pattern bargaining; and

WHEREAS, many of the non-represented employees are supervisors of unionized employees;
and

WHEREAS, the increases reflect the pattern of collective bargaining; and

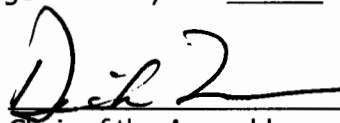
WHEREAS, the increases will ensure fairness and equity of the pay patterns; and

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

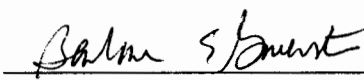
Section 1. The pay increases for non-represented employees shall be as follows:
3.3 % in the first full pay period of January 2005,
3.3 % in the first full pay period of January 2006,
3.4 % in the first full pay period of January 2007.

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

PASSED AND APPROVED by the Anchorage Assembly this 14th day of December, 2004.


Chair of the Assembly

ATTEST:


Municipal Clerk



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 901 -2004

Meeting Date: December 7, 2004

1 **FROM: Mayor**

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3 **SUBJECT: A MEMORANDUM REQUESTING APPROVAL OF PAY INCREASES**
4 **FOR THE NON-REPRESENTED EMPLOYEES. THE INCREASES WILL**
5 **MIRROR THE ASSEMBLY APPROVED COLLECTIVE BARGAINING**
6 **AGREEMENT PATTERNS.**
7
8

9 In order to reflect equity amongst the Municipality of Anchorage (MOA) workforce for 2005 through
10 2007, the Mayor has proposed pay increases for non-represented employees. The increases mirror the
11 same pattern used in recently approved collective bargaining contracts. Since many of non-
12 represented employees are supervisors of unionized employees, and since these increases reflect the
13 same pattern used in collective bargaining, these increases will ensure equity and fairness in the pay
14 patterns. The non-represented pattern increases have already been incorporated into the 2005 budget
15 and approved by the Assembly.
16

17 Highlights of the pay increases:

- 18 - Non-Represented employees received no pay increases in 2004,
- 19 - A 3.3% increase in the first full pay period of January, 2005,
- 20 - A 3.3% increase in the first full pay period of January, 2006,
- 21 - A 3.4% increase in the first full pay period of January, 2007.
- 22
- 23
- 24

25 **THE ADMINISTRATION RESPECTFULLY RECOMMENDS THE ASSEMBLY APPROVE THE PAY**
26 **INCREASES FOR NON REPRESENTED EMPLOYEES OF THE MUNICIPALITY OF ANCHORAGE.**
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29

30 Prepared by: David K.F. Otto, Employee Relations Director
31 Concur: Denis C. LeBlanc, Municipal Manager
32 Respectfully submitted: Mark Begich, Mayor
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MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- General Government

AM Number: 901-2004

Title: Requesting approval of pay increases for the non-represented employees.

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	\$0	\$838	\$1,704	\$2,625	\$2,625	
2000 Non-Labor						
3900 Contributions						
4000 Debt Service						
TOTAL DIRECT COSTS:	\$0	\$838	\$1,704	\$2,625	\$2,625	
Add: 6000 Charges from Others						
Less: 7000 Charges to Others						
FUNCTION COST:	\$0	\$ -	\$ -	\$ -	\$ -	\$0
REVENUES:						
CAPITAL:						
POSITIONS: FT/PT and Temp						

PUBLIC SECTOR ECONOMIC EFFECTS:

The total wage increase for the non-represented employees over the next four years is \$7,792,000. This increase represents the same pattern used in negotiations with collective bargaining agreements. Many of the non-represented employees are supervisors of collective bargaining unit employees. This increase will ensure equity of pay patterns over the next three years. Approximately 7% of this wage increase would be grant funded.

PRIVATE SECTOR ECONOMIC EFFECTS:

N/A

Prepared by:	David K. F. Otto, Employee Relations	Telephone: 343-4399
Validated by OMB:		Date:

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- Utilities

AM Number: 901-2004

Title: Requesting approval of pay increases for the non-represented employees.

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	\$0	\$314	\$638	\$984	\$984	
2000 Non-Labor						
3900 Contributions						
4000 Debt Service						
TOTAL DIRECT COSTS:	\$0	\$314	\$638	\$984	\$984	
Add: 6000 Charges from Others						
Less: 7000 Charges to Others						
FUNCTION COST:	\$0	\$ -	\$ -	\$ -	\$ -	\$0
REVENUES:						
CAPITAL:						
POSITIONS: FT/PT and Temp						

PUBLIC SECTOR ECONOMIC EFFECTS:

The total wage increase for the non-represented employees over the next four years is \$2,920,000. This increase represents the same pattern used in negotiations with collective bargaining agreements. Many of the non-represented employees are supervisors of collective bargaining unit employees. This increase will ensure equity of pay patterns over the next three years.

PRIVATE SECTOR ECONOMIC EFFECTS:

N/A

Prepared by:	David K. F. Otto, Employee Relations	Telephone: 343-4399
Validated by OMB:		Date:

Content Information**Content ID :** 002403**Type:** AR_FundsApprop - Funds Approp Resolution**Title:** Non-Rep Increase**Author:** rischjc**Initiating Dept:** ER**Date Prepared:** 11/22/04 10:32 AM**Assembly Meeting Date MM/DD/YY:** 12/7/04**Public Hearing Date MM/DD/YY:** 12/14/04CLERK'S OFFICE
12-8-04**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	11/22/04 10:34 AM	Checkin	rischjc	Public	002403
ER_SubWorkflow	11/22/04 10:36 AM	Approve	ottodk	Public	002403
FundsAppropWorkflow	11/22/04 2:22 PM	Reject	pearcydl	Public	002403
FundsAppropWorkflow	11/24/04 3:43 PM	Checkin	rischjc	Public	002403
ER_SubWorkflow	11/24/04 3:44 PM	Approve	ottodk	Public	002403
OMB_SubWorkflow	11/24/04 4:20 PM	Approve	pearcydl	Public	002403
Finance_SubWorkflow	11/30/04 5:03 PM	Approve	sinzje	Public	002403
MuniManager_SubWorkflow	12/2/04 7:55 AM	Approve	leblancdc	Public	002403
MuniMgrCoord_SubWorkflow	12/3/04 2:49 PM	Approve	katkusja	Public	002403