

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

Prepared by: Employee Relations
For Reading: May 16, 2006

CLERK'S OFFICE

ANCHORAGE, ALASKA

APPROVED

Date: 6-6-06

AR NO: 2006- 128

**A RESOLUTION RATIFYING AN AMENDMENT TO THE ANCHORAGE
MUNICIPAL EMPLOYEES ASSOCIATION (AMEA) COLLECTIVE BARGAINING
AGREEMENT TO PROVIDE FOR ON-CALL FORENSIC EXAMINERS.**

WHEREAS, the current collective bargaining agreement (CBA) between the Municipality of Anchorage (hereinafter "MOA") and the AMEA does not address the Forensic Examiners unique on-call status; and

WHEREAS, AMEA pursued through the grievance process a resolution for the Forensic Examiners, on-call appointments on July 14, 2004; and

WHEREAS, the Department of Health and Human Services attained this new program in May of 2003; and

WHEREAS, no work rules or pay provision exists in the present AMEA contract; and

WHEREAS, Anchorage Municipal Code § 3.70.130 provides for Assembly ratification of amendments to CBAs ratified by the represented employees covered thereunder; and

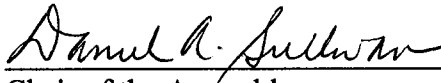
WHEREAS, the details of the negotiated Amendment to the CBA are set forth in the Assembly Memorandum attached hereto; now, therefore,

THE ANCHORAGE ASSEMBLY RESOLVES:

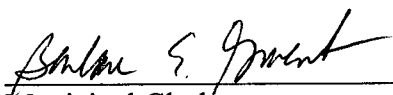
Section 1. The amendment to the collective bargaining agreement between the Municipality of Anchorage and the Anchorage Municipal Employees Association, described in the Assembly Memorandum submitted herewith and set out in the attached Letter of Agreement, is hereby ratified.

1 **Section 2.** This resolution shall become effective immediately upon its passage and
2 approval by the Assembly.
3

4 PASSED AND APPROVED by the Anchorage Assembly this 6th day of June, 2006.
5
6

7 
8 _____
9 Chair of the Assembly
10

11
12
13 ATTEST:
14

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16 
17 _____
18 Municipal Clerk
19
20

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- General Government

AM Number: 2006- 128

Title: A Resolution Ratifying an Amendment to the Anchorage Municipal
Employees Association (AMEA) Collective Bargaining Agreement to Provide
for On-Call Forensic Examiners

Sponsor: Employee Relations
Preparing Agency: Department of Health and Human Services
Others Impacted:

CHANGES IN EXPENDITURES AND REVENUES:		(In Thousands of Dollars)				
	<u>FY06</u>	<u>FY07</u>	<u>FY08</u>	<u>FY09</u>	<u>FY10</u>	
Operating Expenditures						
1000 Personal Services						
2000 Non-Labor						
3900 Contributions						
4000 Debt Service						
TOTAL DIRECT COSTS:	\$ 15,290	\$ 6,474	\$ 6,474	\$ 6,474	\$ 6,474	
Add: 6000 Charges from Others						
Less: 7000 Charges to Others						
FUNCTION COST:	\$ 15,290	\$ 6,474	\$ 6,474	\$ 6,474	\$ 6,474	
REVENUES:						
CAPITAL:						
POSITIONS: FT/PT	8 on-call positions					

PUBLIC SECTOR ECONOMIC EFFECTS:

This contract amendment provides for a new category of on-call forensic examiners for the sexual assault response team (SART) and defines working conditions and pay structures associated with these positions. Fiscal impact is noted above.

PRIVATE SECTOR ECONOMIC EFFECTS:

N/A

Prepared by:	<u>Diane Ingle, DHHS, CHS</u>	Telephone: <u>343-6460</u>
Validated by OMB:	<u></u>	Date: <u></u>
Approved by:	<u>(Director, Employee Relations)</u>	Date: <u></u>
Concurred by:	<u>(Director, Impacted Agency)</u>	Date: <u></u>
Approved by:	<u>(Municipal Manager)</u>	Date: <u></u>



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 357 -2006

Meeting Date: May 16, 2006

1 FROM: Mayor

2
3 SUBJECT: A RESOLUTION RATIFYING AN AMENDMENT TO THE
4 ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION (AMEA)
5 COLLECTIVE BARGAINING AGREEMENT TO PROVIDE FOR ON-
6 CALL FORENSIC EXAMINERS.
7

8 The current AMEA collective bargaining agreement contract expires on December 31, 2007.
9 The MOA and the AMEA have agreed to a Letter of Agreement amending the collective
10 bargaining agreement contract to include a unique classification of employees and the rules
11 associated with them.
12

13 Since mid-Spring of 2003, the MOA became responsible for the Sexual Assault Response
14 Team (SART). The purpose of the program is to provide 24/7 response for medical-forensic
15 evaluation of sexual assault victims. These employees work with law enforcement agencies
16 and advocates to provide sensitive and appropriate care for the victim, and to assist in
17 successful investigation and prosecution of sexual assault cases.
18

19 The Letter of Agreement, amending the contract, is attached hereto, describing all associated
20 details of the program: Eligibility, wages, on-call pay, probationary period, training and
21 certifications and holiday pay.
22

23 THE ADMINISTRATION RECOMMENDS APPROVAL OF THE RESOLUTION RATIFYING
24 AN AMENDMENT TO THE ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION
25 (AMEA) COLLECTIVE BARGAINING AGREEMENT TO PROVIDE FOR ON-CALL
26 FORENSIC EXAMINERS.
27

28
29 Prepared by: David K.F. Otto, Employee Relations Director
30 Concur: Frederick H. Boness, Municipal Attorney
31 Concur: Denis C. LeBlanc, Municipal Manager
32 Respectfully submitted: Mark Begich, Mayor



ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION, INC.

520 E. 34th Avenue, Anchorage, Alaska 99503

(907) 565-8209 • Fax (907) 565-8195

LETTER OF AGREEMENT

By and Between

ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION, INC. (AMEA)

and the

MUNICIPALITY OF ANCHORAGE (MOA)

Re: Forensic Examiners, On-Call Appointments, and Appendix #1

The parties agree to add this Letter of Agreement to the current labor Agreement, which will include the following additions/modifications to the existing Collective Bargaining Agreement (CBA) applicable to Forensic Examiners and Forensic Examiners, who are designated as on-call where applicable:

A. Article 6, Section 6.10.4(B), shall be amended to add the following section:

10. On-Call Appointment. On-call appointments are appointments to Forensic Examiner positions whereby the employee(s) are hired on an on-call basis, i.e., when there are no normally "scheduled" hours of work, although they may be scheduled for training or meetings. On-call appointments are limited to Forensic Examiner positions, and are not full-time, part-time, or temporary appointments, but are considered regular appointments.

ARTICLE 9

Article 9, Subsection 9.2.2, shall be amended as follows:

9.2.2 Eligibility. Only regular full-time, regular part-time, and on-call employees are eligible for seniority, which will be designated on separate lists. Seniority for new hires shall be established upon completion of probation and shall be effective retroactive to the employee's last date of hire. Seniority for on-call positions shall accrue in the same manner as regular part-time employees.

In the event the Municipality absorbs the business of, replaces or merges with another employer, or is party to a merger of any kind, the seniority of the employees absorbed or transferred thereby shall be determined as in Subsection 9.2.1 above, and they shall be folded into the applicable, regular seniority lists.



D. Pay

Article 9, Subsection 9.1.9(B) (Annual Pay Step Advancement), shall be amended as follows:

B. Annual Pay Step Advancement. Pay step advancements after completing the probationary period shall be the first day following successful completion of:

1. One (1) year of service for full-time employees, as adjusted by the number of calendar days of leave without pay that exceeds thirty (30) during the calendar year and annually thereafter, until the maximum step of the pay range has been reached.
2. 2,080 hours in pay status for part-time employees, and each 2,080 hours in pay status thereafter, until the maximum step of the pay range has been reached.
3. One (1) year of service for on-call Forensic Examiners regardless of whether or not the probationary period is completed, and annually thereafter, until the maximum step in the pay range is reached.

E. On-Call Pay

On-call pay is pay for time that on-call Forensic Examiners are scheduled to remain on-call and is paid at the rate of four dollars (\$4.00) per hour for each hour, or portion thereof, that they are to remain on-call. On-call pay applies only to Forensic Examiner (on-call) positions.

1. On-call Forensic Examiners who are on-call and are called out, shall receive time and one-half (1-1/2) for each hour, or portion thereof, worked on call out, with a guaranteed minimum of two (2) hours pay at time and one-half (1-1/2) their factored rated of pay.
2. On-call Forensic Examiners shall continue to receive on-call pay during all periods of scheduled on-call time even if otherwise working, except if that work is the result of an actual call out.
3. Call out applies solely to on-call Forensic Examiner positions. Call out is defined as when an employee is called into work because of an incident in which an on-call Forensic Examiner is needed by the MCA. Call out is distinguished from call back in that call out only applies to

on-call Forensic Examiner employees, whereas call back applies to all other types of employees.

F. Probationary Period

Article 10, Section 10.3, Subsection 10.3.1 (Purpose) and Subsection 10.3.2 (Appointments) are amended to provide that, as an exception, on-call Forensic Examiners shall serve a probationary period of fifteen (15) exams or eighteen (18) months, whichever comes first.

G. Training / Certifications

When the MOA requires Forensic Examiners to have a SANE-A Forensic Examination Certification, the MOA will pay for costs associated with the certification.

When the MOA requires Forensic Examiners' presence at a training class, the MOA will pay costs associated with the training.

H. Holiday Pay

On-call Forensic Examiners shall be paid for holidays in the same manner as regular part-time employees.

I. On-call Forensic Examiners are exempt from any leave usage and/or leave cap limit under the Contract.

J. Forensic Examiners shall only be required to have a minimum of a two (2) year degree in nursing and an additional two (2) years of professional nursing experience in women's health or emergency nursing.


It is agreed that all provisions of the collective bargaining agreement are applicable to Forensic Examiners, except as provided in this Letter of Agreement.

Appendix #1

The parties agree to amend Appendix #1 of the current AMEA-MOA Collective Bargaining Agreement to include the classifications of "Forensic Examiner" class code 0468 at pay Range 16.

This Letter of Agreement shall become effective August 1, 2005.

SIGNED FOR THE AMEA

By 
Arshella Smith
President, AMEA

Date 3-1-06

By _____
Tim Morgan
Business Representative
Teamsters Local 959

Date _____

By _____
John Marton
Arbitrations/Negotiations
Teamsters Local 959

Date _____

SIGNED FOR THE MOA

By 
Barbara Stallone
Labor Relations Director

Date 2/23/06

GRIEVANCE RESOLUTION

By and Between

ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION (AMEA)


And The

MUNICIPALITY OF ANCHORAGE (MOA)

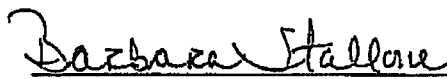
Re: AMEA and ALL AFFECTED EMPLOYEES—FORENSIC NURSE EXAMINERS
(AMEA Gr. #04-13)

It is agreed and understood that the above referenced grievance matter is fully and finally resolved with the implementation of the parties' attached Letter of Agreement.

FOR AMEA:


John Marton
Arbitrations/Negotiations
2/14/06
Date

FOR MOA:


Barbara Stallone
Labor Relations Director
2/23/06
Date

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Content Information**Content ID :** 003984**Type:** AR_AllOther - All Other Resolutions**Title:** Resolution Approving an Amendment to the Anchorage Municipal Employees Association Providing for On-Call Forensic Examiners**Author:** curtiscr**Initiating Dept:** ER**Review Depts:** Legal, OMB**Description:** Resolution Approving an Amendment to the Anchorage Municipal Employees Association (AMEA) Providing for On-Call Forensic Examiners**Keywords:** AMEA, Anchorage Municipal Employees Association, SART, Forensic Examiners, Forensic, Examiner**Date Prepared:** 5/10/06 2:16 PM**Assembly Meeting Date MM/DD/YY:** 5/16/06**Public Hearing Date MM/DD/YY:** 6/6/06

2006 MAY 12 AM 11:00
CLEM'S OFFICE
H. 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	5/10/06 3:06 PM	Checkin	curtiscr	Public	003984
ER_SubWorkflow	5/10/06 3:30 PM	Approve	ottodk	Public	003984
AllOtherARWorkflow	5/10/06 5:34 PM	Reject	curtiscr	Public	003984
AllOtherARWorkflow	5/10/06 5:35 PM	Checkin	curtiscr	Public	003984
ER_SubWorkflow	5/11/06 7:28 AM	Approve	ottodk	Public	003984
AllOtherARWorkflow	5/11/06 10:58 AM	Reject	fehlenrl	Public	003984
AllOtherARWorkflow	5/11/06 11:30 AM	Checkin	curtiscr	Public	003984
ER_SubWorkflow	5/11/06 1:44 PM	Approve	ottodk	Public	003984
Legal_SubWorkflow	5/12/06 9:44 AM	Approve	fehlenrl	Public	003984
OMB_SubWorkflow	5/12/06 9:57 AM	Approve	mitsonjl	Public	003984
MuniManager_SubWorkflow	5/12/06 10:58 AM	Approve	leblancdc	Public	003984
MuniMgrCoord_SubWorkflow	5/12/06 11:28 AM	Approve	abbottmk	Public	003984

addendum -

CONSENT AGENDA - INTRODUCTION