

Submitted by: Chair of the Assembly at the
Request of the Mayor
Prepared by: Employee Relations
For Reading: March 25, 2008

CLERK'S OFFICE ANCHORAGE, ALASKA

APPROVED

Date: 4-15-08 AR NO. 2008- 55
IMMEDIATE RECONSIDERATION
FAILED 4-15-08

**A RESOLUTION APPROVING AND RATIFYING A ONE YEAR WAGE AND
RETIREMENT BENEFIT OPENER FOR THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1547.**

WHEREAS, the current collective bargaining agreement between the Municipality of Anchorage (MOA) and the International Brotherhood of Electrical Workers, Local 1547 (hereinafter "IBEW") provides for a 2008 wage and benefit opener; and

WHEREAS, IBEW and MOA entered into good faith negotiations resulting in ratification of the agreement by the membership of IBEW; and

WHEREAS, Anchorage Municipal Code section 3.70.130 requires Assembly approval of any negotiated collective bargaining agreement and administrative letters; and

WHEREAS, it is in the best interest of the MOA and IBEW for this agreement to be subject to the public review and approval process in order to foster good labor-management relationships; and

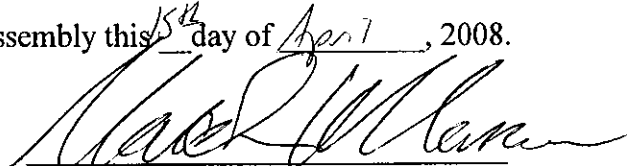
WHEREAS, the Administration recommend the ratification and approval of the wage and benefit agreement; now, therefore,

THE ANCHORAGE MUNICIPAL ASSEMBLY RESOLVES:

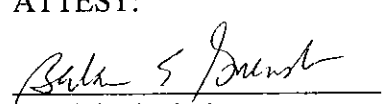
Section 1. The Collective Bargaining Agreement negotiated between the MOA and IBEW, attached to and described in detail in the Assembly Memorandum submitted herewith, is hereby approved and ratified.

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

PASSED AND APPROVED by the Anchorage Assembly this 15th day of April, 2008.


Chair of the Assembly

ATTEST:


Municipal Clerk

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- General Government

AR Number: 2008- 55

Title: A RESOLUTION APPROVING AND RATIFYING A ONE YEAR WAGE AND RETIREMENT BENEFIT OPENER FOR THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1547.

Sponsor: MAYOR
Preparing Agency: Employee Relations
Others Impacted: General government departments

CHANGES IN EXPENDITURES AND REVENUES:

(In Thousands of Dollars)

	<u>FY08</u>	<u>FY09</u>	<u>FY10</u>	<u>FY11</u>	<u>FY12</u>
Operating Expenditures					
1000 Personal Services	\$545	\$0	\$0	\$0	\$0
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
TOTAL DIRECT COSTS:	\$545	\$0	\$0	\$0	\$0
Add: 6000 Charges from Others					
Less: 7000 Charges to Others					
FUNCTION COST:	\$545	\$ -	\$ -	\$ -	\$0

REVENUES:

CAPITAL:

POSITIONS: FT/PT and Temp

PUBLIC SECTOR ECONOMIC EFFECTS:

Employee costs represented here reflect only General Government employees. The total increase to General Government is the funding for a one year wage and retirement benefit increase. The 2.7% wage increase is the same as other bargaining units. Since IBEW employees have their own retirement program, they receive an increase of two dollar and thirty-three cents an hour (\$2.33). This is the first increase in years for their retirement benefit. The retirement benefit increase during this time is less than what MOA PERS positions received.

PRIVATE SECTOR ECONOMIC EFFECTS:

None.

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

Telephone: 343-4399

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- Utilities

AR Number: 2008- 55 Title: A RESOLUTION APPROVING AND RATIFYING A ONE YEAR WAGE AND RETIREMENT BENEFIT OPENER FOR THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1547.

Sponsor: MAYOR
Preparing Agency: Employee Relations
Others Impacted: Municipal Light & Power

CHANGES IN EXPENDITURES AND REVENUES:		(In Thousands of Dollars)				
	FY08	FY09	FY10	FY11	FY12	
Operating Expenditures						
1000 Personal Services	\$1,174	\$0	\$0	\$0	\$0	
2000 Non-Labor						
3900 Contributions						
4000 Debt Service						
TOTAL DIRECT COSTS:	\$1,174	\$0	\$0	\$0	\$0	
Add: 6000 Charges from Others						
Less: 7000 Charges to Others						
FUNCTION COST:	\$1,174	\$ -	\$ -	\$ -	\$ -	\$0

REVENUES:

CAPITAL:

POSITIONS: FT/PT and Temp

PUBLIC SECTOR ECONOMIC EFFECTS:

Employee costs represented here reflect only Municipal Light & Power employees. The total increase to Utilities is funding for a one year wage and retirement benefit increase. The 2.7% wage increase is the same as other bargaining units. Since IBEW employees have their own retirement program, they receive an increase of two dollar and thirty-three cents an hour (\$2.33). This is the first increase in years for their retirement benefit. The retirement benefit increase during this time is less than what MOA PERS positions received.

PRIVATE SECTOR ECONOMIC EFFECTS:

None.

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

Telephone: 343-4399



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 187 -2008

Meeting Date: March 25, 2008

FROM: MAYOR

**SUBJECT: A RESOLUTION APPROVING AND RATIFYING A ONE YEAR
WAGE AND RETIREMENT BENEFIT OPENER FOR THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS LOCAL 1547.**

The Municipality of Anchorage (MOA) and the International Brotherhood of Electrical Workers, Local 1547 (IBEW) mutually reached an agreement on a one (1) year wage and retirement benefit increase as follows:

Article 5.1 Wage Rates.

Effective the first full pay period after Assembly approval, the hourly wage rates shall reflect an increase of two and seven-tenths percent (2.7%).

The wage rate increase is in compliance with AR 2007-84 and consistent with the Assembly approved IBEW Local 1547 wage increase.

To reduce the administrative processes and costs of processing retroactive pay increases, in exchange for retroactively applying the 2.7% wage increase back to the first full pay period on or after January 1, 2008, employees receive a lump sum payment for each week the employee was in a paid status on or after January 1, 2008. The lump sum payment represents the wage increase from the first full pay period on or after January 1, 2008 until the contract is approved by the Assembly and the wage increase goes into effect. The amount of the lump sum payment is based upon the following:

Employees in ranges 05A through 07A	\$21.75 per week
Employees in ranges 07I, 09A, 10A, 10I, & 11A	\$28.75 per week
Employees in ranges 09 through 13	\$32.50 per week
Employees in ranges 14A, 16A, 16B, 16I, 16J, 16W, 17I, 18I, 18J, 19I, 20I, 21I, 22I, 23I & 15 through 17	\$40.25 per week
Employees in ranges 18 through 21	\$46.50 per week

Article 6.3 Retirement.

Effective the first full pay period after January 1, 2008, the MOA shall increase the MOA's contribution to the IBEW Union Retirement Plan by \$2.33 per employee per hour, for a total contribution of \$6.00.

1 The retirement increase and MOA contribution is less than PERS positions receive.
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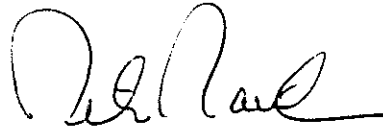
3 The Collective Bargaining Agreement between the Municipality of Anchorage and the
4 International Brotherhood of Electrical Workers, Local 1547 expires September 30, 2008.
5
6

7 **THE ADMINISTRATION RECOMMENDS APPROVAL OF THE**
8 **RESOLUTION APPROVING AND RATIFYING A ONE YEAR WAGE**
9 **AND RETIREMENT BENEFIT OPENER FOR THE INTERNATIONAL**
10 **BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1547.**
11

12 Prepared by: Employee Relations Department
13 Approved by: David Otto, Employee Relations Director
14 Concur: James N. Reeves, Municipal Attorney
15 Concur: Mike Abbott, Municipal Manager
16 Respectfully submitted: Mark Begich, Mayor

Municipality of Anchorage M E M O R A N D U M

DATE: March 24, 2008
TO: Members of the Assembly
FROM: Director, Internal Audit
SUBJECT: International Brotherhood of Electrical Workers, Local 1547 Contract Cost Validation



2008 MAR 24 PM 3:21
CLEANING OFFICE
M.O.A.

Based on our review and analysis, the following table presents our estimated cost increase over 2007 resulting from the proposed contract with the IBEW, Local 1547. See the attached schedules for detailed computations.

	<u>Proposed Increase</u>	<u>General Government</u>	<u>ML&P</u>
April 28 – December 31, 2008	2.70%	\$ 499,040	\$ 1,076,370
Lump Sum Payment per Week	Various	<u>\$ 45,260</u>	<u>\$ 98,440</u>
Total		\$ 544,300	\$ 1,174,810

SUMMARY OF TOTAL ESTIMATED COST OF IBEW CONTRACT

General Government					
PERIOD	PROPOSED PERCENT INCREASE	TOTAL EARNINGS (REGULAR & OVERTIME)*	RETIREMENT CONTRIBUTIONS & PAYROLL TAXES	CONTRACTUAL LUMP SUM PAYMENT	TOTAL EMPLOYER COST
Base Year (2007)		5,664,871.28	1,039,867.13	-	6,704,738.41
Effective 04/28/2008	2.70%	5,770,760.80 1.87%	1,433,019.30 37.81%	45,260.00	7,249,040.10 8.12%
INCREASE OVER BASE PERIOD					
					544,301.69
ML&P					
PERIOD	PROPOSED PERCENT INCREASE	TOTAL EARNINGS (REGULAR & OVERTIME)*	RETIREMENT CONTRIBUTIONS & PAYROLL TAXES	CONTRACTUAL LUMP SUM PAYMENT	TOTAL EMPLOYER COST
Base Year (2007)		13,485,238.93	2,299,620.09	-	15,784,859.02
Effective 04/28/2008	2.70%	13,737,309.17 1.87%	3,123,922.33 33.85%	98,436.00	16,959,667.50 7.46%
INCREASE OVER BASE PERIOD					
					1,174,808.48

TOTAL INCREASE IN EMPLOYER COST DUE TO IBEW CONTRACT	1,719,110.16
TOTAL PERCENT INCREASE IN EMPLOYER COST (2008 vs. base year 2007)	7.64%

TOTAL EARNINGS: Includes total wage cost based on actual 2008 data for all current active employees as of 03.03.2008, including:
Regular Earnings based on 2,088 hours for 1.0 FTE + Overtime Earnings based on Actual 2007 Overtime Earned

RETIREMENT PLAN CONTRIBUTIONS: Increase from \$3.67 to \$6.00 effective 01.07.2008
EMPLOYER SOCIAL SECURITY AND MEDICARE TAXES: Appropriate for each individual employee based on current rates.

CONTRACTUAL LUMP SUM PAYMENT: Amount is \$28.00 per week per employee from 01.07.2008 until Assembly approval. Assumption that Assembly approval would not occur prior to April 15th. There are 16 weeks between 01.07.2008 and 04.28.2008 (assumed implementation date of 2.70% COLA increase).

Employees in ranges 05A through 07A	\$21.75 per week
Employees in ranges 07I, 09A, 10A, 10I, & 11A	\$28.75 per week
Employees in ranges 09 through 13	\$32.50 per week
Employees in ranges 14A, 16A, 16B, 16I, 16J, 16W, 17I, 18I, 18J, 19I, 20I, 21I, 22I, 23I & 15 through 17	\$40.25 per week

Content ID: 006134**Revision:** 1**Type:** AR_AllOther - All Other Resolutions

A RESOLUTION APPROVING AND RATIFYING A ONE YEAR WAGE AND

Title: RETIREMENT BENEFIT OPENER FOR THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1547**Author:** maglaquijp**Initiating Dept:** ER**Review Depts:** Legal**Date Prepared:** 3/13/08 6:11 PM**Assembly****Meeting Date:** 3/25/08**Requested Public**
Hearing Date: 4/15/08

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2008 MAR 17 PM 12:53
CLERK OFFICE

Workflow Name	Action Date	Action	User	Security Group	Content ID
ReproGraph_SubWorkflow	3/14/08 12:31 PM	Exit	Joy Maglaqui	Public	006134
AllOtherARWorkflow	3/14/08 12:31 PM	Checkin	Joy Maglaqui	Public	006134
ER_SubWorkflow	3/14/08 12:28 PM	Reject	System Administrator	Public	006134
AllOtherARWorkflow	3/14/08 12:23 PM	Checkin	Joy Maglaqui	Public	006134
Clerk_Admin_SubWorkflow	3/14/08 12:05 PM	Exit	Heather Handyside	Public	006134
MuniMgrCoord_SubWorkflow	3/14/08 12:05 PM	Approve	Heather Handyside	Public	006134
MuniManager_SubWorkflow	3/14/08 12:05 PM	Approve	Heather Handyside	Public	006134
Legal_SubWorkflow	3/14/08 11:29 AM	Approve	Rhonda Westover	Public	006134
ER_SubWorkflow	3/13/08 6:27 PM	Approve	David Otto	Public	006134
AllOtherARWorkflow	3/13/08 6:22 PM	Checkin	Misti Yeske	Public	006134