

Submitted by: Chair of the Assembly at the
Request of the Mayor
Prepared by: Employee Relations
For Reading: November 18, 2008

CLERK'S OFFICE

APPROVED

ANCHORAGE, ALASKA

Date: 12-2-08 AR NO. 2008-266

IMMEDIATE RECONSIDERATION FAILED 12-2-08

**A RESOLUTION RATIFYING A FIVE YEAR COLLECTIVE BARGAINING
AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE
ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION.**

WHEREAS, the current collective bargaining agreement between the Municipality of Anchorage (hereinafter "MOA") and the Anchorage Municipal Employees Association (hereinafter "AMEA"), expired December 31, 2007; and

WHEREAS, AMEA and MOA entered into good faith negotiations that resulted in ratification of a five year collective bargaining agreement by the membership of AMEA through December 31, 2012; and

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

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

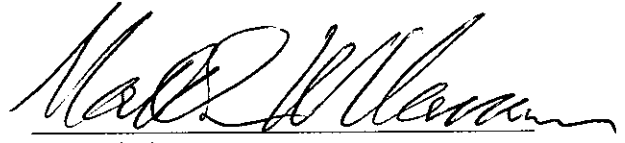
WHEREAS, the Administration recommends the ratification and approval of this negotiated contract as set forth in the Assembly Memorandum attached hereto; now, therefore,

THE ANCHORAGE MUNICIPAL ASSEMBLY RESOLVES:

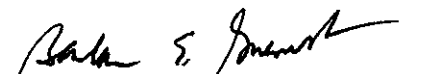
Section 1. The collective bargaining agreement between the Municipality of Anchorage and Anchorage Municipal Employees Association, attached hereto and described in the Assembly Memorandum submitted herewith, is ratified by the Assembly.

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

PASSED AND APPROVED by the Anchorage Assembly this 2nd day of December, 2008.


Chair

ATTEST:


Municipal Clerk

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- General Government

AR 2008-266

Title: A RESOLUTION RATIFYING A FIVE YEAR COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION.

Sponsor: Mayor
Preparing Agency: Employee Relations
Others Impacted:

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	\$1,945	\$3,167	\$4,238	\$4,513	\$4,802
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
TOTAL DIRECT COSTS:	\$1,945	\$3,167	\$4,238	\$4,513	\$4,802
Add: 6000 Charges from Others					
Less: 7000 Charges to Others					
FUNCTION COST:	\$1,945	\$ 3,167	\$ 4,238	\$ 4,513	\$4,802

REVENUES:

CAPITAL:

POSITIONS: FT/PT and Temp

PUBLIC SECTOR ECONOMIC EFFECTS:

The above numbers reflect a 2.5% increase in 2010 and a wage reopener in 2011 & 2012. See the Internal Auditor's analysis for other financial scenerios. 16% of the General Government employees are currently grant funded.

PRIVATE SECTOR ECONOMIC EFFECTS:

None

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

Telephone: 343-4399

Validated by OMB: _____

Date: _____

Recommended by Mike Abbott, Municipal Manager

Approved by Mayor Begich

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- Enterprise Activities

AR 2008-266

Title: A RESOLUTION RATIFYING A FIVE YEAR COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION.

Sponsor: Mayor
Preparing Agency: Employee Relations
Others Impacted:

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	\$372	\$621	\$822	\$873	\$928
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
TOTAL DIRECT COSTS:	\$372	\$621	\$822	\$873	\$928
<hr/>					
Add: 6000 Charges from Others					
Less: 7000 Charges to Others					
FUNCTION COST:	\$372	\$ 621	\$ 822	\$ 873	\$928

REVENUES:

CAPITAL:

POSITIONS: FT/PT and Temp

PUBLIC SECTOR ECONOMIC EFFECTS:

The above numbers reflect a 2.5% increase in 2010 and a wage reopener in 2011 & 2012. See the Internal Auditor's analysis for other financial scenerios.

PRIVATE SECTOR ECONOMIC EFFECTS:

None

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

Telephone: 343-4399

Validated by OMB: _____

Date: _____

Recommended by Mike Abbott, Municipal Manager

Approved by Mayor Begich



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 758-2008

Meeting Date: November 18, 2008

1 **FROM: MAYOR**
2
3 **SUBJECT: A RESOLUTION RATIFYING A FIVE YEAR**
4 **COLLECTIVE BARGAINING AGREEMENT**
5 **BETWEEN THE MUNICIPALITY OF ANCHORAGE**
6 **AND THE ANCHORAGE MUNICIPAL EMPLOYEES**
7 **ASSOCIATION.**

8 The Municipality of Anchorage (MOA) and the Anchorage Municipal Employees
9 Association (AMEA) recently reached agreement on a five year collective bargaining
10 agreement (CBA). The agreement would extend until December 31, 2012. The previous
11 contract expired December 31, 2007. The CBA has been ratified by the AMEA
12 membership.
13

14 This bargaining unit is made of 625 MOA employees through out the Municipality of
15 which 92 are Enterprise: Solid Waste Services, the Port, Merrill Field and Anchorage
16 Water and Wastewater Utility.
17

18 This CBA successfully addresses each of the challenges identified in AR-2007-84. These
19 Assembly directives were very helpful in setting appropriate expectations for both
20 negotiating teams. Key elements of this agreement and examples of compliance of this
21 CBA with AR 2007-84 are:
22

- 23 • Reduces the use of the Service Recognition Program and allows employees to
24 participate in a Performance Incentive Program.
- 25 • Requires employees to share in increases in health benefits over the life of the
26 contract and brings AMEA members into the current MOA cost saving benefit
27 plans.
- 28 • Eliminates automatic compensation for the first three (3) days following a work
29 place injury.
- 30 • Wage increases:
 - 31 ○ 3.0% in 2008
 - 32 ○ 2.7% in 2009
 - 33 ○ previous year CPI-U (minimum of 2.5% and maximum of 3.9%) in 2010
 - 34 ○ previous year CPI-U (minimum of 2.5% and maximum of 3.9%) in 2011
 - 35 and 2012 unless an option of wage re-opener is exercised

- 10% increase for specific Engineering job classifications which will prevent an arbitration
- one time \$1000.00 bonus to each AMEA member non benefit barring
- Changes to reduce administrative costs (e.g., acting pay clarification; clarified leave accrual while on leave; leave donation administration).
- Changes providing for additional management rights (e.g., simplifying major factors for promotions; brings blood donation leave and court leave in compliance with MOA policy and procedures; clarification of management rights for accrued leave and sick leave; provides for management's rights to ensure work force integrity).

This CBA follows the pattern of the recently approved Teamster, Local 959 CBA and Public Employees, Local 71.

Adoption of a five (5) year CBA will enable these employees and these departments to enjoy the benefits of a stable labor environment for the foreseeable future.

THE ADMINISTRATION RECOMMENDS APPROVAL OF A RESOLUTION RATIFYING A FIVE YEAR COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION.

Prepared by:	Employee Relations Department
Approved by:	David K.F. Otto, Employee Relations Director
Concur:	James N. Reeves, Municipal Attorney
Concur:	Michael K. Abbott, Municipal Manager
Respectfully submitted:	Mark P. Begich, Mayor

Content ID: 006994**Type:** AR_AllOther - All Other Resolutions**Title:** A RESOLUTION RATIFYING A FIVE YEAR COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION.**Author:** yeskemi**Initiating Dept:** ER**Date Prepared:** 10/16/08 5:49 PM**Director Name:** David K. F. Otto**Assembly Meeting Date:** 11/18/08**Public Hearing Date:** 12/2/08

Workflow Name	Action Date	Action	User	Security Group	Content ID
Clerk_Admin_SubWorkflow	11/4/08 4:26 PM	Exit	Michael Abbott	Public	006994
MuniMgrCoord_SubWorkflow	11/4/08 4:26 PM	Approve	Michael Abbott	Public	006994
MuniManager_SubWorkflow	10/17/08 2:57 PM	Approve	Heather Handyside	Public	006994
ER_SubWorkflow	10/17/08 7:51 AM	Approve	David Otto	Public	006994
AllOtherARWorkflow	10/16/08 5:51 PM	Checkin	Misti Yeske	Public	006994