

ON 2-24-09: MR. STARR GAVE NOTICE OF INTENT TO RESCIND; MS. JOHNSTON GAVE NOTICE OF INTEND TO AMEND ITEM PREVIOUSLY ADOPTED;; ON 3-3-09: MR. STARR GAVE NOTICE OF INTENT TO WITHDRAW PRIOR NOTICE; DIED FOR LACK OF ACTION 3-3-09

Submitted by: Chair of the Assembly at the Request of the Mayor
Prepared by: Employee Relations
For Reading: December 2, 2008

CLERK'S OFFICE

APPROVED

Date: 12-17-08

IMMEDIATE RECONSIDERATION
FAILED 12-17-08

ANCHORAGE, ALASKA
AR NO. 2008-306

A RESOLUTION RATIFYING A FIVE YEAR COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL UNION 1264.

WHEREAS, the current collective bargaining agreement between the Municipality of Anchorage (hereinafter "MOA") and the International Association of Fire Fighters, Local Union 1264 (hereinafter "IAFF") expires in 2009; and

WHEREAS, IAFF and MOA entered into good faith negotiations that resulted in ratification of the collective bargaining agreement by the membership of IAFF through December 31st, 2013; 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 IAFF 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 the International Associations of Fire Fighters, Local Union 1264, 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 17th day of December, 2008.


Chair

ATTEST:


Municipal Clerk



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 829-2008

Meeting Date: December 2, 2008

1 **FROM: MAYOR**

2
3 **SUBJECT: A RESOLUTION APPROVING AND RATIFYING A**
4 **FIVE YEAR COLLECTIVE BARGAINING**
5 **AGREEMENT BETWEEN THE MUNICIPALITY OF**
6 **ANCHORAGE AND THE INTERNATIONAL**
7 **ASSOCIATION OF FIRE FIGHTERS, UNION LOCAL 1264**
8
9

10 The Municipality of Anchorage (MOA) and the International Association of Fire Fighters,
11 Union Local 1264 (IAFF) recently reached agreement on a five year collective
12 bargaining agreement (CBA). The agreement would begin on January 1, 2009 and
13 extend until December 31, 2013. The CBA has been ratified by the IAFF membership.
14

15 This bargaining unit is made of 375 current MOA employees in the Anchorage Fire
16 Department.
17

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

- 23 • Health Benefits: Move APDEA employees to new MOA health plans
24 which results in a cost savings of \$248,292. Employees will be required to
25 meet benchmarks which will result in additional cost savings to the MOA
26 and share in increases in health benefits over the life of the contract.
27
- 28 • Wage increases:
 - 29 ○ 2009 - 3.0%
 - 30 ○ 2010 - previous five year CPI-U average (min. of 2.9% and max. 4.5%)
 - 31 ○ 2011 - previous five year CPI-U average (min. of 2.9% and max. 4.5%)
 - 32 ○ 2012 - previous five year CPI-U average (min. of 2.9% and max. 4.5%)
 - 33 ○ 2013 - previous five year CPI-U average (min. of 2.9% and max. 4.5%)
 - 34
- 35 • Rank Separation Pay Adjustments:
 - 36 ○ 8% separation January 2009 (Engineers zero increase, Captains 1.93%
 - 37 increase, and Senior Captains 1.28% increase)
 - 38 ○ 9% separation January 2010
 - 39 ○ 10% separation January 2011

- 5% Performance Incentive Pay for qualifying 56-hour Fire, Rescue, and EMS employees
- Numerous changes to reduce administrative costs (e.g., elimination of the 1% incentive pay for EMT 1 and for ACLS, moves IAFF employees to "new" MOA health plans; elimination of clothing allowance; elimination of overtime payment due to assignment errors, reduction of shift differentials)
- Changes providing for additional management rights (e.g., allows Chief to make non-disciplinary involuntary transfers; flexibility in staffing with Fire Captains and Senior Captains)

Adoption of a 5 year CBA enables these employees and the Anchorage Fire Department 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 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, UNION LOCAL
1264.**

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

Died for Job of Action 3/3/09

Submitted by: ASSEMBLY MEMBER STARR
Reviewed by: Assembly Counsel
For reading: February 24, 2008

NOTICE OF INTENT TO MOVE FOR RESCISSION OF ASSEMBLY ACTION IN THE
RATIFICATION OF THE COLLECTIVE BARGAINING AGREEMENT FOR FIRE, RESCUE, EMS
AND PREVENTION TYPE WORK IN THE ANCHORAGE FIRE SERVICE AREA

I hereby give notice of intent to move for rescission of Assembly action, taken on
December 17, 2008, approving ASSEMBLY RESOLUTION NO. 2008-306:

A RESOLUTION RATIFYING A FIVE YEAR COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY
OF ANCHORAGE AND THE INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, LOCAL UNION 1264.

I give this notice of intent, as provided in the Rules of Procedure for the Assembly,
AMC 2.30.080.H, that a motion to rescind the Assembly's December 17, 2008 action
on AR NO. 2008-306 shall be made and considered at the Assembly's next meeting,
scheduled for March 3, 2009.

Discussion will include the budget shortfall of \$17 -- \$21 Million and the impact on
available Municipal funding.

Deed for lack of action 3/3/09

Submitted by: ASSEMBLY MEMBER STARR
Reviewed by: Assembly Counsel
For reading: March 3, 2008

NOTICE OF INTENT TO WITHDRAW PRIOR NOTICE

**REGARDING ASSEMBLY ACTION IN THE RATIFICATION OF THE COLLECTIVE BARGAINING
AGREEMENT FOR FIRE, RESCUE, EMS AND PREVENTION TYPE WORK IN THE
ANCHORAGE FIRE SERVICE AREA**

By notice dated February 24, 2008, I gave notice, as provided in the Rules of Procedure for the Assembly, AMC 2.30.080.H, of intent to move for rescission of Assembly action, taken on December 17, 2008, approving ASSEMBLY RESOLUTION NO. 2008-306:

**A RESOLUTION RATIFYING A FIVE YEAR COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY
OF ANCHORAGE AND THE INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, LOCAL UNION 1264.**

I HEREBY GIVE NOTICE OF INTENT TO WITHDRAW THIS PRIOR NOTICE.

Did for lack of action 3/3/09

Submitted by: ASSEMBLY MEMBER JOHNSTON
Reviewed by: Assembly Counsel
For reading: February 24, 2008

NOTICE OF INTENT TO MOVE TO AMEND ITEMS PREVIOUSLY ADOPTED

I give this notice of intent, as provided in the Rules of Procedure for the Assembly, AMC 2.30.080I and Robert's Rules of Order, 10th Edition, that single and/or combined motions to amend items previously adopted by the Assembly, namely AR 2008-280, AR 2008-306, and AR 2008-307, will be made for consideration at the Assembly's next meeting, scheduled for March 3, 2009.

Content ID: 007152**Type:** AR_AllOther - All Other Resolutions

A RESOLUTION RATIFYING A FIVE YEAR COLLECTIVE BARGAINING

Title: AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL UNION 1264.**Author:** maglaquijp**Initiating
Dept:** ER**Date
Prepared:** 11/20/08 2:07 PM**Director
Name:** David K.F. Otto**Assembly
Meeting Date:** 12/2/08**Public
Hearing Date** 12/16/08
:

Workflow Name	Action Date	Action	User	Security Group	Content ID
Clerk_Admin_SubWorkflow	11/21/08 10:57 AM	Exit	Joy Maglaqui	Public	007152
MuniMgrCoord_SubWorkflow	11/21/08 10:57 AM	Approve	Joy Maglaqui	Public	007152
MuniManager_SubWorkflow	11/21/08 10:57 AM	Approve	Joy Maglaqui	Public	007152
MuniManager_SubWorkflow	11/21/08 10:02 AM	Checkin	Joy Maglaqui	Public	007152
Legal_SubWorkflow	11/21/08 9:23 AM	Approve	Rhonda Westover	Public	007152
ER_SubWorkflow	11/20/08 4:36 PM	Approve	David Otto	Public	007152
AllOtherARWorkflow	11/20/08 2:11 PM	Checkin	Julie Cayouette	Public	007152