

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: 12-16-08

IMMEDIATE RECONSIDERATION
FAILED 12-16-08

ANCHORAGE, ALASKA
AR NO. 2008-307

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

WHEREAS, the current collective bargaining agreement between the Municipality of Anchorage (hereinafter "MOA") and the Anchorage Police Department Employees Association (hereinafter "APDEA") is scheduled to expire in 2009; and

WHEREAS, APDEA and MOA entered into good faith negotiations that resulted in ratification of the collective bargaining agreement by the membership of APDEA through December 31, 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 APDEA 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:

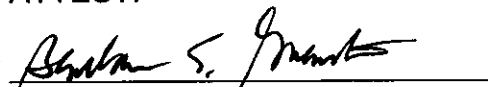
Section 1. The collective bargaining agreement between the Municipality of Anchorage and the Anchorage Police Department Employees Association, attached hereto and described in the Assembly Memorandum submitted herewith, is ratified by the Assembly.

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

PASSED AND APPROVED by the Anchorage Assembly this 16th day of December, 2008.


Chair

ATTEST:


Municipal Clerk



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 830-2008

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 ANCHORAGE POLICE**
7 **DEPARTMENT EMPLOYEES ASSOCIATION**
8
9

10 The Municipality of Anchorage (MOA) and the Anchorage Police Department
11 Employees Association (APDEA) reached agreement on a five year collective
12 bargaining agreement (CBA). The agreement begins on January 1, 2009 and
13 extends until December 31, 2013. The CBA has been ratified by the APDEA
14 membership.
15

16 This bargaining unit is made of 516 current MOA employees in the Anchorage
17 Police Department.
18

19 This CBA successfully addresses each of the challenges identified in AR 2007-
20 84. These Assembly directives were very helpful in setting appropriate
21 expectations for both negotiating teams. Key elements of this agreement and
22 examples of compliance of this CBA with AR 2007-84 are:
23

- 24 • Health Benefits: Move APDEA employees to new MOA health plans
25 resulting in a cost savings of \$364,600. Employees are required to meet
26 benchmarks resulting in additional cost savings to the MOA and share of
27 increases in health benefits over the life of the contract.
- 28 • Wage increases:
 - 29 ○ 2009 - 3.0%
 - 30 ○ 2010 - previous five year CPI-U average (min. of 2.9% and max.
31 4.5%)
 - 32 ○ 2011 - previous five year CPI-U average (min. of 2.9% and max.
33 4.5%)
 - 34 ○ 2012 - previous five year CPI-U average (min. of 2.9% and max.
35 4.5%)
 - 36 ○ 2013 - previous five year CPI-U average (min. of 2.9% and max.
37 4.5%)

- Classification Change: Effective July 1, 2010 a 5% step is added to the end of the Senior Patrol Officer and Sergeant pay ranges.
- Compression between ranks. Sergeant Pay is increased as follows:
 - 1% increase July 2010
 - 1% increase July 2011
 - 1% increase July 2012
- Performance Pay Incentive: 5% Performance Pay Incentive for qualifying sworn personnel.
- Numerous changes to reduce administrative costs (e.g., eliminates double time for purpose of training; moves APDEA employees to "new" MOA health plans; reduces additional paid meal period for employees called in early or held over; eliminates food allowance of \$5.00 per day; places limitations on educational assistance; eliminates MOA paid physical examinations; requires employees to use sick leave, annual leave or leave without pay for the Workers' Compensation 3-day waiting period, and provides 5-day waiting period to access sick leave for family member FMLA).
- Changes providing for additional management rights (e.g., allows Chief to make non-disciplinary transfers; flexibility in assigning canine demonstrations; assignment of School Resource Officers to ASD functions; and Citizen Academy volunteers permitted to do work previously performed by APDEA).

Adoption of a 5 year CBA enables these employees and the Anchorage Police 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 POLICE DEPARTMENT EMPLOYEES ASSOCIATION.

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

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- Enterprise Activities

AR 2008-307

Title: A RESOLUTION APPROVING AND RATIFYING A FIVE YEAR
COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
MUNICIPALITY OF ANCHORAGE AND THE ANCHORAGE POLICE
DEPARTMENT EMPLOYEES ASSOCIATION

Sponsor: Mayor
Preparing Agency: Employee Relations
Others Impacted:

| CHANGES IN EXPENDITURES AND REVENUES: | | (In Thousands of Dollars) | | | |
|---------------------------------------|---------|---------------------------|---------|---------|----------|
| | FY09 | FY10 | FY11 | FY12 | FY13 |
| Operating Expenditures | | | | | |
| 1000 Personal Services | \$1,349 | \$3,786 | \$5,913 | \$7,987 | \$10,130 |
| 2000 Non-Labor | | | | | |
| 3900 Contributions | | | | | |
| 4000 Debt Service | | | | | |
| TOTAL DIRECT COSTS: | \$1,349 | \$3,786 | \$5,913 | \$7,987 | \$10,130 |
| Add: 6000 Charges from Others | | | | | |
| Less: 7000 Charges to Others | | | | | |
| FUNCTION COST: | \$1,349 | \$3,786 | \$5,913 | \$7,987 | \$10,130 |
| REVENUES: | | | | | |
| CAPITAL: | | | | | |
| POSITIONS: FT/PT and Temp | | | | | |

PUBLIC SECTOR ECONOMIC EFFECTS:

The numbers above reflect a 3% increase in 2009 and a 2.9% CPI-U increase in 2010 - 2013. See Internal Auditor's analysis for other financial scenarios.

PRIVATE SECTOR ECONOMIC EFFECTS:

None

Prepared by: Lisa Arnold, Labor Relations Director Telephone: 343-4571

Validated by OMB: Date:

Recommended by Mike Abbott, Municipal Manager

Approved by Mayor Begich

M.O.A.
2008 DEC 11 PM 2:14
CLEANING OFFICE

January 2009 - 3% Increase - Effective 1st full pay period closest to January 1
CPI Increase effective 1.5.2009 (2nd pay period of 2009)

| Salary Admin Plan | Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| PDA | 12 | 14.95 | 18.68 | 19.13 | 19.65 | 20.16 | 20.64 | 21.26 | |
| | 14 | 15.73 | 19.65 | 20.16 | 20.64 | 21.26 | 21.75 | 22.42 | |
| | 15 | | 20.22 | 20.75 | 21.27 | 21.90 | 22.40 | 23.10 | |
| | 16 | 20.35 | 25.42 | 25.91 | 26.63 | 27.17 | 27.81 | 28.54 | |
| | 16A | 16.74 | 20.94 | 21.47 | 22.08 | 22.65 | 23.36 | 24.06 | |
| | 16B | 17.28 | 21.59 | 22.17 | 22.72 | 23.36 | 23.93 | 24.65 | |
| | 16E | 17.30 | 21.65 | 22.20 | 22.84 | 23.42 | 24.15 | 25.94 | |
| | 16M | 16.97 | 21.69 | 22.95 | 25.99 | | | | |
| | 17 | 16.01 | 20.00 | 21.04 | 22.11 | 23.19 | 24.34 | 25.54 | |
| | 20 | 18.79 | 23.49 | 24.05 | 24.87 | 25.40 | 26.37 | 27.15 | |
| | 20E | 18.06 | 22.59 | 23.15 | 23.82 | 24.43 | 25.20 | 27.99 | |
| | 21M | 19.63 | 25.87 | 27.25 | 30.56 | 30.77 | | | |
| | 22M | | 28.93 | 30.51 | 32.09 | 34.43 | | | |
| | 23 | 22.44 | 27.87 | 28.57 | 29.31 | 30.06 | 30.93 | 31.70 | |
| | 24 | 24.51 | 30.64 | 31.44 | 32.23 | 33.05 | 34.02 | 34.88 | |
| | 25 | | 31.46 | 32.23 | 33.05 | 34.02 | 34.87 | 35.78 | |
| | 27 | | 36.16 | 37.23 | 38.15 | 39.16 | 40.28 | 41.31 | |
| PDB | 12 | 13.59 | 17.00 | 17.40 | 17.87 | 18.32 | 18.77 | 19.33 | 21.26 |
| | 14 | 14.30 | 17.87 | 18.32 | 18.77 | 19.33 | 19.79 | 20.38 | 22.42 |
| | 15 | | 18.38 | 18.87 | 19.34 | 19.90 | 20.37 | 21.01 | 23.10 |
| | 16 | 18.51 | 23.11 | 23.57 | 24.19 | 24.70 | 25.29 | 25.96 | 28.54 |
| | 16A | 15.73 | 19.04 | 19.51 | 20.09 | 20.60 | 21.25 | 21.88 | 24.06 |
| | 16B | 15.72 | 19.64 | 20.16 | 20.65 | 21.25 | 21.75 | 22.42 | 24.65 |
| | 16E | 16.95 | 20.53 | 21.02 | 21.65 | 22.21 | 22.91 | 23.58 | 25.94 |
| | 16M | 16.97 | 21.69 | 22.95 | 25.99 | | | | |
| | 17 | 15.20 | 19.00 | 20.00 | 21.04 | 22.11 | 23.19 | 24.34 | 25.54 |
| | 20 | 17.10 | 21.35 | 21.87 | 22.61 | 23.09 | 23.98 | 24.68 | 27.15 |
| | 20E | 18.65 | 22.59 | 23.13 | 23.82 | 24.43 | 25.20 | 25.95 | 28.54 |
| | 21M | 19.63 | 25.87 | 27.25 | 30.56 | 30.77 | | | |
| | 22M | | 28.93 | 30.51 | 32.09 | 34.43 | | | |
| | 23 | 20.42 | 25.56 | 26.21 | 26.85 | 27.53 | 28.37 | 29.07 | 31.70 |
| | 24 | 22.28 | 27.83 | 28.60 | 29.30 | 30.05 | 30.92 | 31.70 | 34.88 |
| | 25 | | 28.60 | 29.30 | 30.05 | 30.92 | 31.70 | 32.53 | 35.78 |
| | 27 | | 32.87 | 33.84 | 34.68 | 35.60 | 36.62 | 37.57 | 41.31 |



Content ID: 007153**Type:** AR_AllOther - All Other Resolutions

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

Author: maglaquiip**Initiating Dept:** ER**Date Prepared:** 11/20/08 2:11 PM**Director Name:** David K.F. Otto

Assembly
Meeting Date: 12/2/08

Public Hearing
Date: 12/16/08

| <u>Workflow Name</u> | <u>Action Date</u> | <u>Action</u> | <u>User</u> | <u>Security Group</u> | <u>Content ID</u> |
|--------------------------|----------------------|---------------|-----------------|-----------------------|-------------------|
| Clerk_Admin_SubWorkflow | 11/21/08 10:57 AM | Exit | Joy Maglaqui | Public | 007153 |
| MuniMgrCoord_SubWorkflow | 11/21/08 10:57 AM | Approve | Joy Maglaqui | Public | 007153 |
| MuniManager_SubWorkflow | 11/21/08 10:57 AM | Approve | Joy Maglaqui | Public | 007153 |
| MuniManager_SubWorkflow | 11/21/08 10:04 AM | Checkin | Joy Maglaqui | Public | 007153 |
| Legal_SubWorkflow | 11/21/08 9:43 AM | Approve | Rhonda Westover | Public | 007153 |
| ER_SubWorkflow | 11/20/08 4:37 PM | Approve | David Otto | Public | 007153 |
| AllOtherARWorkflow | 11/20/08 2:13 PM | Checkin | Julie Cayouette | Public | 007153 |

Done for Feb 18 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 THE ANCHORAGE
POLICE DEPARTMENT**

I hereby give notice of intent to move for rescission of Assembly action, taken on December 16, 2008, approving ASSEMBLY RESOLUTION NO. 2008-307:

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

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 16, 2008 action on AR NO. 2008-307 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.

Decl 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.