

CLERK'S OFFICE

APPROVED

Date: 2-24-09 ANCHORAGE, ALASKA  
AR No. 2009-22

**A RESOLUTION OF THE ANCHORAGE ASSEMBLY TO CORRECT THE  
ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION COLLECTIVE  
BARGAINING AGREEMENT AS RATIFIED ON DECEMBER 2, 2008, ASSEMBLY  
RESOLUTION 2008-266.**

**WHEREAS**, during negotiations, both the Municipality of Anchorage (hereinafter  
"MOA") and the Anchorage Municipal Employees Association (hereinafter "AMEA")  
negotiated in good faith the terms and conditions of their current Collective  
Bargaining Agreement ("CBA"); and,

**WHEREAS**, certain errors and omissions, as well as extraneous and potentially  
confusing language in the final CBA presented to the Assembly on December 2, 2008  
was discovered; and,

**WHEREAS**, the MOA desires to correct those administrative errors and to delete the  
extraneous and potentially confusing language; and,

**WHEREAS**, the parties previously reached agreement on certain issues  
inadvertently omitted from the final CBA, approved by the Assembly on December 2,  
2008, and the parties desire to correct and clarify the CBA to include these items;  
and,

**WHEREAS**, the Administration recommends the Assembly's approval of those  
corrections, clarifications and deletions to the CBA as set forth below; now, therefore,

**THE ANCHORAGE MUNICIPAL ASSEMBLY RESOLVES:**

**Section 1.** The following corrections, clarifications and deletions to the CBA are  
hereby approved:

1. **Article 1, Section 1.1, Definitions**, is corrected to move the definition  
of "Anniversary Date" into alphabetical order.
2. **Article 7, Benefits, Section 7.9.2.C.2**, is corrected to fix an inadvertent  
transposition of numbers regarding benefits to domestic partners or  
their children with serious health conditions covered by the Alaska  
Family Leave Act as follows:

C. Pursuant to the Alaska Family Leave Act, an eligible employee  
shall be entitled to:

\*\*\*      \*\*\*      \*\*\*

2. Eighteen (18) workweeks' of leave within a twenty-four (24) month period due to subsections A(3) and A(4) above. Notwithstanding any contrary provision of state law, an employee shall be allowed eighteen (18) ~~twenty-four (24)~~ workweeks' of leave within a twenty-four (24) ~~twelve (12)~~ month period due to an employee's domestic partner or a domestic partner's child with a serious health condition.

3. In **Article 7, Benefits, Section 7.13.3 Premium Contributions for Health Insurance; Subsection A, MOA Health Insurance Plan**, the title of the Section is amended, and the subsection letter is removed to reflect actual practice as follows:

**7.13.3 Premium Contributions for Health Insurance and MOA Health Insurance Plan.**

- A. ~~MOA Health Insurance Plan.~~ Effective with the first full pay period following January 1, 2009, employees will be covered by the MOA's new flexible benefits plan. ...

\*\*\*      \*\*\*      \*\*\*

4. **Article 9, Compensation and Pay, Section 9.1, Pay Schedule and Hourly Rate, Subsection A (1)** is corrected to include Landscape Architects, to read as follows:

(1) As an exception, all Civil Engineers, Assistant Traffic Engineers, Landscape Architects and all Plan Review Engineers shall receive a retroactive wage payment based on their new pay range retroactive to the beginning of the first full pay period of 2008 in lieu of the lump sum payment. They are still eligible to receive the bonus.

5. In **Article 9, Compensation and Pay, Section 9.1, Pay Schedule and Hourly Rate, subsection F**, the boldface type is removed from the first two words "In addition".

6. **Article 9, Compensation and Pay, Section 9.3, Length of Service, subsection 9.3.1** is amended to add the word "Definition" to the beginning of the paragraph.

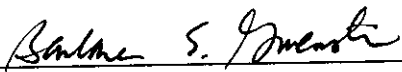
7. **Appendix #1** is corrected to properly describe the classifications of Landscape Architect, Landscape Architect II, and Landscape Architect III as allocated to Ranges 14E, 15E, and 16E, rather than the ranges of 14, 15, and 16. This reflects the intent to include Landscape Architects in the Engineering (E) pay ranges, evidenced in Section 9.1.1.A.(1). Additionally, the classifications shall be listed alphabetically in **Appendix #1** within the ranges of 14E, 15E and 16E respectively.

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3 **Section 2.** This resolution shall become effective immediately upon its passage  
4 and approval by the Assembly.  
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6  
7 PASSED AND APPROVED by the Anchorage Assembly this 24<sup>th</sup> day of  
8 February, 2009.  
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10   
11 \_\_\_\_\_  
12 Chair

13 ATTEST:

14  
15   
16 \_\_\_\_\_  
17 Municipal Clerk

**MUNICIPALITY OF ANCHORAGE**  
**Summary of Economic Effects -- General Government**

AR Number: 2009-22

Title: A RESOLUTION OF THE ANCHORAGE ASSEMBLY TO CORRECT THE ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION COLLECTIVE BARGAINING AGREEMENT AS RATIFIED ON DECEMBER 2, 2008, ASSEMBLY RESOLUTION 2008-266.

Sponsor: Acting Mayor  
Preparing Agency: Employee Relations  
Others Impacted:

CHANGES IN EXPENDITURES AND REVENUES:		(In Thousands of Dollars)			
	FY08	FY09	FY10	FY11	FY12
Operating Expenditures					
1000 Personal Services	\$19	\$30	\$31	\$31	\$31
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
TOTAL DIRECT COSTS:	\$19	\$30	\$31	\$31	\$31
Add: 6000 Charges from Others					
Less: 7000 Charges to Others					
FUNCTION COST:	\$19	\$ 30	\$ 31	\$ 31	\$31
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 scenarios.

**PRIVATE SECTOR ECONOMIC EFFECTS:**

None

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

Telephone: 343-4399



# MUNICIPALITY OF ANCHORAGE

## ASSEMBLY MEMORANDUM

No. AM 55-2009

Meeting Date: February 3, 2009

1 **FROM: ACTING MAYOR**

2  
3 **SUBJECT: A RESOLUTION OF THE ANCHORAGE ASSEMBLY TO**  
4 **CORRECT THE ANCHORAGE MUNICIPAL EMPLOYEES**  
5 **ASSOCIATION COLLECTIVE BARGAINING AGREEMENT AS**  
6 **RATIFIED ON DECEMBER 2, 2008, ASSEMBLY**  
7 **RESOLUTION 2008-266.**  
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10 The Assembly ratified the Anchorage Municipal Employees Association (AMEA)  
11 collective bargaining agreement (CBA) on December 2, 2008 (AR 2008-266). In  
12 finalizing the CBA, several clerical corrections were discovered, along with a  
13 missing classification. During negotiations, the parties intended to include  
14 Landscape Architects, Landscape Architects II and Landscape Architects III in  
15 Article 9.1.1.A (1) and Appendix #1 of the AMEA CBA. This resolution reflects  
16 the intent of the parties, correcting the clerical errors in the CBA and its  
17 appendices. The additional costs associated with these corrections are reflected  
18 on the attached Summary of Economic Effects.  
19

20 **THE ADMINISTRATION RECOMMENDS APPROVAL OF A RESOLUTION OF**  
21 **THE ANCHORAGE ASSEMBLY TO CORRECT THE ANCHORAGE**  
22 **MUNICIPAL EMPLOYEES ASSOCIATION COLLECTIVE BARGAINING**  
23 **AGREEMENT AS RATIFIED ON DECEMBER 2, 2008, ASSEMBLY**  
24 **RESOLUTION 2008-266.**  
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26

27 Prepared by: Employee Relations Department  
28 Approved by: David K.F. Otto, Employee Relations Director  
29 Concur: James N. Reeves, Municipal Attorney  
30 Concur: Michael K. Abbott, Municipal Manager  
31 Respectfully submitted: Matt Claman, Acting Mayor



# ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION, INC.

520 E. 34th Avenue, Anchorage, Alaska 99503  
(907) 565-8209 • Fax (907) 565-8195

January 22, 2009

Mr. David K. F. Otto  
Director, Employee Relations  
Municipality of Anchorage  
P.O. Box 196650  
Anchorage, AK 99519-6650

Re: Clerical Corrections to AMEA Collective Bargaining Agreement Approved  
by the Assembly on December 2, 2008 (AR 2008-266)

Dear Mr. Otto:

This letter is a follow-up to our discussions to confirm that the landscape architect class series, i.e., Landscape Architect, Landscape Architect II, and Landscape Architect III should be included as a classification eligible for 5% certification pay as shown in Appendix #3. These classifications should also be referenced in Article 9, Section 9.1.1(A)(1), providing for retroactivity along with the various other engineers.

Appendix #1 should show each of these classifications at the following pay ranges:

- |                            |           |
|----------------------------|-----------|
| 1) Landscape Architect     | Range 14E |
| 2) Landscape Architect II  | Range 15E |
| 3) Landscape Architect III | Range 16E |

This is consistent with the parties' originally negotiated agreement and does not represent a substantive change from what AMEA bargaining unit members were told prior to ratification of the contract. Specifically, this represents corrections due to errors of omission as opposed to substantive changes.

Thank you for your attention to this matter.

Sincerely,

ANCHORAGE MUNICIPAL  
EMPLOYEES ASSOCIATION

John Marton  
Negotiations/Arbitrations

AMEA\2009\09A22.D Otto-CBA Corrections

c: Mark McKee, President, AMEA  
Jillanne Inglis, Vice President, AMEA

