



**MUNICIPALITY OF ANCHORAGE**

**MEMORANDUM**

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**DATE:** MARCH 6, 2013  
**TO:** ALL DIRECTORS  
**FROM:** George Vakalis, Municipal Manager  
**SUBJECT:** EFFECT OF AO 2013-37 ON SENIORITY

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There has been concern expressed as to the potential effect of proposed Assembly Ordinance 37 (AO 2013-37) on seniority in regard to shift assignments, holidays and other placements. While the ordinance is still subject to the potential for Assembly amendments, please be aware it is the administration's intent that seniority will remain as a management tool for the purpose of scheduling shifts or holidays or other placements, and will continue where currently in use. Although this revision to AMC 3.70 will allow additional flexibility in scheduling overtime, the Municipality will continue to follow fair and predictable practices to provide stability for employees.

Thank you for your cooperation.