



# MUNICIPALITY OF ANCHORAGE

## Assembly Memorandum

AM No. 861-2024

Meeting Date: October 22, 2024

1 **FROM: MAYOR**

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3 **SUBJECT: EXECUTIVE APPOINTMENT – CONFIRMATION HEARING.**

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5 Pursuant to the Municipality of Anchorage Charter in sections 5.02, 5.03 through  
6 5.05 and the Anchorage Municipal Code sections 2.30.095, 3.20.020, and 3.20.070,  
7 I ask the Assembly to confirm the following executive and department head that I  
8 have appointed:

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<u>Name</u>	<u>Position</u>
Alden P. Thern	Internal Auditor

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13 A resume submitted in accordance with Anchorage Municipal Code section 3.30.173  
14 is attached for your information.

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16 **THE ADMINISTRATION RECOMMENDS APPROVAL.**

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18 Prepared by: David Samsa, Human Resources Executive Assistant  
19 Approved by: Tyler Andrews, Chief Human Resources Officer  
20 Concur: William D. Falsey, Acting Chief Administrative Officer  
21 Concur: Rebecca A. Windt Pearson, Municipal Manager  
22 Respectfully submitted: Suzanne LaFrance, Mayor

# ALDEN P. THERN

## SUMMARY OF QUALIFICATIONS

Combines multi-departmental responsibility for large organizations with solid strategic and analytical expertise in finance, labor relations, human resources, benefits, and project management. Excellent cross-functional management background and documented record of lowering operating costs, settling union and vendor contracts, streamlining work processes, and using technology to increase operating efficiency throughout the organization.

## CORE COMPETENCIES

Strategic Planning	Contract Negotiations	Labor Relations
Benefits Administration	Process Reengineering	Change Management
Technology Implementation	Project Management	Team Building & Leadership

## PROFESSIONAL EXPERIENCE

### MUNICIPALITY OF ANCHORAGE

2015 – Present

#### Chief Fiscal Officer (May 2023 to present)

- Responsible for managing the financial activity of the Municipality and providing accurate and timely financial information for strategic planning, management, and decision support to the Mayor, elected officials and the general public.
- Serving the citizens of Anchorage by adhering to the values of fairness, equity, efficiency, reliability, consistency, integrity, professional standards and adherence to formal laws governing the operations of the Municipality.
- Managerial oversight of the Finance/OMB/Purchasing Divisions which include 8 Departments and 110 full time employees.
- Responsible for the collection of revenue from 10 different revenue sources annually.
- Maintain accurate evaluations on 111,000 parcels of public and private property within the Municipal boundaries.
- Responsible for the issuance and monitoring of all debt financing throughout every municipal entity.
- Collaborate with the Controller's office to publish the Annual Financial Report in accordance with GAAP and GASB.

#### Municipal Projects Director (2019 to 2023)

- Administered all 2018 Cook Inlet earthquake and COVID disaster reimbursement activities with SOA and FEMA totaling \$165 million in expenditures.
- Transition lead for all municipal department teams during the Merger and Acquisition of the ML&P electric utility to Chugach Electric.
- Project executive responsible for the 401k vendor transition and contract negotiation along with new investment lineup changes to both voluntary retirement plans with over \$500 million in plan assets.

**Deputy Municipal Manager (2015 to 2019)**

- Project sponsor with executive leadership responsibilities over all aspects of the Municipality of Anchorage \$81 million SAP ERP software implementation.
- Negotiated over \$9 million dollars of SAP consulting services investment.
- Supervised 120 contracted employees across 7 countries, including all hiring and removal determinations.
- Developed the strategic management plans for each ERP project work stream along with the plans required to integrate and implement the new time reporting and electronic content management systems.
- Responsible for the financial management and administrative functions of the project along with planning and forecasting all project expenditures.
- Primary systems implementer contact ensuring all contractual obligations are met.
- Ensured all work stream deliverables were met within established project timelines and in accordance with the project plan and statement of work.
- Provided weekly project status updates to the Anchorage Assembly, Mayor's executive team and the Functional Steering Committee consisting of municipal employee stakeholders.

**ANCHORAGE SCHOOL DISTRICT****1999 – 2015****Director, Student Nutrition (2013 to 2015)**

- Responsible for the district's only \$20 million for profit department employing a staff of 350; preparing, delivering, and feeding 30,000 student meals each day across 85 school sites.
- Increased student meal participation by 800,000 meals in the first year.
- Invited to the White House to receive the MOA award for Healthy Schools.
- Reorganized and developed new processes for every aspect of the central kitchen and school cafeteria operations, along with installing a highly efficient inventory and warehouse management system.
- Eliminated \$2 million budget deficit returning department to profitability.

**Executive Director, Contract Administration (2012 to 2013)**

- Spokesperson and/or financial lead on 46 union bargaining contracts (1999 – 2015).
- Responsible for interpreting, administering, and training all supervisors on contractual issues for six labor union bargaining agreements covering 4,000 employees (2001 – 2015).
- Performed the investigations, conferences, and final documentation related to employee progressive discipline and discharge proceedings (2001 – 2015).
- Facilitated the successful resolution for all employee grievances and arbitrations covering six labor unions (2001 – 2015).
- Executive sponsor for several district wide human resource IT systems including a new timekeeping, attendance, and leave system (2010 – 2013).

**Benefits Director (2005 to 2012)**

- Supervised the benefits department with responsibility of the medical/life insurance, retirement, and employee leave areas for 10,000 employees.
- Streamlined benefit procedures in all functional areas allowing for additional responsibilities without increasing staff resources.
- Successfully converted to a self-insured medical plan while also eliminating 500 dependents from medical insurance through a positive open enrollment campaign.
- Implemented the new State of Alaska defined contribution retirement legislation.
- Consolidated a 39 vendor 403b program to one bundled service provider.

**Assistant Director, Contract Administration (2001 to 2005)**

**Senior Financial Analyst (1999 to 2001)**

**ALASKA USA FEDERAL CREDIT UNION**

**Trust Officer – Operations**

**1998 – 1999**

**Financial Analyst III**

**1996 – 1998**

**THERN BUSINESS CONSULTING**

**Business Consultant**

**1995 – 1999**

**R.R. DONNELLEY & SONS COMPANY**

**Group Account Administrator**

**1991 – 1995**

**EDUCATION**

**PURDUE UNIVERSITY** West Lafayette, Indiana

**Bachelor of Science, 1990:** Business Management with Finance emphasis