

Submitted by: ASSEMBLY MEMBER COFFEY
Assembly Member Johnston
Assembly Member Birch

Reviewed by: Assembly Counsel
For reading: March 2, 2010

CLERK'S OFFICE
AMENDED AND APPROVED

Date: 3-23-10 ANCHORAGE, ALASKA
AR NO. 2010-86

1 **A RESOLUTION OF THE ANCHORAGE MUNICIPAL ASSEMBLY ESTABLISHING**
2 **MUNICIPAL POLICY GUIDELINES AND DIRECTION FOR COLLECTIVE**
3 **BARGAINING AND CONTRACT NEGOTIATIONS.**
4

5 **WHEREAS**, AMC 3.70.090D.1 provides the Assembly with an opportunity to set
6 general labor relations policy and directions for contract negotiations; and
7

8 **WHEREAS**, three years have elapsed since the Assembly last set general labor
9 relations policy and directions for contract negotiations under AR 2007-84 (copy
10 attached); and
11

12 **WHEREAS**, the financial position of the Municipality is significantly different than
13 it was in 2007 and currently the Municipality is facing serious budget challenges; and
14

15 **WHEREAS**, employee wages and benefits are a significant cost of Municipal
16 Government; and
17

18 **WHEREAS**, economic conditions make forecasting beyond three years difficult
19 for the purposes of determining wage and benefit expense; and
20

21 **WHEREAS**, the State of Alaska recognizes the value of three-year term
22 contracts by limiting contract terms to three years under the Public Employee Relations
23 Act; and
24

25 **WHEREAS**, the parties to collective bargaining benefit from direction from the
26 Assembly regarding its priorities and expectations;
27


28 **NOW THEREFORE**, the Anchorage Assembly resolves that in labor
29 negotiations with the City's employees, the Administration is expected by the
30 Assembly to negotiate provisions meeting these policy objectives:
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- 32 1. The term of any collective bargaining agreement shall not exceed three years in
33 duration.
34
- 35 2. The **average annual increase in** ~~total incremental~~ cost to the Municipality for
36 wages and benefits over the life of the contract shall not exceed the **annual**
37 **average** sum of the previous **five** ~~three~~ years Anchorage Consumer Price
38 Indices.
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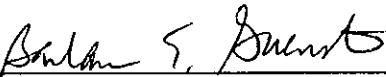
3. Employees must share in a larger percentage of the cost of employee benefits.
4. Service recognition/longevity compensation programs are to be eliminated.
5. Work rules, supplemental pay programs and all other processes that result in costly processes and procedures with little or no true added value are to be eliminated.
6. The work force, including bargaining representatives, should be engaged to identify more efficient and cost effective means to carry on the work of the municipality including, but not limited to, the use of contracting out of services that could be provided by the bargaining unit.

PASSED AND APPROVED by the Anchorage Assembly this 28th day of March, 2010.



Chair

ATTEST:



Municipal Clerk

Submitted by: Assembly Chair SULLIVAN
Assembly Vice Chair OSSIANDER
Prepared by: Assembly Counsel
For reading: March 27, 2007

CLERK'S OFFICE
AMENDED AND APPROVED

Date: 3-27-07

ANCHORAGE, ALASKA
AR NO. 2007-84

1 **A RESOLUTION OF THE ANCHORAGE MUNICIPAL ASSEMBLY REGARDING**
2 **GENERAL MUNICIPAL POLICY GUIDELINES FOR UPCOMING COLLECTIVE**
3 **BARGAINING AND LABOR NEGOTIATIONS.**

4
5 WHEREAS, employee wage and benefits are a significant part of the Municipal
6 General Government Operating Budget, and several collective bargaining agreements
7 are expiring in 2007; and
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9 WHEREAS, there is a wage-opener for the Anchorage Police Department Employees
10 Association to be effective on 01/01/2009; and
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12 WHEREAS, the International Union of Operating Engineers, Local 302 has a health
13 care contribution opener to be effective on 07/01/2007; and
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15 WHEREAS, the International Brotherhood of Teamsters, Local 959 collective
16 bargaining agreement expires on 08/31/2007; and
17

18 WHEREAS, the International Association of Machinists and Aerospace Workers,
19 Local 1690 collective bargaining agreement expires on 10/30/2007; and
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21 WHEREAS, the Anchorage Municipal Employees Association collective bargaining
22 agreement expires on 12/31/2007;
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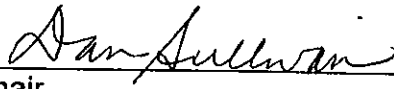
24 NOW THEREFORE, the Anchorage Assembly resolves:
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- 26 1. In future labor negotiations with the City's employees, the Administration is expected
27 by the Assembly to negotiate provisions which recognize that employees of the
28 municipality must share in the rising cost of employee benefits, even if it means
29 sharing a larger percentage of the cost.
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- 31 2. The Administration is expected by the Assembly to take all steps necessary to
32 secure funding from the State of Alaska and by other means, such as pension
33 obligation bonds, to pay for the City's increased payment obligations to the state-
34 managed PERS/TERS retirement system.
35
- 36 3. The Administration is directed by the Assembly to negotiate to eliminate service
37 recognition/longevity compensation programs.
38
- 39 4. The Administration is expected by the Assembly to negotiate annual wage
40 adjustments and ~~benefit increases~~ that do not exceed the average of the previous

1 five years' Consumer Price Index-All Urban Consumers (CPI-U).
2

- 3 5. The Administration is expected by the Assembly to eliminate work rules and all other
4 processes within its various department and agencies that result in costly
5 administrative processes and procedures with little or no true added value.
6
7 6. The Administration is expected by the Assembly to engage the work force, including
8 bargaining representatives, in identifying more efficient means to carry-on the work
9 of the municipality.
10
11 7. The Administration is expected by the Assembly to work jointly with the Assembly to
12 address and discuss funding of the rising costs of employee benefits.
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14 PASSED AND APPROVED by the Anchorage Assembly this 27th day of
15 March, 2007.
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20 _____
21 Chair

22 ATTEST:

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27 Municipal Clerk
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