FROM: MAYOR


The Municipality of Anchorage (MOA) and the Public Employees, Local 71 (L-71) recently reached agreement on a five year collective bargaining agreement (CBA). The agreement extends the CBA to June 30, 2013. The previous contract expired June 30, 2008. The CBA was ratified by the L-71 membership.

This bargaining unit is made of 88 current MOA employees in Anchorage Parks & Recreation and Eagle River Parks & Recreation.

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

- Freezes the Service Recognition Program (SRP) for those employees currently receiving SRP and introduces a performance pay alternative. This action eliminates SRP through attrition.
- Requires employees to share in increases in health benefits over the life of the contract.
- Eliminates MOA’s supplemental Injury Leave compensation.
- Wage increases:
  - 2.7% in 2008
  - 3.0% in 2009
  - Previous year CPI-U (minimum of 2.5% and maximum of 3.9%) in 2010
  - Previous year CPI-U (minimum of 2.5% and maximum of 3.9%) in 2011
  - Wage re-openers for 2012 and 2013
- Numerous changes to reduce administrative costs (e.g., elimination of injury leave, freezes to non-cashable annual leave accounts and combining non-cash and
annual leave into one account; recognition of MOA’s right to collect overpayments; and elimination of voting time).

• Numerous changes providing for additional management rights (e.g., simplifying major factors for promotions; blood donation leave and court leave brought into compliance with MOA policy and procedures; clarification of accrued vs. earned leave; addition of malingering clause regarding unauthorized absences).

• Provides emphasis on a health wellness program and garners Union support for employee participation.

This CBA follows the pattern of the recently approved Teamster, Local 959 CBA.

Adoption of a five (5) year CBA enables these employees and these two departments to enjoy the benefits of a stable labor environment for the foreseeable future.


Prepared by: Employee Relations Department

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Concur: James N. Reeves, Municipal Attorney

Concur: Michael K. Abbott, Municipal Manager

Respectfully submitted: Mark P. Begich, Mayor