



Anchorage  
Police  
Department  
Employees  
Association

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Everett Robbins, President  
APDEA  
P.O. Box 230330  
Anchorage, Alaska 99523

Lisa Arnold, Director  
Labor Relations  
Municipality of Anchorage  
P.O. Box 196650  
Anchorage, Alaska 99519-6650

Re: APDEA President Salary Reimbursement

Dear Lisa:

The APDEA's Executive Board has met to consider a fairness issue with regard to Article VI, Section 3. Currently the APDEA Collective Bargaining Agreement (CBA) does not reimburse the Municipality for the release of the President. After careful consideration of the concerns expressed by the Municipal Assembly, the Board has voted to reimburse the Municipality for 50% of the salary of the APDEA President. This offer by the APDEA will go into effect on January 1<sup>st</sup>, 2009 and will be binding on the APDEA through the term of the proposed contract.

It is extraordinary that the APDEA would partially waive the enforcement of a contract provision, much less one that was recently negotiated. However, in recent years we have experienced cooperative and productive labor relations between the Municipality and the APDEA, something we would like to continue. Since the matter of 50% reimbursement is viewed as one of overriding equality, considering other labor contracts, the APDEA makes this accommodation in the spirit of cooperation and fairness.

A handwritten signature in black ink, appearing to read "Everett Robbins".

Everett Robbins

12-10-08

Date

A

LETTER OF AGREEMENT  
09-01

Amending the Contract Between the  
MUNICIPALITY OF ANCHORAGE (MOA)  
and the  
ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION  
(APDEA)

REIMBURSEMENT OF ASSOCIATION PRESIDENT'S SALARY

Pursuant to AMC 3.70.020A, entitled "Declaration of Policy," the parties agree to amend Article VI, Section 3B of the January 1, 2009-December 31, 2013 MOA-APDEA contract. This amendment shall be subject to approval by the Municipal Assembly, pursuant to AMC 3.70.130A. In accordance with the agreement of the parties, this amendment shall read:

**B. APDEA President.** Recognizing the mutual benefit to the parties of cooperative labor relations and the resolution of grievances and potential grievances at the lowest possible level, the Municipality shall release with pay and benefits the APDEA President from 90% of normal duties. The Association shall reimburse the Municipality for 50% of the salary of the APDEA President, effective January 1, 2009 and continuing for the duration of this Agreement.

FOR THE MUNICIPALITY:

FOR THE APDEA:

David Otto 12-17-08  
David Otto, Director Date  
Employee Relations

Everett Robbins 12-17-08  
Everett Robbins Date  
Association President

Date Approved by Anchorage Municipal Assembly: \_\_\_\_\_

Ordinance No. AR 2008-335