

LETTER OF AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE (MOA)

and the

ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION (APDEA)

Subject: Birthday Holiday

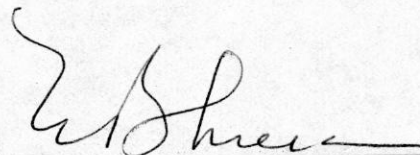
Number: APDEA - 005

The Municipality and the APDEA are parties to a collective bargaining agreement (cba). Article XIV, Section 5 of the cba governs the use by APDEA members of Birthday Holidays. This agreement is not intended to be a substantive change, the purpose of this agreement is to continue allow employees to slide their birthday holiday if it falls on a regular workday as follows:

- 1) Subject to supervisory approval, an employee may be allowed to slide his/her birthday to another workday.
- 2) The workday requested must be within the same two week pay period as the employee's birthday.
- 3) The employee should make the request to slide the birthday at least two weeks in advance.
- 4) If the employee does not initiate sliding the birthday, the employee is expected to notify the supervisor of the holiday date and take the birthday holiday on the day it falls upon.

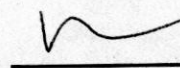
Any disputes concerning the interpretation or application of this agreement shall be resolved through the grievance procedure in the cba between the Municipality and the APDEA.

Agreed to this 30 day of September, 2009.



Nancy Bear Usera
Director, Employee Relations
Municipality of Anchorage

Date



Derek Hsieh
President
APDEA

10.2.09

Date