

## GRIEVANCE RESOLUTION

Between the

**ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION (APDEA)  
and the  
MUNICIPALITY OF ANCHORAGE (MOA)**

Re: **10-01 Monique Doll Pay**

It is understood and agreed that the above-referenced grievance matter shall be fully and finally settled as follows:

**WHEREAS**, Monique Doll received her pay advice on February 5, 2010, however it did not include the 8 hours of overtime worked on January 16, 2010;

**WHEREAS**, due to a processing error Justin Doll, Monique's husband, was compensated for the 8 hours of overtime worked by Monique on January 16, 2010;

**WHEREAS**, a prior pay period adjustment was processed the following pay period paying Monique Doll and recovering the overpayment from Justin Doll.

**WHEREAS**, the MOA and the APDEA previously entered into a Collective Bargaining Agreement (CBA), pursuant to which the APDEA represents Grievant in this matter, and pursuant to which the APDEA filed a timely grievance;

**WHEREAS**, Article VI, Section 8. Pay Day requires the MOA to pay employees on a bi-weekly pay day during working hours, prior to the end of the regular shift. Failure of the MOA to pay employees as described shall entitle the employees to wait time pay of four hours pay for each twenty-four hour period thereafter;

**WHEREAS**, the APDEA asserts that when an employee requests an off cycle check to correct a pay error it should so be processed;

**WHEREAS**, the MOA asserts that the past practice is to correct pay errors in the following pay period; and

**WHEREAS**, the APDEA and the MOA desire to resolve the differences between their positions on the application of confirmed pay errors.

**NOW, THEREFORE, IT IS AGREED:**

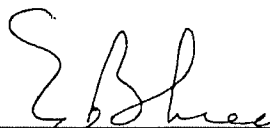
1. If an employee's check is processed for less than 80 hours pay and 80 hours is due

them, they will receive an off cycle, paper check for the balance as soon a possible, and are entitled to wait pay under the APDEA's collective bargaining agreement if the additional pay owed is not received on the pay date.


2. If payroll has received a properly completed overtime request by 1000 hours the Monday before payday, and payment is not included in the regular pay check for that pay period, the following shall occur:
  - 1) Notification, in writing, of the shortage shall be made to APD Payroll/Personnel no later than 1200 hours on the Tuesday following payday.
  - 2) If the amount of overtime is 2.5 hours or more, and if the employee makes timely notification to APD Payroll of the error requesting an off-cycle check for the amount owing; the Municipality shall issue an off-cycle check no later than the close of business three working days after the notification.
  - 3) In all other circumstances, the amount of overtime owed the employee will be paid on the next regular payday.
3. The APDEA will dismiss the grievance against the MOA (APDEA #10-01), with prejudice.
4. All costs and fees associated with the arbitrator selected for this grievance will be borne equally between APDEA and the MOA.

The APDEA and the MOA agree that this settlement agreement is non-precedent-setting, and does not constitute an admission of liability by the MOA. They further acknowledge that this resolution does not amend the CBA, therein.

FOR THE MOA:

  
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Nancy B. Usera                      Date  
Director, Employee Relations                      9/16/2010

FOR THE APDEA:

  
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Derek Hsieh                      Date  
President, APDEA                      9/21/2010