

**MEMORANDUM OF AGREEMENT  
 Trial Alternative Work Schedule  
 APD Administrative Division  
 Property & Evidence Section**

The parties to this agreement are the Municipality of Anchorage (Municipality) and the Anchorage Police Department Employees Association (APDEA). These parties are desirous of adopting an alternative work schedule in the Administration Division, Property and Evidence Section (excluding Impounds throughout this agreement). The purpose of this agreement is to set forth the terms and conditions of a trial alternative work schedule.

In consideration of the mutual promises of the parties, it is agreed as follows:

The 9-80's is a trial alternative work schedule for full-time permanent employees in the Property & Evidence Section who work a regular day-shift schedule, usually covering from between 7:30 AM to 5:30 PM, with a one (1) hour uncompensated lunch, Monday through Friday. If the 9-80's trial work schedule is approved by the parties listed below, the employee will be assigned to the Gold or Blue Schedule and the following work conditions shall apply:

**GOLD SCHEDULE**

<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
OFF	9 hours	9 hours	9 hours	9 hours	4/4 hours	OFF

<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
OFF	9 hours	9 hours	9 hours	9 hours	OFF	OFF

**BLUE SCHEDULE**

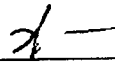
<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
OFF	9 hours	9 hours	9 hours	9 hours	OFF	OFF

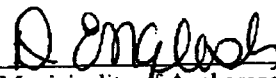
<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
OFF	9 hours	9 hours	9 hours	9 hours	4/4 hours	OFF

1. As used in this agreement, "employees" shall refer to all employees in the Property and Evidence Section and "alternative work schedule" shall refer to the schedule stated above and is equivalent to an employee's "regular shift".
2. Effective April 22, 2002, employees in the Property and Evidence Section shall be placed on a trial alternative work schedule. The standard workweek shall consist of the period from mid-shift Friday to the following mid-shift Friday. For payroll purposes only, the Friday "4/4" split supports four (4) hours applied to the first week and four (4) hours applied to the second week.
3. The schedules will be set up in which one Friday off is the "Gold Schedule" and the following Friday off is the "Blue Schedule." The supervisor will ensure that there is adequate work coverage for the work section each Friday (approximately 50% of staff assigned to each schedule).
4. Leave will be charged for the actual amount of time an employee is absent or for the hours scheduled to work if they are absent the entire shift.

5. Recognized APDEA holidays which fall on a work day that an employee is regularly scheduled to work will be paid in accordance with Article XIV, Section 3 of the current collective bargaining agreement based on the number of hours the employee is scheduled to work. If a holiday falls on the employee's normally scheduled day off, the employee shall receive, at the option of the employee, either 9 hours straight time pay or 9 hours of leave.
6. Should employees work hours outside of the hours for which they are scheduled under the alternative work schedule, employees shall be compensated at the overtime rates specified in Article VII of the APDEA's collective bargaining agreement.
7. Initial probationary employees shall not be eligible for the 9-80's alternative work schedule.
8. This trial alternative work schedule shall expire on October 20, 2002. If the parties wish to make the provisions of this work schedule permanent after the trial period, they can do so only upon mutual express agreement by both parties. Notwithstanding the prior statements, either party may terminate this agreement prior to the expiration date with 30 days written notice to the other party and such action shall not be subject to the grievance or arbitration process. Upon notification, employees of the Property and Evidence Section shall return, within 30 days, to the work schedule in place before the execution of the Agreement or a work schedule as determined by command staff.
9. The parties agree that issues concerning the interpretation and application of this Memorandum of Agreement will be resolved expeditiously and in good faith prior to implementing the grievance procedure as outlined in Article V, Section 2 of the current collective bargaining agreement.
10. The parties agree that this agreement discharges all collective bargaining responsibilities owed by either the Municipality or the APDEA with respect to the adoption of the alternative work schedule.

This agreement is entered into this 15<sup>th</sup> day of April, 2002.

  
\_\_\_\_\_  
Chief of Police

  
\_\_\_\_\_  
Municipality of Anchorage

  
\_\_\_\_\_  
APDEA

MEMORANDUM OF AGREEMENT

EVIDENCE TECHNICIAN I

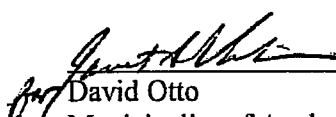
This agreement is between the Municipality of Anchorage (Municipality) and the Anchorage Police Department Employees Association (APDEA). The Municipality and the APDEA are parties to a collective bargaining agreement. The purpose of this agreement is to facilitate a classification change of those Property & Evidence Technicians assigned to the Evidence Section of the Anchorage Police Department, and who are members of the APDEA.

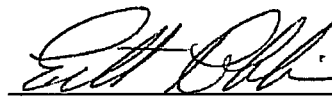
In consideration of the mutual promises of the parties, it is hereby agreed as follows:

1. The APDEA's Property & Evidence Technicians assigned to the Evidence Section shall be placed in a new classification, Evidence Tech I, Range 16E, under the CBA, Article XVI, Section 1. The employees will be placed at the pay step their seniority as Property & Evidence Technician warrants.
2. The July 1, 2008 wage rates for the Range 16E, Evidence Technician I shall be as follows:

Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
"A" Scale	16.80	21.02	21.55	22.17	22.74	23.45	25.18	
"B" Scale	16.46	19.93	20.41	21.02	21.56	22.24	22.89	25.18
3. The Property & Evidence Technicians residing in the Impounds section will remain in the existing Range 16A and shall be renamed to Impound Technician.
4. Any disputes concerning the interpretation or application of this agreement shall be resolved through the grievance procedure in the collective bargaining agreement between the Municipality and the APDEA.
5. Provided that this agreement is ratified by the APDEA's Executive Board at its July 2008 Executive Board meeting, it shall be effective retroactively to July 21, 2008.

Agreed to this 23 day of July, 2008.

  
David Otto  
Municipality of Anchorage  
Date 7-24-08

  
Everett Robbins  
APDEA  
Date 7-23-08

MEMORANDUM OF AGREEMENT

EVIDENCE TECHNICIAN II

This agreement is between the Municipality of Anchorage (Municipality) and the Anchorage Police Department Employees Association (APDEA). The Municipality and the APDEA are parties to a collective bargaining agreement. The purpose of this agreement is to facilitate a new classification in the Evidence Section of the Anchorage Police Department, the new classification will be an APDEA represented position.

In consideration of the mutual promises of the parties, it is hereby agreed as follows:

1. The Property & Evidence Technician (Evidence Technician) classification in the Evidence Section has grown to the point where a lead position, Evidence Technician(s) II, is justified. The new Evidence Technician II shall be placed in a new classification, Evidence Tech II, Range 20E, under the CBA, Article XVI, Section 1.

2. The July 1, 2008 wage rates for the Range 20E, Lead Evidence Technician II shall be as follows:

Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
"A" Scale	17.53	21.93	22.48	23.13	23.72	24.47	27.71	
"B" Scale	18.11	21.93	22.46	23.13	23.72	24.47	25.19	27.71

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

Agreed to this 23 day of July, 2008.

*David Otto*  
for David Otto 7-24-08  
Municipality of Anchorage Date

*Everett Robbins*  
Everett Robbins 7-23-08  
APDEA Date

MEMORANDUM OF AGREEMENT  
NEWLY-HIRED PROPERTY AND EVIDENCE TECHNICIANS

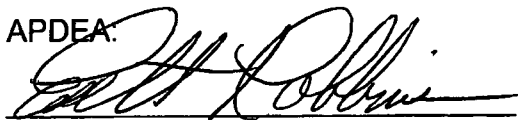
This agreement is between the Municipality of Anchorage (Municipality) and the Anchorage Police Department Employees Association (APDEA). The purpose of this agreement is to facilitate the Municipality in its efforts to recruit and retain property and evidence technicians.

In consideration of the mutual promises of the parties, it is hereby agreed as follows:

1. The parties agree to waive the provisions of Article XV, Section 1 as it applies to property and evidence technicians.
2. Newly-hired property and evidence technicians shall be placed at Step 2 of the wage schedule for property and evidence technicians.
3. Upon the effective date of this agreement, all current property and evidence technicians at the first pay step of the property and evidence technician wage schedule and/or subject to the provisions of Article XV, Section 1 shall be moved to Step 2 of the pay step of the property and evidence technician wage schedule, and shall not be subject to the provisions of Article XV, Section 1.
4. Any disputes concerning the interpretation or application of this agreement shall be resolved through the grievance procedure in the collective bargaining agreement between the Municipality and the APDEA.
5. This agreement shall be effective October 15, 2007. Unless the parties mutually agree to extend this agreement, this agreement shall lapse on October 14, 2009.

Agreed to this 22 day of Oct, 2007.

APDEA:

  
Everett Robbins, APDEA President

MUNICIPALITY OF ANCHORAGE:

  
David Otto, Director Employee Relations