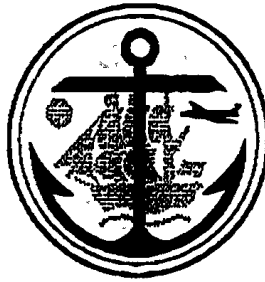


# Municipality of Anchorage



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Anchorage, Alaska 99519-6650  
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*Rick Mystrom, Mayor*

## DEPARTMENT OF EMPLOYEE RELATIONS

July 29, 1999

**Sgt. Rob Heun**  
Anchorage Police Department Employees Association  
4501 South Bragaw St.  
Anchorage, AK 99507-1599

Dear Sgt. Heun;

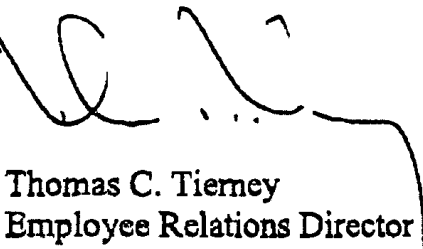
Your offer to settle the remedy portion of the 4/10s grievance is thoughtful and merits careful consideration. I believe you have approached this problem from the standpoint of what you believe is best for the members of your association and the department. I sincerely appreciate your proposal.

However, your offer goes beyond the bounds of what is acceptable for the Municipality. The amount of hours per week and the years you claim your members were adversely impacted are more than what this administration believes is justified to settle this matter.

Under your proposal, even though the cash outlay would be minimal, the compensatory time off would cause a loss of productivity that would be substantial, even if taken over an extended period of time. We must all keep in mind that during the period in question, all of the affected members worked 40 hour week schedules, schedules which are routinely worked by the vast majority of Anchorage residents and taxpayers. Your proposal, if accepted, would represent a substantial premium payment for "overtime" not worked.

I am willing to pursue this matter further if your demands are negotiable, otherwise we will wait for the arbitrator's decision.

Thank you,



Thomas C. Tierney  
Employee Relations Director