

## President's Update

This is my first attempt to lay out a newsletter. As you can see from the lack of photos and artwork it's pretty bland. I will admit that I was on the 1985/86 APDEA newsletter staff and although I helped out with stories and articles, I have never had to do the layout. So, I am asking for "**HELP!**" If anyone has the talent to layout newsletters and can spruce this up a bit with photos and artwork, please e-mail me. I can use all the help I can get!

All of you have heard the rhetoric by now, "It's a 5 billion dollar problem," "We have to stop the bleeding," "It doesn't affect current PERS members." All lies! Even today, we have no idea what the funding level is for Tier 3 because the Legislature doesn't really know. We all know that Tier 1 and Tier 2 are closed plans. Most, if not all the liabilities are attributable to Tier 1 and 2, which cannot be made up with dollars from Tier 3. We believe that Tier 3 is much better funded. So how did the Legislature stop the bleeding (growing of liabilities)? They didn't. In fact, by ending Tier 3 and new monies coming in, they have increased the overall liability for Tier 3 by closing the plan. "It doesn't affect current PERS members" I beg to differ. The legislature has taken away your constitutional right to elect your representative to the PERS board and limited your ability to access old PERS time. Article 12, Section 7 of the State of Alaska Constitution states that a retirement benefit cannot be diminished. In fact, without regard to the constitution, the Legislature diminished your benefits. Thank the Senate President Ben Stevens for that because he led the charge to dismantle a secure retirement system for "all" public employees.

The fight for PERS is not even close to being over and I encourage all PERS and non-PERS members to continue to write to your Legislators. The Legislature was in such a hurry last year getting SB 141 passed, they failed to comply with the IRS tax code and now need to make corrections to the bill to make it tax qualified by the IRS. There is a technical corrections bill floating around the Capital with over 30 amendments. There is still time to add an amendment to delay this new retirement system.

Everett

### APDEA Officers

Everett Robbins, President  
Mike Couturier, Vice President  
Marlene Lammers, Treasurer  
Karen Kurtz, Secretary

### E-Board

Gerard Asselin, Detectives  
Mike Busey, Patrol  
Kevin Ehm, Patrol  
Derek Hsieh, K-9  
Kevin Iverson, Patrol  
Scott Lofthouse, Patrol  
Renee Oistad, Fiscal  
Gayle Peterson, Records  
Pam Provost, Dispatch  
Ken Spadafora, Patrol

### Shop Stewards

Cynthia Bradley, Detectives  
**Chief Shop Steward**

Margaret Bergman, Patrol-Days  
Gina Burrington, Patrol - Swings  
Brian Burton, Patrol - Swings  
Jenell Cornwell, Backgrounds  
Gil Davis, Detectives  
Myron Fanning, Patrol-Mids  
Doug Fifer, Patrol - Days  
Karen Harper - Dispatch  
Michael Kerle, Patrol - Swings  
Dave Koch, Patrol - Days  
Troy Leonard, Patrol - Mids  
Chris Lutes - Detectives  
Chris Mueller, K9  
Scott Nissen, Patrol - Mids  
Dan Sturkie, Patrol - Mids

### Anchorage Assembly

[www.muni.org/assembly2](http://www.muni.org/assembly2)

### Anchorage Police & Fire Retirement System

[www.muni.org/apfrs](http://www.muni.org/apfrs)

### Alaska PERS Retirement System

[www.state.ak.us/dr/pers/pershome.htm](http://www.state.ak.us/dr/pers/pershome.htm)

### APDEA

[www.apdea.org](http://www.apdea.org)

## Use of Force

If you are questioned about the use of force or an officer involved shooting:

- Immediately request an APDEA representative. Have the APDEA representative present when all questioning takes place.
- Do not answer questions or write a report unless you are ordered to do so.
- Be sure you take your time to be composed before you answer questions or write a report.
- If you need to talk to a doctor, psychologist, or minister, do so.
- A shop steward, E-Board member, or union officer will contact the Association's attorney.

## Questioning

If you are being asked questions which could result in discipline, be sure to do the following:

- Request to have an APDEA representative. Have the APDEA representative present with you before answering any questions.
- Do not answer any questions until you have had a chance to review the incident with an APDEA representative. Then only answer questions after you have been specifically ordered to do so.
- Keep your answers to the point and very accurate.
- Do not volunteer to take a polygraph examination.
- Never take a drug test unless you have been ordered to do so. Always request to have an APDEA representative present if you receive such an order.

## NUDE CO-ED VOLLEYBALL!!!!

Okay. Now that you're here, I can tell you this article has nothing to do with nude volleyball, and is actually directed to the 40% of APD employees who are not contributing a dime into a 401K-retirement account. Otherwise known as the 40% of the people at APD who drive me crazy. (The actual percentage of people who drive me crazy is much higher, but let's deal with these ones first, in a process my therapist likes to call "baby steps.")

Still here? Good. The fact that you haven't already flipped to the back and started perusing the classified ads looking for a used Thighmaster, means you have the foresight to take advantage of what financial gurus claim is the cornerstone of a sound investment strategy.

Pick up any investment newsletter, watch any program about investing on television, listen to any financial analyst on the radio, and you will see and hear the same advice from each of them, namely being: "Contribute enough money into your 401K account to get the employer's matching contribution."

Why? What makes this piece of advice a "cornerstone" rather than just another investment tip? The answer? FREE MONEY!!! That's right, FREE. You don't

have to clip coupons; save aluminum cans; or rent out your basement as a meth lab. The money is there for the taking, no questions asked, which makes it FREE!

So, how do you get your FREE money? By contributing at least \$2,000 a year into the Municipality's 401K plan, currently being administered by T. Rowe Price. The maximum allowable contribution amount for 2006 is \$15,000, but the Municipality will only match the first \$2,000 of your total contribution amount. That's it. There it is. \$2,000 of FREE money, just for doing something you should be doing anyway, which is planning for your retirement.

Just because the money is FREE, doesn't mean it's lazy. This FREE money will work just as hard as your earned money to help you reach your financial retirement goals. I plugged some numbers into an investment calculator, which show what the FREE money, combined with your earned money, multiplied by an annual rate of return (compound interest), can do over time.

I need to tell you right up front, (because I've read a legal disclaimer or two, and don't want any of you hunting me down in 20 years) these figures are only an example based on certain factors, all of which, especially the annual rate of return, can vary widely from year to year.

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\$333.00 a month contributions. Yours + FREE money.	Times 12 months = \$4,000 a year
7% annual rate of return	Historic stock market return has been higher, but bonds added in, lower rate of return
Amount available after 20 years: \$174,757.00	
Amount available after 25 years: \$271,561.00	

Please note that in my example, the figures are based on 12 months of contributions. Because we have 26 pay periods with the Municipality, the amount you would need to contribute per pay period to reach \$2,000 is \$76.92. Remember, these are pre-tax dollars, meaning they come out before your check gets taxed at the federal income tax rate, which if it were 25%, would only reduce your take home pay by \$57.69 per pay period. This works out to \$4.12 a day, which certainly seems reasonable when you compare it to the potential amounts available to you upon your retirement.

Sound possible? Sound confusing? Sound like an incessant roaring in your head that makes you want to drive into oncoming traffic? (I'm not even going to tell you what my therapist calls that.) The bottom line is there is help available. If in doubt, ask for it. Contact T.Rowe Price at 1-800-922-9945. They can explain the investment options to you and provide prospectus information on the available choices. They also are the ones who set up the automatic payroll deduction through the Municipality, and can provide you with a PIN to track your investments online. You still have time in 2006 to get the full \$2,000, but the longer you wait, the more you will have to defer from each pay check to reach that level. Don't wait.

You can also contact me if you have any questions about anything I've written, or the name of my therapist. I'm no financial expert, (my portfolio will vouch for that) but I'm certainly willing to help.

As for the 60% of APD employees who already contribute to the Municipality's 401K or 457 plans, just in case you're still here too. First of all, CONGRATULATIONS! Secondly, MORE! I recently read an article that compared rates of return, investment styles, and amounts contributed, to try and determine which factor had the most influence on the bottom line over time. No surprise, the amount you invest has more to do with how much money you have at the end, than any other factor. This means MORE. Take your annual raises and contribute them to your retirement accounts. This is the easiest way to increase your contributions without hurting your current lifestyle. And last, but certainly not least, don't keep your knowledge to yourself. Talk to the person sitting next to you all day, the person eating lunch beside you, and the new recruit sweating next to you in the car. Help everyone in the APD family fully prepare for life after APD.

Kevin Iverson  
 Mid Shift Patrol Sat/Sun/Mon off.  
 786-8774  
 kiverson@gci.net

### APDEA Secretary corner

My name is Karen Kurtz and I work in Dispatch. I have been an Executive Board member for 5 years. This year marks my first year as Association Secretary. I am still learning my "job" but luckily, I have folks like President Robbins, Vice President Couturier, and Treasurer Lammers to help me.

As Secretary, my primary duty is to take notes at each meeting which is then published as official minutes. I file paperwork with the department regarding current grievances. I compile packets for Board members to read in advance of each meeting. I establish and post the final agendas for both Board and General Membership meetings. I act as a Shop Steward when the need arises.

Executive Board meetings cover a lot of topics. In addition to hearing grievances, we stay current on the Association's budget and investments, local and state legislative affairs,

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and handle contribution requests for youth sports, charities, and APDEA athletic teams. A Board member must become well-versed in budgets, legislative actions, labor law, contract negotiations, personnel issues, fund raising, PAC activities, candidate endorsements, local, state, and federal law, and countless other things that can come up during a Board meeting.

What should you do if you want to appear before the Executive Board? If you have a contribution request, contact Treasurer Marlene Lammers; there is a new committee that reviews requests and provides information to the Board for approval. If you have a grievance, your Shop Steward will contact me to schedule that within the sixty day window specified in the contract.

If you have a proposal that will require union action, contact any Association officer. We get together weekly to review outstanding issues and to set the meeting agendas. I finalize the agenda and have it posted on bulletin boards around the department by the Wednesday afternoon or Thursday morning prior to the meeting date. That is also the latest I hand out meeting packets to Board members.

Karen Kurtz

### **\*REMINDER\***

Remember the union hall is for “all” members. It is a great benefit for members to be able to use a large hall free of charge. Please don’t take the chairs or tables from the hall. Be considerate to those that use the hall after you.

## **“Grievances and your E-Board”**

By Ken Spadafora

I’ll try and clear up some questions and concerns members have when they decide to file a grievance. Numerous and varied expectations exist among our members.

The first misconception is that there is no time limit involved in filing a grievance. The *APDEA Newsletter*, April 2005

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contract is clear. We have 60 days unless we obtain an extension from the administration and they must agree to it.

There have been plenty of contract violations over the years brought to the board’s attention that were outside the time limits. This prevents us from accepting the grievance in these cases. The alleged violation goes unchallenged. We agreed to this when we signed the collective bargaining agreement.

Next the E-board will listen to your case and then discuss the merits of your grievance. We examine the contract violation, evidence, due process and obtain legal advice on each grievance. The board does not consider personalities or emotions as evidence. In the event a board member is personally involved in the grievance they will abstain from voting.

We have several options available to us. We can accept or deny the grievance. This occurs after a motion is made. Other options are to make no motion and take some steps to resolve the issue. Another option might be to take no action. This last option is rarely used.

After a grievance is accepted we usually try to resolve the matter with the administration. If this fails, and settlement cannot be reached, we continue with the process of taking the grievance before an arbitrator. The arbitrator’s decision is final and binding.

Everyone should know that once accepted the grievance belongs to the union. This is important to understand. The outcome of most grievances affects most or all of our members and rarely is limited to the grievant. Although a high importance is placed on righting the wrong to the employee, we are also bound to examine its effect on other employees and other sections of the contract. Disciplinary grievances are a good example as they involve due process and also involve an issue of fairness. We watch for disparate treatment of our members.

I can’t possibly address all your concerns or questions in this article, but I will be happy to meet with any of you, as would any other board member, if you have any further questions or concerns. I hope this helped a little.

As always...Be safe! SPAD

# APDEA Endorses Mark Begich for Mayor

## APDEA Treasurer's Note

First, let me take a moment to thank all of you who supported me in the last election and elected me Treasurer. It is going to be a challenging position but one at which I know I will do very well. I would like to address some of the responsibilities of this position.

As Treasurer, I am responsible for presenting requests our members submit to the Board for consideration. Some new members may not be aware that ADPEA sponsors various activities throughout our community. Let me take a moment to tell you, as members, how we can benefit you.

Every year we host a charity basketball game. Sports Entertainment Group is hired to do the fundraising for us and we receive a portion of the proceeds from this event. The 2005 event brought in more than \$40,000. Of that amount, the Executive Board determines to which non-profit organizations we will donate; this year our selected recipients are: Standing Together Against Rape (\$12,000), Alaska Youth Court (\$12,000), Victims for Justice (\$2,500) and Mothers Against Drunk Drivers (\$2,500). Now, I know you can do the math just as well as I can but that leaves \$11,000 that we as a Union can contribute to various youth sports and community activities. Come see me if you need a contribution form.

**Contribution forms must be submitted to me one week before the Executive Board meeting to be considered at that meeting, otherwise it will be held until the following month. So make sure you plan ahead.** If you have any questions about what type of things we might sponsor, contact me and I will give you my best answer but in the end

know the Executive Board has the final approval.

As Treasurer I have come to realize very quickly how important our involvement in political activities can be. Whether we want to admit it or not, our elected officials make decisions that can and do affect our lives here in the Department and that is why the APDEA gets involved in political activity. Members of the Political Action Committee interview candidates and then make recommendations to the Board as to whom we think would best represent the needs of our members. Let me tell you it has been a real eye-opener sitting in on these interviews as your new Treasurer. I cannot believe how uneducated and misinformed some of those running for office are when it comes to issues sensitive to our organization. It is because of this that **we** must become involved. One way that you, the member, can get involved is by making a contribution to the PAC account. It is a very painless process and one that can be deducted from your paycheck every pay period. The minimum donation per paycheck is \$5.00 which amounts to \$130 per year (\$2.50 per week—WOW!!). Out of the more than 450 employees we represent, 50 of our members contribute to this account (and yes, I do contribute). Please think about doing your part and making a commitment to get involved by signing up for payroll deduction. You can contact any one of the 14 Executive Board members, and in case you can't find one of us, Personnel/Payroll also has the forms available.

There are many other areas I could address but I won't bore you with the details. Again, thank you for your support. If you have any questions of me, please call me at ext. 8699 or drop me an email.

Thank you,  
Marlene Lammers  
APDEA Treasurer

### \*\*\* IMPORTANT NOTE\*\*\*

If you have a "Family Status Change" you must "MUST!" notify the MOA within 30 days or you will not provided medical insurance for that individual until the next open enrollment.

What is a "Family Status Change"?

**Change in marital status**

**The birth or adoption of a child**

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## Why so many RC's?

by  
Derek Hsieh

First of all, why R.C.? Well, RC stands for Rotary Club, and in this case, more specifically – the South Anchorage Rotary Club. The Rotary Club is a long time supporter of the Dollars for Dogs organization, which as most APD employees know, is the nonprofit organization that solicits donations for the APD Canine Unit.

RC1 was purchased by a generous donation from Dollars for Dogs, but was not able to successfully complete training due to behavioral issues. RC1 is currently serving with the Australian Defense Forces. RC1 was replaced with RC2. RC2 was doing very well in training. We had successfully progressed into advanced tracking and the beginnings of apprehension work when it was discovered that RC2 had terminal cancer of the mouth. RC2 was sent back to the breeder in Holland via the brokerage kennel in Indiana.

I am currently in training with RC3. RC3, like the two previous RC's, is a Belgian Malinois. Though it seems like it could be a record, three dogs is far from it. If you speak to some "old hands" around APD with canine experience, they'll be able to tell you that we had a handler go through seven dogs before finally certifying a dog and hitting the street. I thought it was a rumor, until I actually ran into now Brigadier General Katkus, former APD Captain Katkus, former canine handler. I confronted him with the rumor. He laughed and said it was untrue. It was actually only six dogs. Obviously, his dog troubles didn't hurt his career, so you can count on me for the long haul – regardless of how long it takes.

## RIGHT TO WORK

Karen Kurtz

Right to Work legislation has been discussed at several General Membership meetings. If you are unfamiliar with the concept, the Taft-Hartley Act allows state governments to prohibit the requirement of

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employees to join a union. This means unions are required to provide the same protections to all employees at the same costs, even if the employees choose not to pay union dues. While some proponents of this legislation argue that the primary benefit is to lower labor costs, the overwhelming effect is to strip away any power unions have by reducing membership and revenue.

There is a national movement to push Right to Work legislation in every state. There are currently 22 Right to Work states. Luckily, Alaska is not one of them. Where Right to Work legislation has been passed, states see a significant drop in wages and benefits which then has a negative impact to local economies. Traditionally, non-union wages are significantly lower than those of their union counterparts.

APDEA has a Political Action Committee (PAC) funded by voluntary donations from our members. As threats such as Right to Work legislation loom on the horizon, our Association needs to be prepared for what will be a long, costly fight for our survival. A strong, well funded PAC will make a difference as we seek out candidates that support us. Additionally, as we face these threats, the Association may be required to use union dues to educate and inform voters as to the dangers involved with this type of legislation in order to protect our wages, benefits, and conditions of work.

## Mt. McKinley Climb

Every other year Mike Gordon, owner of Chilkoot's, sponsors an APD officer to climb Mt McKinley. This event is to raise money for charity. Sean Purcell's name was drawn from the many officers that expressed interest in climbing that "big hill."

Sean will be making the rounds throughout the Department to collect donations for his climb April 29. Show your support for Sean!

## GOOD LUCK SEAN

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## **AWARN-Proposition One**

Trygve Erickson

On April 4 Anchorage voters will be asked to fund the replacement of both the APD and AFD radio systems. This single new system, known as Anchorage Wide Area Radio Network or AWARN meets the Federal requirements for interoperability. Most of the fixed site equipment is already funded with federal grants. Bond money will purchase the mobiles and portables for all public safety and general government users.

APD's existing system, completed in 1984, operates in a frequency band and technology that we are no longer able to upgrade or expand. The current system will not permit interoperability with other agencies and the voice security, DVP, feature does not work well. We can't add channels and there is no single channel that offers coverage throughout the Municipality.

Generally speaking radios operate on a line of sight basis. If you can see the repeater site you can communicate. With twice as many radio sites as the existing system coverage should be more consistent throughout the Municipality. As needed, APD will be able to communicate (interoperate) with other agencies, such as State Troopers, Anchorage Fire/EMS, FBI and military just as if all were on a single system. Some other features of AWARN are:

- Seamless coverage. Drive from Portage to Palmer and remain on the same channel. System switches you from site to site automatically and transparently.
- Encryption. Voice security has no effect on voice quality or coverage.
- Public Safety will have priority access to the system in emergencies or busy periods
- Proven technology. The same equipment is being purchased by most agencies in North America
- Full compliance and compatibility with APCO 25 and AK Land Mobile Radio System (ALMR.)
- Fault tolerant. Most failures will not be noticed by users.

If you'd like more information about our plans contact Wireless Director Trygve Erickson or any of the personnel at the Radio shop.

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## **Political Action Committee**

Mike Couturier

The APDEA Executive Board and the APDEA Political Action Committee (PAC) need your financial support and personal participation. The APDEA PAC can only function with donated funds from its members, other donations and fund raising events. You are one of the members that benefits from the PAC activities and we ask that you help support it.

In the recent past it was very difficult to make an automatic pay deduction to support the PAC but that has finally been resolved. It is now super easy! The allocation will not count against your authorized two direct deposits. You just fill out the simple form and you're done. You can also decide to make a contribution by simply giving cash or check to the PAC. You can adjust the amount of your PAC contribution at any time by filling out a new form.

The APDEA and its PAC have been very successful over the years keeping our Mayor, Municipal Assembly and Citizens educated, informed and impressed with our activism. We have benefited in many ways as a direct result of the PAC activities.

Strongly consider supporting your PAC with an allotment. Strongly consider getting involved with PAC activities. If not you, then who?

You can find the PAC contribution forms in payroll. It will only take a minute to fill out.

Thanks in advance for your participation!

**Don't forget to  
Vote  
on  
April 4th**

