

**1. Negotiations**

PSEA has been very successful in negotiating contracts with our municipal chapters in this year. We have successfully concluded negotiation in Ketchikan and in Soldotna and are at the table in Unalaska.

Soldotna's contract was the first in Soldotna PD's history and has meant that our membership there is represented as an actual union. The contract was for two years with 3% increases for each year as well as the re-classification of every one in the bargaining unit moving them up on the Soldotna pay scale.

Negotiations in Ketchikan have also been concluded. PSEA signed a two year contract with the city achieving 4% increases to the schedule each year of the contract as well as significant language. This is the largest salary increase that KPD has ever achieved.

We are currently at the table in Unalaska. We are proposing a 7% plus a cost of living increase for every year of the contract. We also are asking that complaint / AI language be included in the contract.

**2. Political Action / Legislation**

PSEA has had a favorable legislative session. We were able to stop the passage of HB 475 which would have allowed the state to "fix" SB 141. This makes the likelihood of a court challenge to tier 4 less of an uphill battle. We were also instrumental in helping gain the passage of a number of bills that increase sentencing time for sexual predators as well as bills that increase sentences for using bodily fluids in attacking police and correctional officers.

We have changed the candidate questionnaire to reflect the concerns of the membership and hopefully will be able to make candidates more accountable to our members. I look forward to moving our concerns through the legislative process next session.

**3. Contract Enforcement and LOA's**

We have been very aggressive in insuring that our member rights are upheld. We currently have approximately 40 cases pending. This includes grievances that have been filed, cases in court, open AI's, a hearing before the Alaska Police Standards Council, and possible ULP's.

PSEA has entered into a number of LOA's with the state and with our municipal chapters this year. We have settled individual grievances as well as signed LOA's with the state that modifies the contract.

#### **4. Organizing**

PSEA has added two locals this year; Soldotna and Sitka. Soldotna is as mentioned in the negotiations section fully formed and sending in dues and the effort in Sitka has been successful. The Sitka Employee Relations Board has agreed to accept our petition and in 20 days will certify our unit. I expect to be at the table negotiating our first contract there by this fall.

#### **5. Financial Health of PSEA**

Perhaps the area where PSEA has made the most gains is in the financial health of the organization. As you know PSEA was in financial difficulty at the start of this fiscal year. We were projected to be \$80,000 in the red at the end of the 05 / 06 fiscal year and had finished the previous two years with a similar recorded deficit. While the year end figures are not yet available we should finish the year with over \$20,000 in net income. This is a turn-around of \$100,000. There are multiple reasons for this change.

PSEA was able to terminate our three year lease on the old office space and realize a yearly savings of nearly \$25,000. We have been able to cut our travel budget by 50%. This has enabled us to save \$35,000 for this fiscal year. We have cut office operating expenses by 20% thus realizing a savings of over \$10,000. Legal expenses have been cut by nearly 20%. This has saved the membership over \$20,000. The remainder of the savings comes from charging the PSEA Public relations account for work as is appropriate.

This change in our finances does not take into account the increase in member dues. That increase has allowed us to hire a new business agent and will allow us to replenish our reserves so that we can enter into negotiations with the state and our municipalities and not fear the cost of arbitration and its resulting drain on our finances.

John Cyr

Business Manager