

Introduced by:
Date:
Action:
Vote:

Mayor
12/02/25

**KENAI PENINSULA BOROUGH
RESOLUTION 2025-044**

**A RESOLUTION ESTABLISHING A REVISED MILITARY LEAVE
POLICY**

WHEREAS, Resolution 2000-085, established a military leave policy providing for up to sixteen calendar days of paid military leave for training duty; and

WHEREAS, AS 34.20.340(a) provides for paid military leave for training duty of 16.5 working days in any 12-month period; and

WHEREAS, AS 34.20.340(b) provides that an employee called into active duty by the governor is entitled to five days of paid leave; and

WHEREAS, the Kenai Peninsula Borough (KPB) supports participation of its employees in the military reserves or National Guard; and

WHEREAS, employees should not suffer a loss of pay, time, or efficiency rating in accordance with AS 39.20.340;

**NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE KENAI
PENINSULA BOROUGH:**

SECTION 1. That the military leave policy established by Resolution 2000-085 is hereby repealed and superseded by this resolution.

SECTION 2. An employee who is a member of a reserve or auxiliary component of the United States Armed Forces is entitled to a leave of absence without loss of pay, time or efficiency rating on all days during which the employee is ordered to training duty, with troops or at field exercises, or for instruction, or when under direct military control in the performance of a search and rescue mission, or when called to active duty by the governor. The total paid leave of absence without loss of pay, time, or efficiency may not exceed 21 ½ working days in any 12-month period.

SECTION 3. During such leave the Borough will recoup up to and equal to the amount that the employee is paid by the military unless the military pay is greater. In cases where the military pay is greater, the borough will recoup the amount the borough has paid the employee. The employee must relinquish the lesser of the military pay or the KPB pay to the KPB's Finance Department within 60 days after the leave of absence ends. Such military leave of absence shall not be deducted from accrued annual

leave. Employees ordered to additional periods of military duty (training or active) may take use accrued leave or leave without pay for such duty be reinstated in accordance with federal and state law.

SECTION 4. That this resolution takes effect immediately.

ADOPTED BY THE ASSEMBLY OF THE KENAI PENINSULA BOROUGH THIS 2ND DAY OF DECEMBER, 2025.

Ryan Tunseth, Assembly President

ATTEST:

Michele Turner, CMC, Borough Clerk

Yes:

No:

Absent: