

Kenai Peninsula Borough Human Resources Department

MEMORANDUM

TO: Brent Johnson, Assembly President
Members, Kenai Peninsula Borough Assembly

THRU: Peter Micciche, Mayor *PAM*

FROM: Justen Huff, HR Director *JH*

DATE: March 2, 2023

RE: Resolution 2023-⁰²⁴____, Approving a New Collective Bargaining Agreement (Mayor)

The Borough Administration and the Kenai Borough Employees Association (KBEA) have negotiated a new Collective Bargaining Agreement (CBA) for the period of July 1, 2023 through June 30, 2026. The negotiation teams worked diligently to reach agreement resulting in a contract that reflects strong recognition of the fiscal climate locally and across the state. Without compromise and responsible bargaining on both sides of the table, we could not have successfully achieved the contract presented to you today.

A summary of the substantive changes to the CBA and the tentative CBA are attached. Noted changes include the removal of the mail-in requirement for prescriptions effective July 1, 2023, combined out-of-pocket maximums for medical and prescriptions effective January 1, 2024, a 6 percent increase of employees' base pay for year 1 and a 3 percent increase of employees' base pay for years 2 and 3 effective, respectively, the first full pay period after July 1, 2023, 2024 and 2025.

Please note that the agreement is before the assembly for a "yes" or "no" vote for the entire document without amendment.

Attachments:

Collective Bargaining Agreement
Summary of CBA Changes