



KENAI PENINSULA BOROUGH

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MIKE NAVARRE
BOROUGH MAYOR

MEMORANDUM

TO: Dale Bagley, Assembly President
Members, Kenai Peninsula Borough Assembly

THRU: Mike Navarre, Mayor *MN*
Stormy Brown, Director of Human Resources *SB*

FROM: Scott Griebel, Director of Maintenance

DATE: March 5, 2015

SUBJECT: Resolution 2015-012, A Resolution Amending Resolution 84-104 Which Set Procedures for Borough Summer Employment Hiring

In 1984 the assembly adopted resolution 84-104 which established procedures for the annual hiring of temporary summer employees. This resolution would delete a requirement from resolution 84-104 that the borough wait three weeks after the last published notice of these job openings before making any employment decisions. When resolution 84-104 was adopted all such publication was done by newspaper and word of mouth and there was concern that the hiring process be conducted in an open and fair manner.

Since then, the process of hiring summer employees has become almost entirely electronic and is much more transparent. Notices for these openings are posted on the internet as well as by newspaper. Job applications are submitted electronically through the human resources office. The human resources and the maintenance departments conduct a thorough evaluation of each application and can make these hiring decisions much quicker than three weeks. This forced waiting period causes unnecessary delays. The borough is competing with other employers for these applicants who sometimes accept other job offers before the borough is able to make an offer because of this delay. Additionally, the borough needs to start some of these employees in less than three weeks after the last posting.

Your support of this resolution would be appreciated.