

Kenai Peninsula Borough

Solid Waste Department

MEMORANDUM

TO: Ryan Tunseth, Assembly President
Members, KPB Assembly

THRU: Peter A. Micciche, Mayor *PM*
Justen Huff, Human Resources Director *JH*

FROM: Eric Lervig, Acting Solid Waste Director *EL*

DATE: March 4, 2026

RE: Resolution 2026- 014 , Authorizing a Recategorization of an Existing Full-Time Lead Operator Classified Position to a Full-Time Landfill Manager Administrative Service Position at the Homer Landfill and Approving the Job Description (Mayor)

The purpose of this request is to change the current Union Lead Operator position to an Appendix A (non-union) employee due to the supervisory, administrative, and operational authority now required to effectively support current operations.

The Lead Operator role has transitioned from a primarily hands-on, peer-level position to one that requires independent decision-making, leadership oversight, and management accountability. The position now functions as a key operational extension of management and is essential to maintaining continuity, safety, compliance, and efficiency.

With the upcoming retirement of the Employee who currently serves in the Union Lead Operator position at the Homer Landfill, the position will transition to an Appendix A employee position and thereby will not displace a current union member in accordance with the current collective bargaining agreement between KPB and KBEA.

Your consideration is appreciated.