

Kenai Peninsula Borough

Human Resources

MEMORANDUM

TO: Kelly Cooper, Assembly President
Members, Kenai Peninsula Borough Assembly

THRU: Charlie Pierce, Mayor CP

FROM: Kim Saner, Human Resource Director KS

DATE: April 23, 2020

RE: Resolution 2020-035, Approving the Collective Bargaining Agreement (Mayor)

The administration and the Kenai Borough Employees Association (KBEA) have negotiated a new Collective Bargaining Agreement (CBA) for the period of July 1, 2020 through June 30, 2023. 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 substantive changes to the CBA and the tentative CBA are attached. Noted changes include the removal of option for the Traditional Health Care Plan; a 2 percent increase of employees' base pay for years 1 and 2 and a 1.5 percent increase for year 3 of the Agreement, effective the first full pay period after July 1, 2020; and, changes to both the hiring and lay-off procedures.

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

Attachments:

Labor Agreement
Summary of Contract Changes