

Kenai Peninsula Borough

Human Resources Department

MEMORANDUM

TO: Ryan Tunseth, Assembly President
Members, KPB Assembly

THRU: Peter A. Micciche, Mayor *PAM*

FROM: Justen Huff, HR Director *JH*

DATE: November 20, 2025

RE: Resolution 2025-044 , Establishing a Revised Military Leave Policy (Mayor)

The resolution revises the KPB's military leave policy to increase paid leave for military training duty or when called to duty by the Governor from 16.5 days to 21.5 days. This change aligns well with state statutes, federal law, and reinforces the KPB's support for service in the military reserves or National Guard.

Paid military leave means that an employee on a leave of absence for a purpose covered under the policy, then the employee would receive full pay and associated employment benefits without using accrued leave and without suing any efficiency rating or service time. An employee who is granted paid military leave under this policy will be required to relinquish any military compensation received when such compensation is less than the employee's KPB pay.

Your consideration is appreciated.