

Introduced by: Mayor
Date: 02/19/19
Action: Adopted
Vote: 9 Yes, 0 No, 0 Absent

**KENAI PENINSULA BOROUGH
RESOLUTION 2019-016**

**A RESOLUTION APPROVING A ONE-YEAR EXTENSION OF THE COLLECTIVE
BARGAINING AGREEMENT**

WHEREAS, KP.B 3.04.280 provides for the adoption of collective bargaining agreements by resolution; and

WHEREAS, the borough assembly, by Resolution 2016-028, ratified a Collective Bargaining Agreement between the borough and the Kenai Borough Employees Association which expires on June 30, 2019; and

WHEREAS, an agreement has been reached between the borough administration and the Kenai Borough Employees Association to extend the current Collective Bargaining Agreement for a one-year period beginning July 1, 2019; and

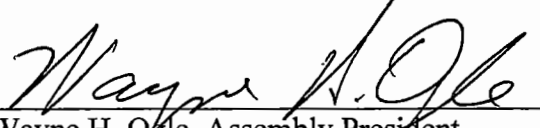
WHEREAS, the Tentative Agreement effective July 1, 2019 has been approved by the membership of the Kenai Borough Employees Association, and the borough administration recommends that the assembly ratify the agreement;

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE KENAI PENINSULA BOROUGH:

SECTION 1. That the Tentative Agreement extending the Collective Bargaining Agreement by one year with the amendments as shown, between the borough and the Kenai Borough Employees Association effective July 1, 2019, is approved, attached and incorporated by reference.

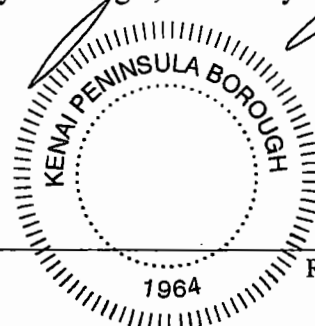
SECTION 2. That this resolution shall take effect immediately upon its adoption.

ADOPTED BY THE ASSEMBLY OF THE KENAI PENINSULA BOROUGH, THIS 19TH DAY OF FEBRUARY, 2019.


Wayne H. Ogle, Assembly President

ATTEST:


John Blankenship, MMC, Borough Clerk



Yes: Bagley, Blakeley, Carpenter, Cooper, Dunne, Fischer, Hibbert, Smalley, Ogle
No: None
Absent: None

Tentative Agreement
between

Kenai Peninsula Borough Employees Association and the Kenai Peninsula Borough

The health care will remain the same with no increases in employee contributions and no increases in deductibles. The benefits will remain the same. Effective the first full pay period following July 1, 2019, the wage scale will increase by .05% (New Scale is Attached).

Below is the actual changes to the language of the current agreement (new language bold and underlined, deleted language crossed through):

Article 23.6

h. Effective July 1 2019 employees will receive a .5% increase of the base pay. Changes to the wage scale will become effective on the first day of the first full pay period following the start of the fiscal year.

Article 31.2 (High Deductible Health Plan)

d. Health Reimbursement Arrangement (HRA). For Employees who enroll in the HDHP, the Employer will deposit \$1000 for each Employee only or \$2000 for each Employee and any other family member on January 1, 2017 of this contract for the reimbursement of medical expenses covered by the plan for the employee and or covered family member. ~~The Employer will deposit \$750 for each Employee only or \$1500 for each Employee and any other family member on January 1, 2018.~~ The Employer will deposit \$750 for each Employee only or \$1500 for each Employee and any other family member on January 1, **2020** ~~2019~~. Unused HRA funds will roll over each year of the plan and cannot be transferred or cashed in. Unused HRA funds will be forfeited upon termination.

Article 40

This Agreement shall become effective on July 1, **2019** ~~2018~~ shall continue in effect until June 30, **2020** ~~2019~~, thereafter from year to year; provided, however that either party may give the other party written notice of its desire to terminate the agreement or to effect changes therein. Such written notice shall specify the reasons for the termination or the nature of the changes desired, as the case may be. Such notice shall be served upon the other party not less than either **November 1, 2019** ~~December 4, 2018~~, or ~~December~~ **November** 1st of any annual extension thereof. The parties will meet to negotiate on such termination, modifications, or amendments not less than ~~January~~ **November** 31, 2019 or ~~January~~ **November** 31st of any annual extensions. Nothing herein will preclude the termination, modifications or amendment of this Agreement at any time by written mutual consent of the parties.

Tentatively Agreed upon on January 10, 2019


Kim Saner for KPB


Jennifer Madsen for KBEA

Effective the first full pay period July 1, 2019

Wage Scale - .5% Increase from Jul 1 2018

40 hour

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
G	17.49	18.15	18.80	19.18	19.56	19.96	20.35	20.76	21.18	21.60	22.03	22.47
H	18.71	19.42	20.12	20.52	20.93	21.35	21.78	22.21	22.66	23.11	23.57	24.05
I	20.02	20.78	21.53	21.96	22.40	22.85	23.30	23.77	24.24	24.73	25.22	25.73
J	21.42	22.23	23.04	23.50	23.97	24.44	24.93	25.43	25.94	26.46	26.99	27.53
K	22.92	23.78	24.65	25.14	25.64	26.16	26.68	27.21	27.76	28.31	28.88	29.46
L	24.53	25.45	26.37	26.90	27.44	27.99	28.55	29.12	29.70	30.29	30.90	31.52
M	26.24	27.23	28.22	28.78	29.36	29.95	30.54	31.15	31.78	32.41	33.06	33.72
N	28.08	29.14	30.19	30.80	31.41	32.04	32.68	33.34	34.00	34.68	35.38	36.08
O	30.05	31.18	32.31	32.95	33.61	34.28	34.97	35.67	36.38	37.11	37.85	38.61
P	32.15	33.36	34.57	35.26	35.96	36.68	37.42	38.16	38.93	39.71	40.50	41.31
Q	34.40	35.69	36.99	37.73	38.48	39.25	40.04	40.84	41.65	42.49	43.33	44.20
R	36.81	38.19	39.58	40.37	41.17	42.00	42.84	43.69	44.57	45.46	46.37	47.30

56 hour

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
K	16.10	16.71	17.31	17.66	18.01	18.37	18.74	19.11	19.50	19.89	20.28	20.69
L	17.23	17.88	18.52	18.90	19.27	19.66	20.05	20.45	20.86	21.28	21.70	22.14
M	18.43	19.13	19.82	20.22	20.62	21.03	21.45	21.88	22.32	22.77	23.22	23.69
N	19.72	20.47	21.21	21.63	22.07	22.51	22.96	23.42	23.88	24.36	24.85	25.35
O	21.10	21.90	22.69	23.15	23.61	24.08	24.56	25.05	25.56	26.07	26.59	27.12
P	22.58	23.43	24.28	24.77	25.26	25.77	26.28	26.81	27.34	27.89	28.45	29.02
Q	24.16	25.07	25.98	26.50	27.03	27.57	28.12	28.68	29.26	29.84	30.44	31.05
R	25.85	26.83	27.80	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22