

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.

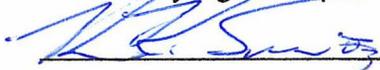
Article 31.2 (High Deductible Health Plan)

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.

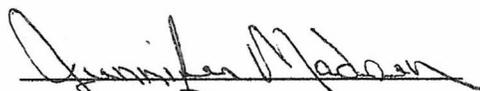
Article 40

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 1, 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