

Kenai Peninsula Borough

Human Resources

MEMORANDUM

TO: Ryan Tunseth, Assembly President
Members, KPB Assembly

THRU: Peter A. Micciche, Mayor *PMM*

FROM: Justen Huff, HR Director *JH*

DATE: April 23, 2026

RE: Resolution 2026- 026 , Approving a New Collective Bargaining Agreement (Mayor)

The Kenai Peninsula Borough and the Kenai Borough Employees Association (KBEA) reached an agreement on a new three-year collective bargaining agreement (CBA). The CBA has been approved by the membership of the CBA and is now submitted to the Assembly to adopt the agreement in accordance with KPB Code.

2026-2029 CBA Summary of Changes:

- Creation of a Labor Management Committee to help facilitate communication between the Union and the Borough.
- Addition to definitions in order to add clarity. “Probationary Employee” and “Probationary Status” are two such terms.
- Added language to clarify separate employee records files.
- Simplified process and language regarding job vacancies.
- Simplified process and clarified language regarding position reclassifications.
- Updated the wage schedule to encourage longevity of established employees and retention of new employees.
- 2.5% pay increase each year for employees over the three-year contract.
- Clarified and outlined employee discipline and discharge procedure.
- Clarified leave donation request process.
- Simplified Family Medical Leave (FMLA) request process.
- Simplified Bereavement Leave process.
- Added language clarifying and outlining drug and alcohol testing.

Your consideration is appreciated.