

Introduced by: Smith
Substitute Introduced: 05/17/11
O2011-10 See Original for Prior History
Hearing 05/17/11
Action: Postponed as Amended Until 06/07/11
Date: 06/08/11
Action: Postponed Until 08/16/11
Date: 08/16/11
Action: Failed to Enact as Amended
Vote: 0 Yes, 9 No, 0 Absent

**KENAI PENINSULA BOROUGH
ORDINANCE 2011-10
(SMITH) SUBSTITUTE**

**AN ORDINANCE AMENDING KPB CHAPTER 3.04 TO REQUIRE SEPARATE
APPROVAL BY RESOLUTION TO AMEND APPENDIX A ADMINISTRATIVE AND
LEGISLATIVE PERSONNEL SALARY AND BENEFITS**

WHEREAS, pursuant to resolution 84-182 the borough has provided to the administrative and legislative employees the same benefits as those agreed upon in the Collective Bargaining Agreement for borough union employees; and

WHEREAS, for at least the last 10 years the administrative employees have been given the same salary adjustments as have the union employees; and

WHEREAS, instead of simply including them in the budget the borough's best interests would be served by the assembly separately reviewing and setting the pay plan for administrative employees and the benefits package for administrative and legislative employees;

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

SECTION 1. That KPB 3.04.061 is hereby amended as follows:

3.04.061. - Legislative service—Membership—Subject to provisions when.

A. The legislative service shall consist of employees of the assembly performing staff functions of a legislative nature of the borough. [IF ANY,] Salaried members of the legislative service shall be subject to the work and benefit policy approved pursuant to KPB 3.04.160, other provisions of this title apply only as specifically indicated.

B. Hourly paid legislative service employees shall be subject to the same wages, benefits and other conditions of employment as the classified service.

SECTION 2. That KPB 3.04.130 is hereby amended as follows:

3.04.130. Pay Plan and Benefits Plan—Administrative service.

A. [EXCEPT AS PROVIDED IN PARAGRAPH B BELOW, T] The assembly shall annually prior to adoption of the annual budget, [FROM TIME TO TIME,] adopt [EITHER THROUGH THE APPROVED ANNUAL BOROUGH OPERATING BUDGET OR] by separate resolution, a pay and benefits plan for administrative employees. The mayor shall set actual salaries, within the limits of the pay plan.

[B. THE SALARY SCHEDULE FOR APPENDIX A PERSONNEL MAY ONLY BE AMENDED BY SEPARATE RESOLUTION AND NOT AS A PART OF THE ANNUAL BOROUGH BUDGET. THE MAYOR REMAINS AUTHORIZED TO SET ACTUAL SALARIES WITHIN THE LIMITS OF THE APPROVED SALARY SCHEDULE.]

SECTION 3. That KPB 3.04.160 is hereby amended as follows:

3.04.160. Work and Benefit Policy [BENEFITS-VACATION-WORKING CONDITIONS-HOLIDAYS.]

The mayor [ASSEMBLY] shall present a resolution to the assembly for approval of changes to the administrative work and benefit policy prior to adoption of the annual budget, [FROM TIME TO TIME ADOPT, EITHER THROUGH THE APPROVED ANNUAL BOROUGH OPERATING BUDGET OR BY RESOLUTION, A POLICY] regarding the normal hours of work, holidays with pay, personal leave [VACATION LEAVE WITH PAY, SICK LEAVE], maternity leave, military leave, employee insurance coverage, and other benefits with pay, or benefits without pay. Unless otherwise indicated, changes to the work and benefit policy for administrative and salaried legislative employees must be approved by resolution of the assembly.

SECTION 4. That this ordinance shall take effect immediately upon its enactment.

ENACTED BY THE ASSEMBLY OF THE KENAI PENINSULA BOROUGH THIS * DAY OF * 2011.

Gary Knopp, Assembly President

ATTEST:

Johni Blankenship, Borough Clerk

- Yes: None
- No: Haggerty , Johnson, McClure, Murphy, Pierce, Smalley, Smith, Tauriainen, Knopp
- Absent: None