

Introduced by: Mayor,
Glick, Dimmick
Date: Oct. 30, 1984
Vote: Unanimous
Action: Adopted as amended

KENAI PENINSULA BOROUGH

RESOLUTION 84-182 (SUBSTITUTE)

APPROVING BENEFITS PROVIDED TO MANAGERIAL PERSONNEL LISTED IN APPENDIX A TO THE EMPLOYEES AGREEMENT.

WHEREAS, personnel listed in Appendix A to the employees agreement are excluded from the coverage of that agreement; and

WHEREAS, these consist of the administrative service, the middle management service and the clerk's office; and

WHEREAS, Resolutions 79-116 and 79-117 provided certain benefits to those personnel; and

WHEREAS, the Mayor under his administrative authority concerning administrative leave has limited comparable time off for overtime work for these personnel to 80 hours per year, as earned; and

WHEREAS, the Mayor has provided through his administrative authority that Appendix A personnel may cash out annual leave entitlements in excess of 80 hours; and

WHEREAS, this annual leave cash out results in a cost saving to the Borough and the assembly wishes to reaffirm it; and

WHEREAS, the Mayor has established a deferred compensation program to be funded entirely by Appendix A personnel contributions with no contributions by the Borough and such program has not been approved by the assembly; and

WHEREAS, Resolutions 79-116 and 79-117 provided for unlimited accumulation of annual leave for Appendix A personnel and that those personnel were entitled to the same holidays, per diem, car allowance and mileage rates as provided for association employees under the contract; and

WHEREAS, those resolutions provided that Appendix A personnel accrued annual leave and sick leave based upon the provisions of the employees agreement, and also provided that Appendix A personnel are entitled to the same cash out of sick leave at favorable termination of their employment as are association employees; and

WHEREAS, KPB 3.04.130 and 3.04.160 provides that the assembly shall from time to time provide by resolution for benefits for the administrative service personnel and middle management personnel; and

were adopted administratively and some were adopted by various resolutions, but there has never been a single document or resolution setting forth all of the benefits and policies governing Appendix A personnel; and

WHEREAS, the Assembly may alter or adopt administrative policies affecting benefits or personnel and implement them by resolution; and

WHEREAS, it is advisable to provide for all benefits and policies governing the administrative service, (Appendix A personnel) and to affirm by resolution any administrative leave policies and policies allowing Appendix A personnel to cash out annual leave accumulations in excess of 80 hours; and

WHEREAS, by Resolution 84-95 certain secretarial and clerical personnel in Appendix A have been given the benefits provided to association employees; and

WHEREAS, it is advisable to provide for those benefits in a single resolution and to affirm by resolution the administrative actions taken by the Mayor regarding administrative leave policies limited to 80 hours per year for overtime, and to affirm the ability of these personnel to cash out annual leave in excess of 80 hours accumulation;

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

Section 1. That the assembly reaffirms policies and benefits adopted by the assembly in Resolution 79-116 and 79-117.

Section 2. That, except as otherwise provided in this resolution, all previous resolutions establishing benefits or adopting policies for administration of Appendix A personnel and all administrative resolutions adopting administrative policies to administer Appendix A benefits or overtime or comparable time off are hereby overruled and repealed and all benefits for Appendix A personnel shall herein be as set forth for the purposes of this resolution, appendix A benefits are limited to full time personnel:

1. Appendix A personnel are entitled to administrative leave in lieu of overtime compensation. Administrative leave is limited to 80 hours per calendar year. Administrative leave is granted only for time as earned by the individual employee during each calendar year.
2. Appendix A personnel are entitled to unlimited accumulation of annual leave. Appendix A personnel are entitled to cash out annual leave accumulations in excess of 80 hours.
3. Appendix A personnel are entitled to the same holidays,

per diem allowances, car allowances, mileage reimbursement, sick leave entitlement and annual leave accumulations as are provided for employees covered by the collective bargaining agreement as shall from time to time exist between the Borough and the Kenai Peninsula Borough Employees' Association (or such other collective bargaining unit which may represent those employees).

4. Appendix A personnel shall be entitled to participate in a deferred compensation program funded entirely by employee contributions.
5. Appendix A personnel shall be entitled to an annual physical examination at Borough expense subject to appropriation of funds.
6. Appendix A personnel are entitled to a maximum of 50% cash out of unused accumulated sick leave upon leaving the employment of the Borough.

Section 3. That this resolution does not repeal or rescind Resolution 84-95 providing benefits to certain Appendix A secretarial and clerical personnel, nor does it establish benefits for those personnel. Benefits for those personnel shall be established by separate resolution.

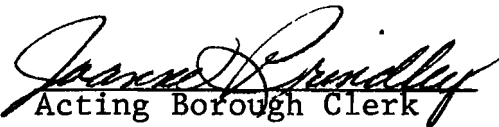
Section 4. That this resolution takes effect immediately upon its adoption.

ADOPTED BY THE ASSEMBLY OF THE KENAI PENINSULA BOROUGH ON THIS 30th DAY OF October, 1984.



Assembly President

ATTEST:



Acting Borough Clerk