



KENAI PENINSULA BOROUGH

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**MIKE NAVARRE
BOROUGH MAYOR**

MEMORANDUM

TO: Gary Knopp, Assembly President
Kenai Peninsula Borough Assembly Members

THRU: Mike Navarre, Mayor *MN*

FROM: Mark Dixson, Director of General Services *JD for MAD*

DATE: November 23, 2011

SUBJECT: Amendment to Resolution 2010-032, A Resolution Ratifying Amendment #1 to the Collective Bargaining Unit

Resolution 2010-032 approved the Collective Bargaining Agreement between the Kenai Peninsula Employees Association and the Borough. An amendment was signed August 5, 2010 amending that agreement to delete the requirement of a minimum leave balance under Article 30, Section 3.d. and modifying the requirement for a physician's statement. The physician's statement requirement is in Article 30, section 3.h.

Based upon my inquiry, the requirement of a leave balance was requested by the union during negotiations. Management had no position. The union later requested that it be removed to which management again had no objection. Removing the physician's signature requirement where an employee has insufficient sick leave is appropriate as sick leave is no longer accrued separately from personal leave.

It is not known why the amendment was not brought to the assembly prior to execution, but is being presented now for ratification.