



## 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, Borough Mayor *MN*  
Craig Chapman, Director of Finance *CChapman*

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

**DATE:** November 23, 2011

**SUBJECT:** Resolution 2011-110, approving Amendment #2 to the Collective Bargaining Unit

Resolution 2010-032 approved the Collective Bargaining Agreement between the Kenai Peninsula Employees Association and the Borough. The union and management have agreed on two changes requiring the assembly's approval.

The first change is to replace the Martin Luther King, Jr. regular holiday with a floating holiday for the maintenance department employees as the school district does not observe this holiday and needs maintenance employees to properly address school district issues. If it is not a floating holiday, employees are required to work on their holiday instead of taking the day off work. A few maintenance employees are regularly scheduled to work Tuesday through Friday and therefore do not get an extra day off. By changing this to a floater both the union and borough receive benefits. The union supports this as it allows more employees to work that day and provides an additional floater for those who are not scheduled to work. This is beneficial to the borough as a full staff will be operating and the department will not have to incur an overtime rate of pay. The fiscal impact is minimal to the borough.

The second request is to add the Records Management staff to the list of departments entitled to a uniform allowance. The Records Management budget has money in this year's budget to incur the additional expense, which is \$162.50 per person per year. This will apply to two employees making the annual cost \$325. The funds will be used for outerwear to protect employees' clothing from damage.

FINANCE DEPARTMENT FUNDS VERIFIED	
Acct. No.	<u>100.11140.42250</u>
Amount	<u>\$ 325.00</u>
By:	<u>CBW</u> Date: <u>11/22/11</u>