

Introduced by: Mayor
Date: February 18, 1975
Hearing: March 18, 1975
Action: ENACTED
Vote: 97.84 "Yes" to 28.66 "No"

KENAI PENINSULA BOROUGH

ORDINANCE 75-18

AN ORDINANCE TO AMEND KPC 19.05.045 PERTAINING TO SICK LEAVE ADDING A SUBSECTION TO PROVIDE THAT ONLY PART DAYS OF SICK LEAVE WILL BE ALLOWED AN EMPLOYEE WHO IS DRAWING WORKMEN'S COMPENSATION .

WHEREAS , the purpose of providing sick leave for employees is to protect their job rights during periods of sickness and to provide employees who are ill or injured with full pay during periods of such illness or injury; and

WHEREAS , an employee injured during his employment is entitled to workmen's compensation to partially reimburse him for each day he is unable to work because of such injury; and

WHEREAS , payment of full sick leave during periods of time covered by workmen's compensation would result in the employee getting more pay per day than when he was actually working, but would also result in earlier exhaustion of the employee's accumulated sick leave available; and

WHEREAS , it would give longer protection to the employee and be inherently fair to provide that where an employee is entitled to workmen's compensation benefits , that the employee will be carried on a leave without pay status for that portion of each day equal to the percentage of the daily salary for which workmen's compensation benefits would be provided , and for the balance of each day the employee would be carried under sick leave status so that there would be no reduction of the employee's salary and so that the employee's sick leave would be extended to be available over the longest possible period of time; Now Therefore ,

BE IT ORDAINED BY THE ASSEMBLY OF THE KENAI PENINSULA BOROUGH:

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Section 1. That the Kenai Peninsula Borough Code of Ordinances is hereby ammended by adding a new subsectn to be numbered 19.05.045(e), which shall read as follows:

(e) When an employee is entitled to workmen's compensation benefits, the employee will be carried on a leave without pay status during that portion of each day equal to the percentage of his salary for which he is entitled to such workmen's compensation benefits, and the employee will be carried under sick leave status for the remainder of each day so that the employee's total pay, including both that received from sick leave and that received through workmen's compensation salary benefits, shall be the same as the employee's total pay would have been were he uninjured and so that the employee's available accumulated sick leave will last as long as possible.

Section 2. This ordinance shall take effect 2 days after its enactment.

ADOPTED BY THE ASSEMBLY OF THE KENAI PENINSULA
BOROUGH THIS 18 DAY OF March, 1975.

ATTEST:

Francis Byrner
Borough Clerk

James V. Arnese
Assembly President