

Introduced by: Hille
Date: December 20, 1977
Hearing: January 17, 1978
Vote: Unanimous; with Reconsideration
Action: Enacted as Amended 2-7-78
Recon. Not reconsidered 2/7

KENAI PENINSULA BOROUGH

ORDINANCE 78-3

AN ORDINANCE TO AMEND CHAPTER 3.04 OF THE CODIFIED ORDINANCES OF THE BOROUGH WITH RESPECT TO SALARIES, WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT.

WHEREAS, the Kenai Borough Employees Association has engaged in collective bargaining with the borough; and

WHEREAS, the borough and the Kenai Borough Employees Association have arrived at a mutually satisfactory contract with respect to salaries, wages, hours, and other terms and conditions of employment; and

WHEREAS, in the event of ratification by the Assembly and the Kenai Borough Employees Association of that collective bargaining agreement, those employees of the borough who are exempted from the collective bargaining agreement will continue to be governed by the personnel ordinances of the borough as contained in Title 3 of the codified ordinances of the borough; and

WHEREAS, it is necessary to amend certain provisions of the personnel code of the borough in order to achieve fair and equal treatment of employees of the borough who are not subject to the provisions of the collective bargaining agreement;

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

Section 1. Section 3.04.020 of the codified ordinances is amended by adding a new paragraph at the end of the

present paragraph as follows:

This chapter does not apply to any employee whose salary, wages, hours, and other terms and conditions of employment with the borough are covered by a collective bargaining agreement.

Section 3.04.090 is amended to read as follows:

3.04.090 Holidays. The borough will recognize as legal holidays all holidays which now or hereafter may be recognized and celebrated by the state of Alaska pursuant to the provisions of AS 44.12.010, 44.12.020 and 44.12.025, and any amendments which may be subsequently made thereto[.] and including as a holiday the day after Thanksgiving.

Section 3.04.100, subparagraph C is amended to read as follows:

Annual leave may be taken only on the permission of the supervisor of the employee[.], and every employee is required to use a minimum of two work weeks of annual leave each year. Annual leave may be accrued to a total of 60 working days. Leave in excess of 60 days on the employee's anniversary date, [WILL BECOME SICK LEAVE.] will be paid at the end of the fiscal year. Upon termination accrued annual leave will be paid in full.

Section 3.04.140 is amended to read as follows:

3.04.140 Maternity leave--Permitted when--Compensation limitations. [A FEMALE EMPLOYEE WHO HAS BEEN EMPLOYED FOR NOT LESS THAN 10 CONSECUTIVE MONTHS IS ENTITLED TO TAKE A TOTAL OF 9 WEEKS' LEAVE OF ABSENCE IMMEDIATELY PRECEDING AND FOLLOWING CHILDBIRTH. THIS LEAVE SHALL BE CHARGED FIRST TO SICK LEAVE, AND IF THAT IS NOT SUFFICIENT THEN TO ANNUAL LEAVE, THEN TO LEAVE WITHOUT PAY.] After all available sick leave benefits are used, a leave of absence without pay for maternity purposes may be granted to a permanent status employee. A leave of absence without pay for maternity purposes may be granted for a period of three (3) months, and may be extended for an additional three (3) months if circumstances warrant. During maternity leave the borough

will pay for medical and life insurance coverage. To qualify for maternity leave of absence, employees must report their pregnancy to their immediate supervisor not less than three (3) months prior to their anticipated date of delivery. In the case of employees who become pregnant, leave of absence commencing prior to the anticipated date of delivery shall be as determined by the employee's physician. The granting of maternity leave will require a letter from the employee's physician estimating when the employee will be able to return to employment.

3.04.220 Travel on official business--Reimbursement of expenses granted when. A. Employees of the borough, and others authorized to travel on official business at borough expense, while traveling on official business and away from their homes or designated posts of duty, may be allowed, instead of their actual expenses for subsistence and all fees or tips, a per diem allowance not to exceed \$50.00 [\$45.00] if such travel necessitates an overnight stay. If an overnight stay is not required, such parties may be paid a meal allowance of \$5.00 [\$4.00] for breakfast, \$6.00 for lunch, and \$12.00 [\$10.00] for dinner for such of those meals as are required to be taken away from their homes or designated posts of duty.

B. In addition to per diem, reimbursement for travel expenses shall be allowed at the following rate: 30 [25] cents per mile for occasional use of privately owned vehicles, the common carrier fare or the cost of charter or other special hire if essential in the public interest, taxi, airport limousine and other similar fares as necessary for the efficient performance of official duties. Reimbursement for the actual cost of ferry fares, bridge, road and tunnel tolls shall be granted. Where 2 or more employees are traveling in the same direction, and it is possible to share a privately owned automobile or airplane, the mileage permitted shall be allowed only once. No reimbursement shall be allowed for more than the lowest tourist class fare for the most direct route unless tourist class accommodation was not available and waiting for tourist class accommodation would occasion a delay harmful to the borough, or the mayor finds that travel by tourist class accommodation is not in the best interests of the borough and authorizes other accommodation.

C. On specific jobs requiring over 50 percent use of a privately owned vehicle, \$200.00 [\$150.00] per month plus 20 [15] cents per mile of official use shall be paid to the employee.

Section 3.04.310 - Health Insurance is enacted to read as follows:

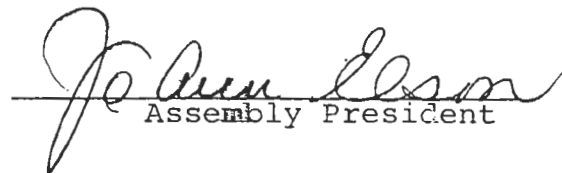
Section 3.04.310 - Health Insurance. A. The borough shall pay one hundred percent (100%) of all insurance premiums for insurance coverage provided by the borough for all covered employees, their spouses and dependents, under the borough health, dental and visual plans which the borough maintains or establishes.

B. Life Insurance. The borough shall provide life insurance coverage for all employees in an amount equal to the employee's annual salary, rounded to the next highest \$1,000 at no cost to the employee. The policy shall also provide for a double indemnity accidental death clause. A dependent life insurance policy with \$2,000 coverage, at no cost to the employee, shall be maintained by the borough for each employee.

C. Travel Insurance. The borough shall provide insurance for each employee against accidental death and dismemberment while the employee is traveling in the course of his duties, in the amount of one hundred thousand dollars (\$100,000) at no cost to the employee.

Section 2. This ordinance takes effect at 12:01 A.M. of the day following its enactment.

ENACTED BY THE ASSEMBLY OF THE KENAI PENINSULA BOROUGH ON THIS 17TH DAY OF January, 1978.


Assembly President

ATTEST:


Borough Clerk