RESOLUTION NO. 22-16

**A RESOLUTION OF THE ALEUTIANS EAST BOROUGH ASSEMBLY
AMENDING THE ALEUTIANS EAST BOROUGH EMPLOYEE
HANDBOOK**

WHEREAS, A.S. 29.20.410(a) authorizes municipalities to create and implement personnel systems to govern the terms of municipal employment; and

WHEREAS, pursuant to that authority, the Aleutians East Borough enacted Section 7.10.020 of the Aleutians East Borough Code of Ordinances, which directed the Borough to adopt a personnel policy; and

WHEREAS, accordingly, the Borough adopted the Aleutians East Borough Employee Handbook, which was last updated in May 2020; and

WHEREAS, the Employee Handbook has not undergone a comprehensive review and update since 2009; and

WHEREAS, as a result, several current provisions do not afford Borough employees specific protections mandated by law; current grievance procedures create impartiality and separation of powers issues; some current provisions could prevent the orderly termination of employees engaging in gross misconduct and adherence to outdated provisions could result in wrongful discharge actions, or other legal claims; and

WHEREAS, the Employee Handbook was initially reviewed by the Alaska Municipal League Joint Insurance Association and subsequently reviewed by Borough Administration and the Borough Attorney; and

WHEREAS, the updated Employee Handbook was presented to Borough staff on September 2, 2021 and to the Borough Assembly on September 9, 2021; and

WHEREAS, AEBC 7.10.030 authorizes the Assembly to amend the policies set forth in the Employee Handbook by resolution.

NOW, THEREFORE, BE IT RESOLVED by the Aleutians East Borough as follows:

Section 1.   The Aleutians East Borough Employee Handbook shall be amended as set forth in Exhibit A.

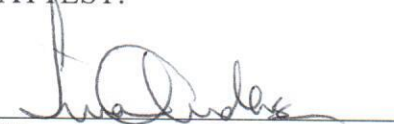Section 2.   This Resolution shall become effective immediately upon adoption.

PASSED AND APPROVED BY THE ALEUTIANS EAST BOROUGH ASSEMBLY on this 14th day of October 2021.

ALEUTIANS EAST BOROUGH, ALASKA

Alvin D. Osterback, Mayor

ATTEST:

Tina Anderson, Clerk