

ORDINANCE TO AMEND CITY CODE SECTIONS 42-7 AND 42-8 TO ADJUST LEAVE ACCRUAL RATES

Sec. 1. Section 42-7 (a) of the City Code is revised to read as follows, with the struck text to be deleted and the underlined text to be inserted:

Sec. 42-7. Vacation.

(a) Vacation (annual leave) time with pay shall be earned by each full-time probationary, temporary-with-benefits, and full-time regular employee in accordance with the employee's length of service as follows:

| Length of Service in Years                  | Hours Earned per 26 bi-weekly pay period | Annual hours (whole numbers) | Eight-hour day equivalent |
|---|--|------------------------------|---------------------------|
| <del>0 through third year</del>             | <del>3.692</del>                         | <del>96</del>                | <del>12</del>             |
| <del>Fourth through ninth year</del>        | <del>4.615</del>                         | <del>120</del>               | <del>15</del>             |
| <del>Tenth through fifteenth year</del>     | <del>5.538</del>                         | <del>144</del>               | <del>18</del>             |
| <del>Sixteenth through twentieth year</del> | <del>6.461</del>                         | <del>168</del>               | <del>21</del>             |
| <del>Twenty first year and more</del>       | <del>7.384</del>                         | <del>192</del>               | <del>24</del>             |

| Length of service in years              | Leave hours earned per 26 bi-weekly pay period |  |                    |                       |
|---|--|--|--------------------|-----------------------|
|   | Employees who work 75 hours per pay period     | Employees who work 80 hours per pay period | Sworn firefighters | Sworn police officers |
| <u>0 through third year</u>             | <u>3.692</u>                                   | <u>3.938</u>                               | <u>5.538</u>       | <u>3.692</u>          |
| <u>Fourth through ninth year</u>        | <u>4.615</u>                                   | <u>4.923</u>                               | <u>6.923</u>       | <u>4.615</u>          |
| <u>Tenth through fifteenth year</u>     | <u>5.538</u>                                   | <u>5.908</u>                               | <u>8.308</u>       | <u>5.538</u>          |
| <u>Sixteenth through twentieth year</u> | <u>6.461</u>                                   | <u>6.892</u>                               | <u>9.692</u>       | <u>6.461</u>          |
| <u>Twenty-first year and more</u>       | <u>7.384</u>                                   | <u>7.877</u>                               | <u>11.077</u>      | <u>7.384</u>          |

Sec. 2. Section 42-8 (a) of the City Code is revised to read as follows, with the underlined text to be inserted:

Sec. 42-8. Sick leave.

(a) Sick leave is a benefit granted to the employee in the event of preventive health care, sickness, injury, disability, disability caused by pregnancy, serious illness in the immediate family or in the event of death in the immediate family. Immediate family includes spouse (or certified domestic partner), child, parent, brother, sister, grandparent and grandchild of the employee or the spouse (or certified domestic partner).

Sick leave with pay with pay shall be earned by each full-time probationary, temporary-with-benefits, and full-time regular employee as follows:

(1) For employees who work 75 hours per pay period and sworn police officers: 3.692 hours per bi-weekly pay period

(2) For employees who work 80 hours per pay period: 3.938 hours per bi-weekly pay period

(3) For sworn firefighters: 5.538 hours per bi-weekly pay period

Sec. 3. This ordinance shall be in effect when adopted.