

RESOLUTION NUMBER 42-1968

A RESOLUTION AMENDING SECTIONS 4, 5 and 6 of the CITY OF MILWAUKIE PERSONNEL RULE I.

WHEREAS, the City Council has considered it desirous to revise the vacation, sick leave and holiday schedule affecting the employees of the City of Milwaukee; and

WHEREAS, it has become desirous to change the method of computation on vacation, sick leave and holiday time from an hourly basis to that designated below; and

WHEREAS, it is the intent of the Council that vacation, sick leave and holiday time shall apply equitably to all City employees;

IT IS HEREBY RESOLVED, that the vacation, sick leave and holiday time accrued from January 1, 1967, be recomputed in accordance with the method set out in this resolution.

BE IT FURTHER RESOLVED, that Section 4, Personnel Rule I, of the City of Milwaukee be and hereby is, amended to read:

4. Holidays. Unless otherwise ordered by the Council, New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving day, Christmas Day and a holiday by executive order of the State Governor or City expressly applying to City employees, shall be paid holidays for all, except hourly employees.

Personnel necessary to maintain essential City services may be required to work on holidays. For such work, employees not in the Fire and Police Department shall receive compensatory time and one-half off. Employees in the Fire Department, (not on 24 hour work shifts) and Police Department personnel, shall receive straight time off.

All Fire Department personnel on 24 hour shift schedule, shall receive nine (9) additional consecutive days of vacation in lieu of paid holidays. Said holiday time to be credited on July 1 of each year. A proportionate amount at the rate of 9/12 day for each full month remaining in the fiscal year, shall be credited to new firemen appointed to the department after July 1 of the previous year.

Holidays that fall during vacation or on regular days off, shall not be charged against such leave, but shall be taken at a later date subject to approval of the City Manager.

BE IT FURTHER RESOLVED, that Section 5, subsections A, B, C and E, of the City of Milwaukee Personnel Rule I be, and hereby is, amended to read:

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5. Vacation Leave. All regular employees, except employees paid on an hourly basis, shall be entitled to vacations with pay.

A. All employees, (with the exception of Fire personnel on 24 hour shift schedule), with less than 10 years continuous service shall earn 1 work shift of vacation per month of service.

Fire Department personnel on 24 hour shift schedule, with less than 10 years continuous service, shall earn 18 consecutive days vacation each year.

B. Employees that have 10 years or more continuous service with the City shall earn 1 1/2 work shifts of vacation per month.

Fire Personnel on 24 hour shift schedule shall earn 27 consecutive days vacation after completion of 10 years service.

C. Accumulation of Vacation Credits

- a) shall be earned monthly except for Fire Department personnel;
- b) shall, after the employee has worked 12 months continuous service, be available to him the first day of the following month;
- c) may be used in amounts of not less than half shifts;
- d) shall be charged at the rate of 1 work shift for each working shift absent, with the exception of Fire Department employees on 24 hour shifts, who will be charged on a calendar day basis.

E. No employee shall accumulate vacation time in excess of that earned during a single year except on written approval of the City Manager, and no vacation time shall be accumulated for a longer time than a two year period.

BE IT FURTHER RESOLVED, that Section 6, subsections A, C and E, Personnel Rule I shall be, and hereby is, amended to read:

6. Sick Leave. All employees shall be entitled to sick leave with pay after 1 full calendar month of service, with the exception of employees that are paid on an hourly basis.

A. Employees having probationary or permanent appointment shall accrue sick leave with pay at a rate of one working shift for each full month of continuous service in which the employee has worked.

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C. Sick leave may not accrue to a total of more than 90 work shifts for employees on a 40 hour, or less, work week; or 43 shifts for Fire Department employees on 24 hour work shift.

E. Sick leave shall be charged at the same rate as earned.

ADOPTED THIS 26th day of February, 1968.


Robert E. Richmond, Mayor

ATTEST:


R. E. Osborne, Recorder