

RESOLUTION NO. 00-98

A RESOLUTION OF THE CITY OF FORT PIERCE, FLORIDA AMENDING SECTION 12.02 OF THE CITY OF FORT PIERCE'S PERSONNEL RULES AND REGULATIONS; ADOPTING A REVISED VACATION POLICY; DETERMINING THAT SAID POLICY SHALL CURRENTLY APPLY ONLY TO NON-UNION AND EXEMPT EMPLOYEES; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Fort Pierce has a vacation policy set forth in Section 12 of the Personnel Rules and Regulations; and

WHEREAS, said policies are in need of being amended to the extent set forth in this Resolution; and

WHEREAS, these revised policies shall currently apply only to non-union and exempt employees; provided, however, the City Commission reserves the right, within its sole discretion, to engage in future bargaining of any of these policies with the various unions and collective bargaining units.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF FORT PIERCE, FLORIDA:

SECTION 1. Section 12.02 of the Personnel Rules and Regulations is hereby amended in its entirety to read:

12.02 RATE AT WHICH LEAVE IS EARNED, ACCUMULATED AND PAID

A. All regular employees, with the exception of those employees who report directly to the City Manager, will accumulate vacation leave as follows:

One (1) year of continuous service but less than five (5) years
12 days per year

Five (5) years of continuous service but less than ten (10) years
14 days per year

Ten (10) years of continuous service but less than fifteen (15) years
17 days per year

Fifteen (15) years of continuous service and over
20 days per year

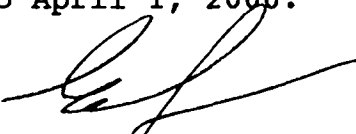
Employees who report directly to the City Manager (Department Directors, Administrative Assistant, Secretary to City Manager), as well as the City Clerk who reports directly to the City Commission, will receive 20 days per year at the time of appointment, regardless of the number of years of service. The City Manager will receive 23 days per year.

- B. Earned vacation leave may be accumulated for qualifying full and part time, regular status employees to a maximum of forty -five (45) working days (360 hours). Any hours accumulated over thirty (30) days (240 hours) at the close of each fiscal year (September 30) shall automatically (no action by employee will be required) be deducted from the employee's total accumulated vacation leave balance with no compensation being made. The employee will then have a remaining balance of thirty (30) working days (240) hours and shall again be eligible to accrue vacation leave up to forty-five (45) working days (360 hours) over the next fiscal year. Accrual ends when an employee has reached the maximum forty-five (45) working days (360 hours). Employees who separate from the City will be paid for all accumulated vacation leave up to 360 hours.
- C. Earned vacation leave may be accumulated to a maximum not to exceed forty-five (45) working days (360 hours) at the close of each fiscal year (September 30). Any accumulation over thirty (30) working days (240 hours) will be considered forfeited and lost at the close of each fiscal year (September 30). Vacation pay will be computed at the employee's base rate of pay.

Note: Employees shall not earn vacation time when the employee is on a non-paid leave status.

SECTION 2. These policies shall currently apply only to non-union and exempt employees; provided, however, the City Commission reserves the right, within its sole discretion, to engage in future bargaining of any of these policies with the various unions and collective bargaining units.

SECTION 3. That the policies set forth in this Resolution shall be effective retroactive to April 1, 2000.



Mayor Commissioner

ATTEST:



CITY CLERK

(CITY SEAL)