



**Agenda Item 2022-414**

The City Council approved the 2022 Compensation and Benefits Study and Analysis on August 23, 2022. The following policy changes are a result of the approval of that document:

1. Increase the number of sick leave hours earned per year to the median of the market.
2. Bring vacation leave accrual, maximum accrual, and carryover amounts up to the market median for each category of the employee tenure earning bracket.

**ACCRUALS**

**Full-time Employees (excluding Fire Department Shift Employees and Sworn Police Officers)**

<u>Length of Service</u>	<u>Accrual Rate</u>	<u>Maximum Accrual</u>
0-4 years' service	3.07 hours per pay period	160 hours
5-9 years' service	4.61 hours per pay period	240 hours
10+ years' service	6.15 hours per pay period	320 hours

**Fire Department Shift Employees** \*IN EFFECT 01/01/22

<u>Length of Service</u>	<u>Accrual Rate</u>	<u>Maximum Accrual</u>
0-9 years' service	6.93 hours per pay period	360 hours
10+ years' service	9.23 hours per pay period	480 hours

**Sworn Police Officers** \*IN EFFECT 01/01/22

<u>Length of Service</u>	<u>Accrual Rate</u>	<u>Maximum Accrual</u>
0-9 years' service	4.62 hours per pay period	240 hours
10+ years' service	6.15 hours per pay period	320 hours

**Sick leave** – 96 hours for General Government, 104 hours for Police Department, and 144 hours for Fire Department per year; unlimited sick leave balances rolling over year to year.

**ACCRUAL** = 25 pay periods x 3.69 hrs + 1 anniversary x 3.75 hrs = 96 Hours per year

**FIRE ACCRUAL** = 25 pay periods x 5.54 hrs + 1 anniversary x 5.50 hrs = 144 Hours per year

**POLICE ACCRUAL** = 26 pay periods x 4 hrs = 104 Hours per year