

ARTICLE XVII. VACATION

17.1 Firefighters, are eligible to accrue vacation according to the following schedule:

YEAR OF SERVICE	HOURS OF VACATION
0- 1 year	96 hours
Beginning of 2 nd Year & 3 rd Year	120 hours
Beginning of 4 th Year & 5 th Year	132 hours
Beginning of 6 th Year & 7 th Year	144 hours
Beginning of 8 th Year	156 hours
Beginning of 9 th Year	168 hours
Beginning of 10 th Year	180 hours
Beginning of 11 th Year	192 hours
Beginning of 12 th Year	204 hours
Beginning of 13 th Year	216 hours
Beginning of 14 th Year	228 hours
Beginning of 15 th thru 19 th Year	240 hours
Beginning 20 th Year	300 hours

Years of Service	Vacation Maximums (Approved by City Council 09-05-95)
0-5 Years	180 Hours Maximum
6-10	270 Hours Maximum
11+ years	450 Hours Maximum

All regular full-time fire inspector (s) are eligible to accrue vacation according to the following schedule:

Years of Service	Annual Accrual
	Hours
0-1	88
Beginning of 2nd year	96
Beginning of 3 rd year	104
Beginning of 4 th year	112
Beginning of 5 th year	120
Beginning of 6th year	128
Beginning of 7th year	128
Beginning of 8th year	136
Beginning of 9th year	136
Beginning of 10th year	144
Beginning of 11th year	144
Beginning of 12th year	152
Beginning of 13th year	160
Beginning of 14th year	168
Beginning of 15th year	176
Beginning of 16th year	200

Years of Service	Maximum Accumulation
0 – 5	120 hours
6 – 10	180 hours
11+	300 hours

17.2 All vacation pay shall be accrued, and in the event an employee's employment is terminated for any reason, the employee shall receive, upon their termination the vacation pay which they have coming at that time on a pro-rate basis. No more than four (4) consecutive weeks (212 hours for firefighters and 160 hours for fire inspector) vacation can be taken at one time.

17.3 In computing vacation pay, length of service shall be based upon the anniversary date of the day an employee commences employment as a full-time employee.

ARTICLE XVIII. SICK LEAVE AND OTHER LEAVES OF ABSENCE

- 18.1 Sick Leave: Sick leave will be granted pursuant to Federal Regulations, State Statute and FMLA. All employees of the City shall be entitled to accumulate one (1) day of sick leave for each month of employment. Sick leave may be used for mental or physical illness, injury or other health condition, or the treatment, diagnosis, care or preventative care, of the employee or family member as defined in Minn. Stat. § 181.9445. Sick leave may also be used due to the domestic abuse, sexual assault or stalking of the employee or family member. Employees may use sick leave due to communicable disease or public emergency as set forth by statute. The Employer may require verification of the use of sick leave when an employee has been absent for three consecutive days. Verification shall be consistent with the requirements of state law.

Prolonged Illness Bank

Firefighter/paramedic, sick leave balances in excess of one hundred thirty (130) days (1560 hours) shall receive eight (8) hours of sick leave (to be placed in a prolonged illness sick leave bank) and four (4) hours of vacation for each month of employment.

Fire Inspector: Once 960 hours of sick leave has been accumulated, the leave accrual will be as follows:

- ½ of the accrual will be placed in a Prolonged Illness Bank. An employee may only use the prolonged illness bank after all other accumulated sick leave has been used.
- ½ of the accrual will be earned as additional vacation. All vacation is subject to the maximum accrual cap.

ARTICLE XV. HOLIDAYS

Firefighters shall be paid for seventy-two (72) hours holiday pay, paid by separate check no later than the first Friday after the first payday in December each year, regardless of the number of holidays actually worked. Holiday pay will be based on their individual hourly rate. Employees hired or separated from employment after January 1 of any calendar year shall earn holiday credit based on a pro-rated schedule of 1/12th of the total number of holidays granted in the paragraph above for each month or major fraction thereof worked.

Firefighters shall receive a credit for eighty-four (84) hours that shall be taken as additional vacation days. These days must be taken during the year in which they are earned. These hours may be taken in twelve (12) or twenty-four (24) hour increments.

The following days are official holidays for any Fire Inspector employees:

<u>Holidays</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King Birthday	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Friday following Thanksgiving Day	Fourth Friday in November
Christmas Day	December 25
Two (2) Floating Holidays	

Floating holidays cannot be carried over into another calendar year and must be taken before December 31 of each year. Floating holidays must be taken in the full eight-hour increments. Employees will not receive compensation in lieu of taking floating holidays. Employees hired prior to July 1 in a year will receive two floating holidays for that year; employees hired July 1 in a year will receive one floating holiday for that year.