

ORDINANCE NO. 417 N.S.

AN ORDINANCE AMENDING SECTION 2.44.120 OF THE  
MUNICIPAL CODE OF THE CITY OF EL PASO DE ROBLES

The City Council of the City of El Paso de Robles does  
ordain as follows:

SECTION 1. That the Municipal Code of the City of El  
Paso de Robles be and is hereby amended by changing Section  
2.44.120 and Section 2 of Ordinance No. 317 N.S. to read as  
follows:

2.44.120 Vacation leave with pay. All employees of the city,  
except temporary, emergency, seasonal and hourly shall be  
entitled to annual vacation leave with pay as set forth herein.

(A) Vacation leave may be taken as earned, subject to the  
approval of the department head who shall schedule vacations  
so as to meet the operating requirements of the department;  
provided that vacation leave shall not be granted to employees  
with less than six (6) months of continuous service;

(B) Employees may accrue vacation leave to a maximum of  
eighteen (18) times the monthly rate earned in January of  
each year;

(C) When a regular employee retires, terminates or is laid off  
because of lack of work or funds, they shall be entitled to  
compensation for accrued vacation;

(D) When a recognized holiday falls during an employee's  
authorized vacation leave, it shall not be counted as a day  
of vacation;

(E) Leave of absence for cause, such as sickness, where full  
pay is granted shall not be deducted from the days of service  
required to entitle the employee to a vacation leave on the  
basis of calendar years of service;

(F) A leave of absence period without pay shall be deducted  
from the number of months of service for computation of  
vacation leave benefits. A leave of absence without pay  
for less than fifteen (15) calendar days in any month shall  
be considered as time spent in city service. A leave of absence  
of fifteen (15) calendar days or greater in any month shall  
be considered as a whole month when computing vacation leave  
benefits;

(G) No accrued vacation time shall be allowed or compensated for to any employee who is discharged from the city service for cause.

Vacation Leave For Miscellaneous  
and Uniform Personnel

Every regular miscellaneous and uniformed employee shall be entitled to vacation time on regular working days according to the number of full calendar years worked, based upon the following scale (unless superceded by a current MOU):

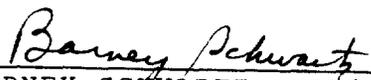
<u>Years of Service</u>	<u>Rate Earned</u>	<u>Annual Earned</u>
0 through 3 years*	10/12 days per mo.	10 days per year
Over 3 through 5 yrs.**	12/12 " " "	12 " " "
Over 5 through 7 yrs.	14/12 " " "	14 " " "
Over 7 through 9 yrs.	16/12 " " "	16 " " "
Over 9 through 11 yrs.	18/12 " " "	18 " " "
Over 11 yrs.	20/12 " " "	20 " " "

\*From the date of initial employment to the anniversary date concluding the third (3rd) full year of employment, ten-twelfths (10/12ths) of a day vacation per month shall be accrued.

\*\*From the anniversary date concluding the third (3rd) full year of employment to the anniversary date of the conclusion of the fifth (5) year of employment, twelve-twelfths (12/12ths) of a day vacation per month shall be accrued, and so forth.

PASSED AND ADOPTED this 5th day of July,  
1978 by the following roll call vote:

AYES: Hanson, Hurst, Minshull, Stemper and Schwartz  
NOES: None  
ABSENT: None

  
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BARNEY SCHWARTZ, MAYOR

ATTEST:

  
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DONALD B. KEEFER, CITY CLERK