

1. Effective August 5, 2013, there shall be a monthly cap of three hundred twelve (312) hours of accumulated Holiday leave for the President, Vice-President, and Secretary/Treasurer for IAFF, Local 753. The three hundred twelve (312) hour accrual balance cap for these elected officer's shall remain for a period of one year after the conclusion of their term of office after which any excess over one hundred fifty-six (156) hours shall be cashed out in accordance with IAFF, Local 753, MOU Article VII H. 1. h. Employee ID and names subject to this 312 accrual cap maximum for IAFF officers as of August 5, 2013 are:

05131 - Short, Craig
06405 - Flores, Pete

00092 - Wanless, Kirk

08257 - Sanders II, Royce D

2. The employee listed below will NOT be subject to the automatic holiday cashout provisions outlined in the IAFF, Local 753, MOU Article VII H. 1. h. to be implemented on August 5, 2013. This employee shall exhaust holiday hours at the rate of no less than three hundred twelve (312) hours per fiscal year until this bank of hours is exhausted. If less than 312 holiday hours are taken off in a fiscal year, the employee will be become subject to the automatic holiday cashout provisions and be cashed out in accordance with IAFF, Local 753, MOU Article VII H. 1. h. This provision pertains to the below listed employee and is not applicable to any other employees of IAFF, Local 753.

02624 – Smith, Gerald

3. The employees listed below will NOT be subject to the automatic holiday cashout provisions outlined in the IAFF, Local 753, MOU Article VII H. 1. h. to be implemented August 5, 2013. In consideration that these employees were accruing holiday balances in anticipation of entering the DROP program and that maintaining these accrued balances is no longer required for the DROP calculation, these employees shall be afforded an opportunity to exhaust excess holiday hours. The below employees shall exhaust any holiday excess hours above 156 cap at the rate of no less than 312 hours per fiscal year (or the pro-rated equivalent based on the individuals excess hours) until the holiday balance is at or below the 156 hour holiday cap threshold, at which time the employee will be subject to the automatic holiday cashout provisions from that time forward. If less than 312 holiday hours (or pro-rated equivalent) are taken in a fiscal year, the employee will be become subject to the automatic holiday cashout provisions and be cashed out in accordance with IAFF, Local 753, MOU Article VII H. 1. h. This provision pertains to the below listed employees and is not applicable to any other employees of IAFF, Local 753. The department will monitor leave usage and notify Payroll when to begin applying MOU Article VII H. 1. h. Employees Excluded from Local 753, MOU Article VII H. 1. H at August 5, 2013 are:

04037 – Reitz, Randall
00098 – Young, Gary

01066 – Webster, Roy

4. Employee 04335 will NOT be subject to the automatic holiday cashout as this employee has been acting in a U10 Battalion Chief position pending approval to fill the position on a permanent basis.

04335 – French, Lawrence



City Manager



Date