

RESOLUTION OF THE CITY OF SAN BERNARDINO AMENDING RESOLUTION 2008-306, SECTION 2, Y. HOLIDAYS, BETWEEN THE CITY AND MANAGEMENT/CONFIDENTIAL, FIRE SAFETY MANAGEMENT EMPLOYEES.

BE IT RESOLVED BY THE MAYOR AND COMMON COUNCIL OF THE CITY OF SAN BERNARDINO AS FOLLOWS:

SECTION 1: Resolution 2008-306 Section 2, Y. Holidays is amended as follows:

SECTION 2, Y. HOLIDAYS

All participants shall receive the following paid holidays:

New Year's Day	January 1
Martin Luther King Day	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving	4th Thursday in November
Day after Thanksgiving	Friday after
Christmas Eve	December 24
Christmas Day	December 25
New Year's Eve	December 31
Two (2) Floating Holidays (18 holiday hours)	

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4 Holidays listed above shall be allowed on a Monday, if any such holiday falls on
5 Sunday, and shall be allowed on the preceding Friday, if such holiday falls on a Saturday, for all
6 employees except those covered by other provisions herein. If the Christmas and New Year
7 holidays occur on Mondays, these holidays and the holiday eves will be observed on Mondays
8 and Tuesdays.

9 Non-safety employees shall accrue nine (9) hours of holiday time per holiday. Two (2)
10 floating holidays will equal 18 holiday hours and will be placed into the employee's holiday
11 account at the beginning of each calendar year.

12 Holidays earned in any twelve (12) month period are not accumulative beyond the total
13 number of holidays allowed each year by this pay plan.

14 If new employees elect to "draw down" from the holiday account, the hours used will be
15 deducted from the sixteen (16) holiday account hours they receive upon the completion of six
16 (6) months of continuous service. Effective January 1, 2006, employees may draw down from
17 the eighteen (18) hours holiday account upon completion of six (6) months of continuous
18 service.

19 In the event of the employee's failure for any reason to take such holiday account hours
20 during the term of this Resolution, the employees shall be paid for his/her holiday account
21 balance, upon separation from the City. Effective January 1, 2006, non-shift employees may
22 accrue a total balance of a maximum of 126 hours.
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4 Effective January 1, 2006, safety employees will accrue nine (9) hours per holiday.
5 Holidays earned in any twelve-month period are not accumulative beyond the total number of
6 holidays allowed each year by this pay plan. Employees may not exceed a balance of 126 hours
7 at any time.

8 Police Management

9 Police Safety Management members may sell back up to one quarter (25%) of their
10 annual holiday leave. Maximum sell back will be 28 hours. Eligible employees shall notify the
11 Finance Department by August 1, of his/her request for sell back for the prior fiscal year ending
12 June 30. The City shall compensate eligible employees on the first payday in September.

13 Fire Management

14 Effective August 1, 2008, through March 31, 2009, all Fire Safety Management members
15 who work a 24 hour shift, will accrue 69 hours of Holiday time. During the time period of
16 August 1, 2008 through March 31, 2009, the Holiday accrual rate will be reduced from 15.75 per
17 month to 6.28 hours per month. Effective April 1, 2009, the holiday accrual rate will return to
18 15.75 hours per month.
19 **15.75 hours per month.**

20 In lieu of the above, shift employees shall accrue six-and-a-half (6-½) shifts per calendar
21 year, accrued at six (6) hours per pay period.”

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4 I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the Mayor and
5 the Common Council of the City of San Bernardino at a joint
6 on 1st day of June, 2009, by the following vote, to wit:

7 COUNCILMEMBERS:	8 AYES	9 NAYES	10 ABSTAIN	11 ABSENT
12 ESTRADA	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
13 BAXTER	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
14 BRINKER	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
15 SHORETT	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
16 KELLEY	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
17 JOHNSON	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
18 MCCAMMACK	<u>X</u>	<u> </u>	<u> </u>	<u> </u>

19 Rachel G. Clark
20 Rachel G. Clark, City Clerk

21 The foregoing resolution is hereby approved this 3rd day of June, 2009.

22 Patrick J. Morris
23 Patrick J. Morris, Mayor
24 City of San Bernardino

25 Approved as to form:

JAMES F. PENMAN,
City Attorney

By: James F. Penman

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