

THE PEOPLE OF THE CITY OF LEBANON DO ORDAIN AS FOLLOWS:

Section 1. Section IV (b) of Ordinance No. 1404 (compiled as 1-16-IV-b) is amended to read as follows:

(b) Vacation. All permanent, full-time employees are entitled to and encouraged to take vacation with pay during each year of employment.

(1) Vacation accrual and earnings for collective bargaining unit employees shall be as set forth in the current labor agreement between the City and the respective collective bargaining unit.

(2) The City shall develop a vacation package for the non-union employees comparable to the benefits described in the various union contracts.

(3) Scheduling of vacations shall be approved by the department head. Such schedule shall be followed unless amended by the department head. In establishing vacation schedules, department heads shall give proper consideration to the needs of the department insofar as work requirements are concerned.

(4) Length of vacations shall be determined by the heads of departments.

(5) An employee may not accumulate vacation leave in excess of one and one-half (1-1/2) times the vacation leave he was

entitled to during the previous employment year.

(6) New employees shall not be eligible for vacation leave during their first six (6) months of employment, although vacation leave shall accrue from the beginning of employment. An employee who terminates during the initial six (6) months of his employment or during his probationary period shall not be entitled to vacation leave pay.

(7) Permanent employees who are separated from the City in good standing shall be entitled to payment for accrued vacation leave upon the recommendation of the department head. This will be computed by the finance officer on a prorated basis.

Passed by the Council and approved by the Mayor this 23rd day of December, 1975.

M. Scroggin Gonzales
M. SCROGGIN GONZALES

MAYOR

ATTEST:

Robert E. Noren
ROBERT E. NOREN

CITY RECORDER