

R-97-101

**A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF
MANATEE COUNTY, FLORIDA PROVIDING FOR AMENDMENT TO
PERSONNEL POLICY FOR CHANGES IN QUALIFYING PERIOD
OF VACATION AWARD FOR NON-USE OF SICK LEAVE
(EMS BARGAINING UNIT EMPLOYEES ARE EXEMPT DUE
TO COLLECTIVE BARGAINING)**

WHEREAS, the Manatee County Personnel Policy Rules and Procedures was approved and adopted on July 28, 1992, as a changeable document which allows for modifications as deemed necessary, and

WHEREAS, Section VII.B.15. of the Manatee County Personnel Policy, Rules and Procedures provides for semi-annual vacation award for non-use of sick leave at the completion of the 13th and 26th pay periods each year, and

WHEREAS, employees who complete 13 consecutive pay periods without using sick leave may not receive the award because of the above specified qualifying periods, and

WHEREAS, the Board desires to amend the policy to allow employees who complete 13 consecutive bi-weekly pay periods without using sick leave to receive the vacation award,

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Manatee County, Florida, effective the pay period beginning June 7, 1997, that:

1. Section VII.B.15. of the Manatee County Personnel Policy, Rules and Procedures be amended as follows:
 15. Employees who take no Sick Leave (unless exempted through other sections of the Policy, i.e., FMLA, Professional Leave, etc.) during specified qualifying periods are awarded additional hours of vacation leave as follows:

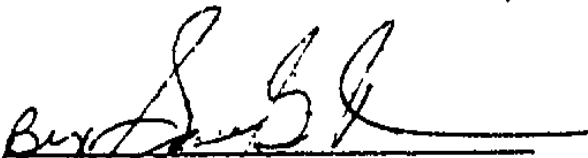
- (a) If a regular full-time employee takes no Sick Leave (see exemptions above) during thirteen (13) consecutive pay periods, that employee will receive an additional eight (8) hours of vacation leave time. The next qualifying period will begin at the end of the period for which the award was given or at the beginning of the next pay period following use of Sick Leave.
 - (b) Award of additional vacation leave for regular part-time employees is on a pro-rated basis of regular scheduled hours worked.
 - (c) The first qualifying period for regular full-time and part-time new employees is thirteen (13) complete bi-weekly pay periods paid. Vacation leave of eight (8) hours for full-time employees, or a pro-rated share for part-time employees, are awarded at the end of the initial qualifying period. Thereafter, the qualifying periods and awards are administered under the provisions of paragraphs (a) and (b) above.
2. EMS Bargaining Unit employees will remain under the present policy until such time as this policy revision is agreed upon through collective bargaining.

ADOPTED in open session, a quorum present and voting, this June 3, 1997

day of June 1997.

BOARD OF COUNTY COMMISSIONERS
OF MANATEE COUNTY, FLORIDA


Pat Glass, Chairman


ATTEST: R. B. SHORE
Clerk of The Circuit Court