

VACATION GRIEVANCE SETTLEMENT

Between
Local 1230
 And
RHFPD

September 13, 2011

Representatives for Local 1230 and representative for the District have met and discussed several options to settle the outstanding vacation grievance filed by Local 1230 on behalf of its membership. The representatives for Local 1230 will recommend the following proposal to its membership in order to resolve the outstanding grievance:

- Section 8.1 Vacation Leave Accrual of the MOU between Local 1230 and the District shall be modified to the following:
 - The monthly rates at which employees hired on or before August 30, 2011 accrue vacation credits and the maximum accumulations thereof are as follows:

Beginning of	Completion of	Accrual rate	Vacation Accrual Cap	Accrual Period Months
Date of Hire	3rd year	12 hours	288 hours	0 - 36
4 th year	9th year	16 hours	384 hours	37 - 108
10 th year	19 th year	21 hours	504 hours	109 - 228
20 th year	24 th year	25 hours	600 hours	229 - 288
25 th year	29 th year	30 hours	720 hours	289 - 348
30 th year		35 hours	840 hours	349+

- Section 8.2 Vacation Leave Accrual for employees hired after September 1, 2011, shall be added to the MOU between Local 1230 and the District.
 - The monthly rates at which employees, who are hired after September 1, 2011, accrue vacation credits and the maximum accumulations thereof are as follows:

Beginning of	Completion of	Accrual rate	Vacation Accrual Cap	Accrual Period Months
Date of Hire	9 th year	12 hours	288 hours	0 - 108
10 th year	14 th year	16 hours	384 hours	109 - 168
15 th year	19 th year	21 hours	504 hours	169 - 228
20 th year	24 th year	25 hours	600 hours	229 - 288
25 th year	29 th year	30 hours	720 hours	289 - 348
30 th year		35 hours	840 hours	349+

- Current employees in the classifications of Firefighter, Engineer and Captain shall receive a one time credit of 60 hours of vacation to their vacation balance.


- If an employee's vacation credit exceeds the vacation accrual cap, the District shall at its option:
 - Increase the employee's vacation accrual cap by 60 hours until September 1, 2013; or
 - Pay the employee for all vacation hours over the accrual cap.
- The following former employees shall receive a one time credit or the cash equivalent of 60 hours of vacation credit. The District shall provide the payment upon verification of the appropriate method of payment. -- Trotter/Mikovich/Conti

~~• For employees who will retire within 90 days of this grievance settlement, they shall receive 60 hours of compensation at the employee straight time rate of pay. There shall be no vacation credit.~~

If the above is in accordance with your understanding, please indicate your approval and acceptance in the space provided below.

For the District:

For Local 1230:


 Date: 9.14.11

Rich Clarke
 Date: 9-14-11