

RESOLUTION NO. 2006-9

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE
AMENDING THE YEAR 2006 ANNUAL LEAVE FOR EMPLOYEES**

WHEREAS, the City of Elk Grove wishes to enable City employees to cash-out leave in advance of the traditional vacation and holiday seasons; and

WHEREAS, the City of Elk Grove proposes to modify its pay periods to City employees by having the pay periods end on the 8th and 23rd each month approximately one week prior to the pay date in order to improve both the efficiency and accuracy in payroll; and

WHEREAS, this adjustment to the pay periods would cause current City employees who work all of 2006 to receive fifty-one weeks of pay in 2006 rather than for the full fifty-two weeks worked; and

WHEREAS, the City intends to provide the individual employee the option to receive fifty-two weeks of pay for those employed the full year in 2006; and

WHEREAS, the City Personnel Rules and Regulations provides for each employee to receive a set amount of annual leave each year based on their length of service with the City; and

WHEREAS, increasing the annual leave to each City employee hired prior to December 31, 2005, by forty hours and allowing the individual employee the option to cash out that additional forty hours of leave in 2006 will provide employees who are employed the full year of 2006 the option to receive fifty-two weeks of pay in 2006;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Elk Grove:

Section 1. Amend The Leave Cash-out Policy. The Annual leave policy as set forth in the City of Elk Grove Revised Personnel Rules and Regulations (Ordinance 47-2002) are hereby amended (1) such that the fourth sentence of the first paragraph of policy B-1 shall read "Eligible employees may cash out up to 50% of their leave in the month of May and in the month of November of each year."; and (2) such that the first sentence in paragraph 9 policy B-6 shall read "Annually, in the months of May and November (or upon special approval by the City Manager), employees may, upon written request and approval, receive compensation for up to forty (40) hours of unused Annual Leave based on their regular rate of pay."

Section 2. Amend the Annual Leave Policy for 2006. The annual leave policy for 2006 is hereby amended to add an additional forty hours of annual leave to each City employee that is employed as of December 31, 2005. Employees employed as of December 31, 2005, will have the option to cash out the additional forty hours of annual leave in 2006 in January or February when the pay periods are adjusted. This cash out

opportunity in 2006 is in addition to any other cash out opportunity that may be available to each employee.

Section 3. Effective Date. This resolution shall take effect immediately upon adoption.

PASSED AND ADOPTED by the City Council of the City of Elk Grove this 11th day of January, 2006.



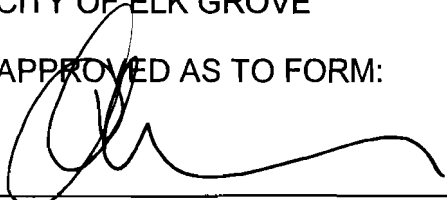
RICK SOARES, MAYOR of the
CITY OF ELK GROVE

ATTEST:



PEGGY E. JACKSON, CITY CLERK

APPROVED AS TO FORM:



ANTHONY B. MANZANETTI,
CITY ATTORNEY

**CERTIFICATION
ELK GROVE CITY COUNCIL RESOLUTION NO. 2006-9**

STATE OF CALIFORNIA)
COUNTY OF SACRAMENTO) **ss**
CITY OF ELK GROVE)

I, Peggy E. Jackson, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on the 11th day of January, 2006 by the following vote:


AYES 5: COUNCILMEMBERS: Scherman, Briggs, Soares, Cooper, Leary

NOES 0: COUNCILMEMBERS:

ABSTAIN 0: COUNCILMEMBERS:

ABSENT 0: COUNCILMEMBERS:





**Peggy E. Jackson, City Clerk
City of Elk Grove, California**