



Legislation Text

File #: RES 17-420, **Version:** 1

Amending the Salary Plan and Rates of Compensation to establish policy for prorated holiday pay for part-time employees in the event three holidays occur in one pay period.

WHEREAS, the Holiday Eligibility Requirements Proration Charts are listed in the Salary Plan and Rates of Compensation, Section H.8, and are incorporated into most of the City's collective bargaining agreements. These charts provide clarity on the number of hours of holiday pay part-time employees receive for the holiday benefit; and

WHEREAS, the proration charts currently have charts for one or two holidays in a payroll period, but not for the scenario when three holidays fall within a payroll period; and

WHEREAS, there will be three holidays in one pay period during the 2017 holiday season which requires the city to add a third chart to ensure employees receive holiday pay for the third holiday in that payroll period; and

WHEREAS, the second holiday chart (i.e. two holidays in a payroll period) should be revised to add paid hours for persons working 5.0 to 8 hours to be consistent with the first holiday chart and the new proposed third holiday chart; and

WHEREAS, the charts need to be revised to include decimal points to clarify policy on exact increments of time that equate to the number of holiday hours earned.

NOW THEREFORE BE IT RESOLVED, pursuant to Section 6.03.3 of the Saint Paul City Charter, that the Salary Plan and Rates of Compensation be amended by adopting the revisions of the attached Salary Plan and Rates of Compensation; strikethrough language being removed and underlined language being added.