

RESOLUTION 2019-02

**RESOLUTION BY THE BOARD OF DIRECTORS OF THE
FALL RIVER VALLEY COMMUNITY SERVICES DISTRICT
UPDATING VACATION POLICY 2020.2**

WHEREAS, the Fall River Valley Community Services District Policy 2020.2.1 states, “Paid vacations shall be accrued according to the rate scheduling 2020.2.3”; and

WHEREAS, the Fall River Valley Community Services District Policy 2020.2.2 states, “Vacation shall accrue at a rate of 5 days per calendar year. Adding one day each calendar year, not to exceed 20 days of vacation to be accrued per year. Vacation time is accrued for each hour worked.”; and

WHEREAS, the Fall River Valley Community Services District Policy 2020.2.3 contains a table calculating the values according to 2020.2.2; and

WHEREAS, the Fall River Valley Community Services District Policy 2020.4 states “If you cannot schedule vacation within 60 working days of accruing the maximum due to operational considerations, you shall have an additional four months within which to take vacation to bring your vacation accruals below the maximum.”; and

WHEREAS, the Fall River Valley Community Services District needs to update the vacation policy to be competitive with benefit packages of comparable district size;

NOW, THEREFORE, THE BOARD OF DIRECTORS OF THE FALL RIVER VALLEY COMMUNITY SERVICES DISTRICT DOES RESOLVE, DETERMINE, FIND AND ORDER AS FOLLOWS:

SECTION 1: Policy 2020.2.1 will be edited to read, “Paid vacations shall be accrued using a full time rate of 8.0 hours per day, and part-time employees will have vacation awarded on a pro-rated basis for their percent of full time employment.”;

SECTION 1: Policy 2020.2.2 will be edited to read, “Paid vacations shall be accrued at 5 days per 6 months of employment up to 5 years, 7.5 days per 6 months for years 6 to 10, and 10 days per 6 months for years 11 and greater.”;

SECTION 3: Policy 2020.2.3 will be edited to replace the table with “2020.2.3 Vacation accruals for exempt employees shall be for the hours stated in the employee contract.”.

SECTION 4: Policy 2020.2.4 and 2020.2.5 will be removed as they are no longer needed per the new policy, or they are included in the revisions.

SECTION 5: Policy 2020.4 will be edited to read, "An employee may donate accrued vacation time, up to the maximum, to another employee of the district who has a verifiable hardship. Approval of this donation is at the discretion of the General Manager and must be in the best interest of the district."

SECTION 6: All current eligible employees will have their vacation time updated per the approved policy, effective on the adoption date of this resolution.

PASSED AND ADOPTED by the Board of Directors of the Fall River Valley Community Services District at a special meeting thereof held on the 13th day of February 2019, by the following vote:

AYES:

NOES:

ABSENT:

Jerry Monath, Chairman of the Board
Fall River Valley Community Services District

Stephen Rooklidge, General Manager
Fall River Valley Community Services District