



## **AGENDA ITEM ANALYSIS**

Project/Issue Name: 21-19 An Ordinance of the City Council of the City of Republic, Missouri, Amending the Employee Handbook.  
Submitted By: Lisa Addington, Chief of Staff  
Date: March 23, 2021

### **Issue Statement**

Addition of new accrual maximum to Fire personnel working an average of 56 hours per week of 1080 hours.

### **Discussion and/or Analysis**

As part of the good faith negotiations during the collective bargaining with the Republic Fire Department union, we negotiated a change to the sick leave, section 406 of the Employee Handbook for the sworn fire personnel working on an average schedule of 56 hours/week. These changes included an increase of the monthly accrual from eight (8) hours to twelve (12) hours. Additionally, we negotiated an increase to their maximum accrual accumulation amount from 720 to 1080 hours.

While the change to the monthly accrual of twelve (12) hours per month was included in the handbook revisions approved by Council on February 2, 2021, the maximum accrual accumulation was unintentionally not included. Since we negotiated in good faith, the accrual maximum should be increased to 1080 hours and included in the Employee Handbook as notated in the Collective Bargaining Agreement that passed by ordinance on February 2, 2021.

### **Recommended Action**

Staff recommends approval of this addition.