



FLOATING HOLIDAYS

Employee Relations: Procedures and Guidelines
ERD #01-2006 - 5/25/2006

During this round of bargaining, there were several citywide changes negotiated in relation to Floating Holidays (FHs).

First, the additional floating holidays that were provided in exchange for employees' agreement to pay their own member contribution to the pension shall expire. Beginning July 1, 2006, the City will either resume paying the full Employer Paid Member Contribution (EPMC) or alternatively provide employees with a cost-neutral equivalent wage increase (typically 7%). The floating holidays that were granted in return for employee payment of the pension contribution will therefore sunset at the conclusion of the 2005-2006 fiscal year. For more specific information about wage increases and other economic items, please reference the applicable MOU.

Second, floating holidays that are earned in one fiscal year will automatically carry over to the next. The City has removed language in many MOUs that had made carryover of such holidays subject to the discretion of the Appointing Officer. In light of the varied applications of this language, the City has decided that floating holidays should uniformly carry over. Please note, the number of floating holidays carried forward to a succeeding fiscal year shall not exceed the total number of floating holidays received in the previous fiscal year. For example, an MOU may provide that an employee in FY05-06 earned 9 FHs (4 regular FHs, plus 5 FHs in recognition of employee payment of the pension contribution). For FY06-07, 9 FHs can be carried over from FY05-06. These 9 FHs are added to the 4 FHs granted for FY06-07, for a total of 13 available for use in that year. However, for FY07-08, only 4 FHs can be carried over from FY06-07, as that is the total earned in FY06-07, for a total of 8 FHs.

Third, consistent with other forms of paid leave such as sick pay and vacation, floating holidays may be used in hourly increments. For example, floating holidays may be used to supplement worker's compensation and SDI. Please note, as with all other forms of paid leave, the use of floating holidays in hourly increments is subject to departmental approval.

For information as to the number of floating holidays provided and the specific language as to rules set forth above, please reference the applicable MOU.

As a reminder, unused floating holidays have no vested value and under no circumstances can they be cashed out.