RESOLUTION NO. 2017-06R
A RESOLUTION OF IVINS CITY, UTAH, AMENDING VACATION LEAVE POLICY

WHEREAS, in order to be fair and competitive in making offers to lateral hires, *i.e.* people having at least 10 years of experience in the job for which they are being hired, or equivalent, it is desirable to have the flexibility to negotiate a beginning Vacation Leave accrual rate equivalent to a level at up to 10 years of service;

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF IVINS CITY, STATE OF UTAH, AS FOLLOWS:

Accrual
All Level 2 Full-Time employees are eligible for the vacation benefit. For lateral hires having at least 10 years of experience in the job for which they are being hired, or equivalent, the City Manager shall be allowed to negotiate a starting accrual level at up to 10 years of service (3 weeks' vacation). Vacation Leave accumulates at the following rates:

Years of Service	Leave Accrual
0-5	10 days annually
5+	10 days + 1 additional day annually for each additional year over 5 up to a maximum of 20 days annually

Effective Date: This Resolution shall become effective immediately upon adoption by the City Council.

PASSED AND ADOPTED BY THE IVINS CITY COUNCIL, STATE OF UTAH, ON THIS _____ DAY OF MARCH, 2017 BY THE FOLLOWING VOTE:

	AYE	NAY	ABSTAIN	ABSENT
Dennis Mehr	_____	_____	_____	_____
Cheyne McDonald	_____	_____	_____	_____
Jenny Johnson	_____	_____	_____	_____
Steven Roberts	_____	_____	_____	_____
Ron Densley	_____	_____	_____	_____

_____
Chris Hart, Mayor

ATTEST:

_____
Kari Jimenez
City Recorder

DRAFT