



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: November 7, 2016

Re: Amendment to 19-212 floating holiday provisions

## Executive Summary

Amendment adds a section, 19-121(c)(4), to the floating holiday provisions to codify a current Columbia Fire Department practice.

## Discussion

The amendment codifies the Columbia Fire Department's current practice used for payment of vacation and floating holidays when leave cannot be taken due to constant staffing requirements. Fire department staff are restricted in the number of leave days that can be used in a year. The amendment clarifies that floating holidays may be paid out if the employee is not allowed to use the floating holiday time, and is intended to align with the same provision currently allowed for Fire employees under 19-129(b), vacation.

## Fiscal Impact

Short-Term Impact: None.

Long-Term Impact: None.

## Vision & Strategic Plan Impact

### Vision Impacts:

Primary Impact: Governance & Decision Making, Secondary Impact: Secondary, Tertiary Impact: Tertiary

### Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

### Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

## Legislative History

Date	Action
None	None.



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

## Suggested Council Action

Passage of the ordinance.