

2015 Negotiations between
City of Corpus Christi &
Corpus Christi Fire Fighters Association

TENTATIVE AGREEMENT

**ARTICLE 17
VACATION LEAVE**

Section 1. Accrual of Vacation Leave.

Fire Fighters will annually accrue Vacation Leave on the basis of 26 biweekly pay periods per year as follows:

- 0 – 14 years of service 15 working days
- 15 – 29 years of service 18 working days
- 30 or more years of service 21 working days

For purposes of this Article, a “working day” is defined as follows:

- For Operations Fire Fighters 12 hours
- For Non-Operations Fire Fighters 8 hours

All Fire Fighters may accrue unlimited vacation hours (including holiday leave hours).

Section 2. Use of Vacation Leave for Death Not in Immediate Family.

A Fire Fighter, with the Chief’s approval, may use vacation leave to attend the funeral of a person who is not in the Fire Fighter’s immediate family. The immediate family, for purposes of this Section, includes the Fire Fighter’s parents, step-parents, legal guardian, spouse, mother-in-law and father-in-law, children, brothers, sisters, grandparents, and grandchildren.

Section 3. Drag Up Pay for Unused Vacation Leave.

Upon separation, Fire Fighters will be paid for the following maximum amounts of unused vacation leave in their accounts:

Fire Fighter Class	Number of Hours
Operations Fire Fighters hired after 9/1/1998	720 hours
Non-Operations Fire Fighters hired after 9/1/1998	480 hours
Operations Fire fighters hired on or before 9/1/1998	1080 hours plus hours the Fire Fighter had on the books on 12/20/1998
Non-Operations Fire Fighters hired on or before 9/1/1998	720 hours plus hours the Fire Fighter had on the books on 12/20/1998

Section 4. Drag Up Pay Rate for Unused Vacation Leave.

For each hour of Drag Up pay to which they are entitled, Fire Fighters will be paid according to the appropriate formula below. For purposes of this Section, a Fire Fighter's Base Pay is the salary provided under Article 10, §2 of this Agreement. A Fire Fighter's Add Pays include any applicable longevity, Certification Pay, Assignment Pay, EMS Supervisory Officer Pay, and EMS Assistant Director Pay. The formulas are:

Operations Fire Fighters –

$[\text{Annual Base Pay} + \text{Annual Add Pays}] \div 2808 = \text{Drag Up Hourly Rate}$

Non-Operations Fire Fighters –

$[\text{Annual Base Pay} + \text{Annual Add Pays}] \div 2080 = \text{Drag Up Hourly Rate}$

Section 5. Vacation Leave Buyback Program.

Fire Fighters may sell back to the City two (2) working days of vacation leave for each working day of vacation leave taken by the Fire Fighter during that same year, subject to two limitations:

- Fire Fighters may not sell back more than ten (10) working days per year; and
- Fire Fighters can sell back only accrued vacation leave in excess of 30 working days.


The term "working days," as used in this Article, means:

- 12 hours of accrued vacation leave for Operations Fire Fighters; and
- 8 hours of accrued vacation leave for Non-Operations Fire Fighters.

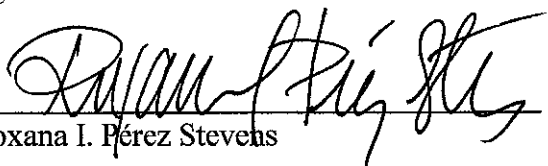
The amount paid for each hour of vacation leave bought back by the City will be determined by the formula stated above in Section 4 of this Article for payment of Drag Up Pay for Unused Vacation Leave.

The City shall distribute funds owed under this Section as cash, as contributions to a Fire Fighter's deferred compensation plan, or as otherwise directed by the Fire Fighter. The Fire Fighter is responsible to pay any costs incurred for a transfer other than cash. The City may require the Fire Fighter to release and hold the City harmless for any penalties or other liability incurred by the City as a result of allowing the Fire Fighter to defer compensation under this provision. The City shall not be required to make a payment to a deferred compensation plan or other plan if it determines, in its sole discretion, that such payment or distribution fails to comply with any applicable laws, rules, and regulations.

Agreed this 16th day of April, 2015:



Johnny R. Stobbs



Roxana I. Pérez Stevens