



## Office of Council Member Paige Ellis, District 8

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### **Ellis Budget Rider #3: Restoring Returning Employees' Service Time for Vacation Leave and Service Incentive Pay Calculations**

#### **Cosponsors: CM Kitchen, CM Pool**

##### **BE IT RESOLVED:**

The City Manager is directed to remove the continuity-of-service requirement from the Personal (Vacation) Leave accrual rate calculation, allowing experienced former City of Austin employees to return to City employment at their former vacation leave accrual rate.

##### **BE IT FURTHER RESOLVED:**

The City Manager is directed to remove the continuity-of-service requirement from the Service Incentive Pay calculation, allowing experienced former City of Austin employees to build upon their previous service time for service incentive pay if they return to City employment.

##### **BE IT FURTHER RESOLVED:**

This policy direction should be understood to include City of Austin employees that must take a leave of absence or leave without pay; such an employee's service time shall also not be reset for these benefits upon their return to work.

##### **BE IT FURTHER RESOLVED:**

If any of these policy changes result in a fiscal impact beyond what can be absorbed through vacancy savings or other available funding, the City Manager shall bring a budget amendment for Council consideration.