

# City of Denton Vacation and Sick Leave Benefits

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# Objective

- ▶ To provide an overview of the City of Denton's vacation and sick leave benefits

# Vacation and Sick Leave

- ▶ Chapter 143 of the Texas Local Government Code
- ▶ Policy #107.03 – Vacation
- ▶ Policy #111.01 – Sick Leave

# Benefit Summary

Benefit	Non-Civil Service Employees*	Police Civil Service and Fire Civil Service Employees Working 40 hours**	Fire Civil Service Employees Working Shift**
<b>VACATION</b>			
<b>Monthly Accrual</b>	10 hours	10 hours	15 hours
<b>Bonus Accrual</b>	4 hours for each year of service, beginning on the fifth anniversary	4 hours for each year of service, beginning on the fifth anniversary	6 hours for each year of service, beginning on the fifth anniversary
<b>Maximum Annual Carry Over</b>	320 hours	320 hours	480 hours
<b>Pay Out Upon Termination<sup>^</sup></b>	Accrued hours up to 320 hours	Accrued hours up to 320 hours	Accrued hours up to 480 hours

\* Benefits presented in this chart are for regular, full-time employees. Regular 1/2 time and 3/4 employees receive prorated benefits.

\*\*Many of the sick and vacation benefits are mandated by Chapter 143 of the Texas Local Government Code. The mandated benefits per statute are highlighted in yellow.

<sup>^</sup>Pay out upon termination is only allowed if the employee has completed 6 months of employment, has not been terminated for gross misconduct, and has returned all City property on or before issuance of the employee's final pay check

# Benefit Summary

Benefit	Non-Civil Service Employees*	Police Civil Service and Fire Civil Service Employees Working 40 hours**	Fire Civil Service Employees Working Shift**
<b>SICK LEAVE</b>			
Monthly Accrual	8 hours	10 hours	15 hours
Maximum Annual Accrual	720 hours	Unlimited	Unlimited
Pay Out Upon Termination	none^^	Accrued hours up to 720 hours	Accrued hours up to 1,080 hours

\* Benefits presented in this chart are for regular, full-time employees. Regular 1/2 time and 3/4 employees receive prorated benefits.

\*\*Many of the sick and vacation benefits are mandated by Chapter 143 of the Texas Local Government Code. The mandated benefits per statute are highlighted in yellow.

^^Exemption: per policy 111.01, employees who die while in service of the City or while on authorized military leave of absence shall be paid for all unused sick leave not to exceed 90 working days.

# Comparison to Other Cities

- ▶ Cities Surveyed:
  - ▶ Arlington
  - ▶ Carrollton
  - ▶ Frisco
  - ▶ Garland
  - ▶ Grand Prairie
  - ▶ Irving
  - ▶ Lewisville
  - ▶ McKinney
  - ▶ Mesquite
  - ▶ Plano

## Comparison to Other Cities

- ▶ Some aspects of our vacation and/or sick leave benefits are better when compared to some cities and worse when compared to others.
- ▶ When looking at the combination of both vacation and sick benefits, though, we are competitive.

# Questions

