

City of Denton
Vacation and Sick Benefits Summary and Recommended Changes by Council Ad Hoc Committee

Benefit	CURRENT BENEFITS		
	Non-Civil Service Employees*	Police Civil Service and Fire Civil Service Employees Working 40 hours**	Fire Civil Service Employees Working Shift**
VACATION			
Monthly Accrual	10 hours	10 hours	15 hours
Bonus Accrual	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
Maximum Annual Carry Over	320 hours	320 hours	480 hours
Pay Out Upon Termination^	Accrued hours up to 320 hours	Accrued hours up to 320 hours	Accrued hours up to 480 hours
SICK LEAVE			
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

RECOMMENDED CHANGES BY COUNCIL AD HOC COMMITTEE			
Non-Civil Service Employees*	Police Civil Service and Fire Civil Service Employees Working 40 hours**	Fire Civil Service Employees Working Shift**	Effective Date
No change	No change	No change	N/A
Cap at 20 years, so the maximum bonus time is 60 hours	Cap at 20 years, so the maximum bonus time is 60 hours	Cap at 20 years, so the maximum bonus time is 90 hours	1/1/18 for new employees; for existing employees, we would have a phased implementation. The bonus time beginning on 1/1/18 would be decreased to 2 hours (3 hours for Fire civil service employees) for years beyond 20; then be removed altogether 1/1/19 for years beyond 20.
0 - 10 years = 240 hours 10+ years = 320 hours	0 - 10 years = 240 hours 10+ years = 320 hours	0 - 10 years = 360 hours 10+ years = 480 hours	1/1/18 for new employees; for existing employees, we would have a phased implementation. The carryover for 0 - 10 years would be 280 hours beginning 1/1/18, then would be 240 beginning 1/1/19 (for Fire civil service employees, would be 420 hours beginning 1/1/18, then would be 360 hours beginning 1/1/19).
Accrued hours up to 240 hours	Accrued hours up to 240 hours	Accrued hours up to 360 hours	1/1/18 for new employees; for existing employees, we would have a phased implementation. Beginning 1/1/18, employees would be paid up to 280 accrued hours, and on 1/1/19, they would be paid up to 240 accrued hours for Fire civil service employees, would be 420 hours beginning 1/1/18, then 360 hours beginning 1/1/19).
10 hours	No change	No change	1/1/18 for new as well as existing employees
No change	No change	No change	N/A
No change	No change	No change	N/A

* 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.

^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.

^^Exception: 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.