

Memorandum of Understanding

This Memorandum of Understanding (MOU) is entered into between the City of Grants Pass (CITY) and the Grants Pass Police Association (GPPA).

The intent of this MOU is to modify Article 6.1 to identify when GPPA represented employees are required to utilize holiday compensation hours. The article shall read:

6.1 Designation. In lieu of holidays, an employee shall be assigned 12 holidays on July 1. The employee may elect to use these holidays at a time mutually agreeable to the Department Director or their designee and the employee. If an employee leaves the City service during the year, the employee shall repay the City for holiday compensation if the employee has used more than eight (8) hours for each calendar month of employment.

Employees requesting a day off on a recognized City holiday, as defined in the Personnel Rules, Regulations & Policies, are required to utilize holiday hours. Employees working a schedule in excess of 8 hours will only be required to use 8 hours of holiday and may elect to use vacation or earned compensation for the additional scheduled hours. Employees who are within 24 hours of their vacation accrual maximums will be permitted to utilize vacation leave for the full shift.

Employees assigned to the Detective Section shall have the option to choose to work official holidays at their normal rate of pay; however, should the employee elect to take the holiday off, the employee shall utilize holiday compensatory time. If the on-call detective elects to work the holiday, the on-call detective may work half the day and take the remainder of the day off without any deduction from their compensatory time. If the on-call detective chooses to take the recognized holiday off only an amount equivalent to one-half their regular working hours will be deducted from their holiday compensatory time.

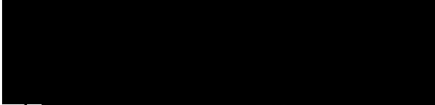
Any credits remaining on June 30 of each year will be compensated for in cash at the employee's straight time rate or may be rolled over into the employee's compensatory time bank as long as the cap is not exceeded.

This MOU shall remain in effect for the duration of the current contract and will be incorporated into the next agreement.



Aaron K. Cubic, City Manager
City of Grants Pass

12 10 12
Date



Doni Hamilton, President
Grants Pass Police Association

12-04-12
Date

