

## Legislation Details (With Text)

<b>File #:</b>	15-9820	<b>Version:</b>	1	<b>Name:</b>	
<b>Type:</b>	Policy Item	<b>Status:</b>		Approved	
<b>File created:</b>	12/3/2018	<b>In control:</b>		City Council Business Meeting	
<b>On agenda:</b>	3/25/2019	<b>Final action:</b>		3/25/2019	
<b>Title:</b>	Resolutions to Correct Payout for Recent Firefighter Retirees and Adopt Vacation, Sick, Garcia, and T-13 Leave Policy				
<b>Attachments:</b>	1. Resolution CFD Retiree Group (4), 2. Resolution adopting leave policy, 3. Leave Policy Draft as of 03212019-2				

Date	Ver.	Action By	Action	Result
3/25/2019	1	City Council Business Meeting	Approve	Pass

## Resolutions to Correct Payout for Recent Firefighter Retirees and Adopt Vacation, Sick, Garcia, and T-13 Leave Policy

### Action:

- A. Adopt a resolution approving leave payout adjustments for firefighter retirees who retired between October 15, 2013, and March 25, 2019, and**
- B. Adopt a resolution approving a vacation, sick, Garcia, and T-13 leave policy.**

### Staff Resource(s):

Sheila Simpson, Human Resources

### Explanation

- A recent lawsuit was settled with a group of retired Charlotte Firefighters which resulted in parties in the lawsuit receiving a 7.692 percent retroactive increase in their leave payout upon termination with the City.
- Action A allows for retired firefighters who were not party to the lawsuit (but determined to have been eligible) to receive an equivalent 7.692 percent retroactive increase to their leave payout upon termination with the City. This action will include all Firefighters who retired between October 15, 2013, and March 25, 2019, with the exception of plaintiffs in the previously referenced lawsuit.
- Action B adopts a vacation, sick, and holiday sick leave policy which clarifies items such as what types of leave are considered accrued vacation, how many hours are included in a vacation day for operational Firefighters, and how rate of pay is calculated when paying leave.
- This action will confirm the appropriate number of accrued hours to be reported to the Charlotte Firefighter's Retirement System for leave payouts, but allows for the days to be paid at a higher rate of pay, resulting in a positive impact to future firefighter retirees.

### Attachment(s)

Resolutions  
Policy