

**CITY OF CARMEL-BY-THE-SEA
CITY COUNCIL**

ORDINANCE NO. 2022-003

AN ORDINANCE AMENDING SECTION 2.52.630 REGARDING ELIGIBILITY FOR NEW HIRES TO USE ACCRUED VACATION LEAVE IN THE FIRST YEAR OF EMPLOYMENT

WHEREAS, the City Council for the City of Carmel-by-the-Sea (City) recently approved Memoranda of Understanding (MOUs) with general and management employees represented by the Laborers' International Union of North America, United Public Employees of California (LiUNA/UPEC) for the period from July 1, 2022 through June 30, 2024; and

WHEREAS, in the MOUs between the City and LiUNA/UPEC the City agreed to recommend that the Council amend Section 2.52.630 to permit employees in their first year of City employment to use accrued vacation; and

WHEREAS, the City believes it is appropriate to remove the requirement of completing one year of continuous service as a condition for using accrued vacation for all City employees under Section 2.52.630.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA DOES ORDAIN AS FOLLOWS:

SECTION 1.

1. The City Council of the City of Carmel-by-the-Sea does hereby find that the above referenced recitals are true and correct and material to the adoption of this Ordinance.
2. The actions authorized by this Ordinance are consistent with the City's General Plan, and the terms of the City's MOUs with the groups represented by LiUNA/UPEC.

SECTION 2.

Section 2.52.630 is hereby amended to read:

An employee is eligible to use accrued vacation time starting from the first day of employment.

SECTION 3. Effective Date. This Ordinance shall take effect 30 days after its adoption by the City Council of the City of Carmel-by-the-Sea.

INTRODUCED at a Regular City Council Meeting on October 4, 2022.

**PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF CARMEL-BY-
THE-SEA this 1st day of November, 2022, by the following vote:**

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

ATTEST:

Dave Potter
Mayor

Nova Romero, MMC
City Clerk