



# City of Memphis Paid Benefit Time

## Holiday Leave

- New Year's Day
- Dr. Martin Luther King Jr.'s Birthday
- President's Day
- Dr. Martin Luther King Jr. Memorial Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve
- Christmas Day

## Bereavement Leave

- Up to 3 days off due to the death of a close relative (parent, step-parent, sibling, step-sibling, grandparent, etc.)

## Supplemental Military Pay

- President Obama declared an end to Operation Enduring Freedom on December 14, 2011. Therefore, the necessity and desirability of continuing fixed \$400 or \$800 per month Supplemental Military Pay should be examined.

## Recommendation

- Under Review

- Under Review

- Under Review

All Regular, Full-Time Employees and  
Elected Employees



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## Sick Leave

- Years 1-5.....1 Day Per Month
- Years 6-9.....1.5 Days Per Month
- Years 10-14.....2 Days Per Month
- Years 15 and Beyond.....2.5 Days Per Month

## Vacation Leave

- After 6 months 5 Days.....(40 Hours)
- After 1 year 10 Days..... (80 Hours)
- Years 1 -5 10 Days..... (80 Hours)
- Year 6 11 Days .....(88 Hours)
- Years 7-14..... 1 Additional Day Per Year
- Years 15-16 .....20 Days
- Years 17-18.....21 Days
- Years 19-20.....22 Days
- Years 21-22.....23 Days
- Years 23-24.....24 Days
- Years 25-26.....25 Days

## Retiree Sick Leave Payout

- Pay-out for up to 75 Days of accumulated time

## Bonus Leave

- 1 day per rolling 90 days

## Recommendation

- Under Review
  
- Under Review

- Under Review

- Under Review

	Little Rock		Nashville	Memphis (1)
	Non-union	Union (Non-uniformed)		
<b>Sick Leave</b>				
Accrual	<p>PTO replaces Vacation/Sick Leave</p> <p>Beginning 20 days per year up to 35 days per year with 20 years of service. Balance paid upon separation.</p> <p>A separate Short Term Disability (STD) bank is established. Employee accrues 6 days per year up to 156 days max. Can only be used with documentation for approved personal/family medical absences of 3+ days or in exceptional cases. Employees with 5 years are paid out STD time @ 2% x years of service.</p>	1 day per month regardless of service.	1 day per month regardless of service.	Beginning 1 day per month up to 2.5 days per month for 15+ years service.
Max Accrual		125 days (if hired after 1980)	120 days (if hired after 1989)	Unlimited
Carryover		Yes, up to Max	Yes, up to Max	Yes Unlimited
For Family Member		Up to 10 days per year for immediate family member	Up to 5 days per year when employee is primary caregiver	Up to 10 days per year when all other leave is exhausted and for qualifying reasons under FMLA
Pay Out		None, unless due to death of employee - 125 hours max (2)	None	Up to 75 days in case of retirement or death
Notes		Up to \$200 in savings bonds and 1 paid day off for no sick leave in a calendar year.	Sick days earned in excess of max are banked and applied as pension service credit.	Sick leave (above the 75 days noted above) is forfeited.
<b>Vacation</b>				
Accrual	Beginning 10 days per year up to 22 days per year with 20 years service.	Beginning 10 days per year up to 25 days per year with 20 years of service. (3)	Beginning 10 days per year up to 25 days per year with 25 years of service.	
Carryover	Yes, up to a max of 30 days	Three times the employee's current annual accrual.	By Exception Only	
Time of Accrual	Pay Period	Monthly	Annual	
<b>Other</b>	Discretionary/Personal Days - 3 per year (not to be carried forward or paid out)		Bonus Days - earned for no sick/unauthorized leave in a rolling 3 month period (max 4 per year)	

1) Fire Employees accrue paid leave based on their unique 24-hour shift work schedule.

2) Payout allowed for uniform employees up to 720 hours (Police retirement) or 3 months salary (Fire w/20 years svc).

3) Excludes Police and Fire employees who earn 20 vacation days per year regardless of service.