

To implement changes regarding mandatory furloughs the following amendments to the Salary Ordinance are required:

In the Salary Ordinance, under Part II, Section 2 Appointments, Salary Advancement, Salary Advancement Dates, Salary Advancement-Nonmanagement employees: add the following sentence at the end of the paragraph “In determining the completion of each year of service, mandatory furlough time shall be regarded as being regularly at work and shall not count against salary advancement.”

Under Timing of Salary Advancement – Nonmanagement Employees: delete the sentence “Absence or absences from work without pay, for any cause for 10 or more work days in the aggregate shall defer salary advancement for one additional pay period for each such 10 days’ absence.” and substitute the following sentence “Absence or absences from work without pay, for any cause, except mandatory furloughs, for 10 or more work days in the aggregate shall defer salary advancement for one additional pay period for each such 10 days’ absence.”

Under Section 5, Holiday Pay: delete the following sentence “An employee who is on sick leave with pay or on vacation with pay shall be regarded as being regularly at work for purposes of interpreting this paragraph.” and substitute the following sentence “An employee who is on sick leave with pay, on vacation with pay, or on mandatory furlough, shall be regarded as being regularly at work for purposes of interpreting this paragraph.”

Under Section 9, Return from Authorized Layoff or Leave: delete the “.” at the end of the sentence and add the following phrase “unless subject to the terms of a mandatory furlough.”

Under Section 12 Management Pay Plan, f. Promotion, (3) Salary Anniversary Date: add the following sentence at the end of the paragraph “Mandatory furlough time shall be regarded as being regularly at work and not adversely affect the manager’s salary anniversary date.”