



TEMPORARY VACATION POLICY

During the city's closure in response to the coronavirus pandemic, the vacation accrual maximum has been temporarily increased through December 13, 2020.

ELIGIBILITY

All standard Police, Fire, and BMEA union employees and standard non-union employees are eligible to temporarily accrue vacation above the accrual maximum stated in city vacation leave policies and Collective Bargaining Agreements (CBAs).

TEMPORARY VACATION ACCRUAL MAXIMUM

The vacation accrual maximum will temporarily increase based the highest accrual rate for each bargaining unit and non-union group. See the table below.

Group	Current Maximum	Additional Hours	Temporary Maximum
BPOA	530 hours	+ 80 hours =	610 hours
IAFF (40hrs/week)	320 hours	+ 80 hours =	400 hours
IAFF	960 hours	+ 80 hours =	1040 hours
BMEA	280 hours	+ 80 hours =	360 hours
MGMT	320 hours	+ 80 hours =	400 hours

At the end of the temporary vacation policy, the vacation accrual maximum will return to current maximums.

EFFECTIVE DATES

The temporary vacation accrual maximum increase is effective retroactively to **March 16, 2020**. Vacation hours over the accrual maximum must be used by **December 13, 2020**. The temporary vacation accrual maximum will not be carried over into 2021, which begins December 14, 2020.

POLICY

There are no policy changes to other aspects of our vacation policies such as vacation sellback or vacation donation.

Vacation hours above the current accrual maximum will not be paid in the event of resignation, discharge, retirement, lay off, or death. Please refer to current city policies for more information:

- Boulder Police Officers Association [2020-2021 Contract](#)
- International Association of Fire Fighters [2019-2020 Contract](#)
- Boulder Municipal Employees Association (BMEA) [2019-2020 Contract](#)
- Standard Management/Non-Union [Vacation Leave Policy](#)