

ORDINANCE NO. 7608

ORDINANCE AMENDING THE CITY OF EAU CLAIRE EMPLOYEE BENEFITS AND LEAVES PLAN, SPECIFICALLY THAT PART THEREOF PERTAINING TO AMALGAMATED TRANSIT UNION LOCAL 1310 EMPLOYEES.

THE CITY COUNCIL OF THE CITY OF EAU CLAIRE DOES ORDAIN AS FOLLOWS:

That s. 2.72.020 entitled “City of Eau Claire Employee Benefits and Leaves Plan-Adopted” is hereby amended as follows:

SECTION 1. That the Benefits and Leaves Plan, specifically the Transit Local 1310 Employees Full-Time and Part-Time fringe benefits sheets, as on file in the City Clerk’s Office and made a part hereof by reference, shall be amended effective January 1, 2026, to provide vacation leave as follows:

The standard vacation accrual schedule for full-time bus operator employees working a typical 41.5-hour work week schedule is as follows:

Years of Continuous Service	Annual Vacation Accrual
From start of employment up to 1 year of service	83 hours
After 1 year of service	124.5 hours
After 5 Years of Service	141.1 hours
After 9 Years of Service	166 hours
After 13 Years of Service	182.6 Hours
After 17 Years of Service	207.5 hours

The standard vacation accrual schedule for full-time mechanic, shop personnel and other covered employees working a typical 40-hour work week schedule is as follows:

Years of Continuous Service	Annual Vacation Accrual
From start of employment up to 1 year of service	80 hours
After 1 year of service	120 hours
After 5 Years of Service	136 hours
After 9 Years of Service	160 hours
After 13 Years of Service	176 Hours
After 17 Years of Service	200 hours

Positions less than full-time will receive a prorated vacation accrual based on compensated straight-time hours actually worked.

Employees hired on or after the execution date of this contract shall receive one week of vacation on their first day of employment, with the number of hours subject to proration based on hours worked and position vacation accrual schedule. If employment is terminated prior to one year of service, any remaining hours will not be paid out and the employee will reimburse the City for any used hours on their final pay check.

The maximum number of vacation hours available to the employee on their anniversary date cannot exceed 240 hours. Vacation hours in excess of the allowable balance will be forfeited on an employee's anniversary date each year.

SECTION 2. That the Benefits and Leaves Plan is amended to provide current Transit Local 1310 employees hired on or after January 1, 2020, and prior to the execution date of this contract a one-time allocation of 40 hours of vacation, with the number of hours subject to proration based on hours worked and position vacation accrual schedule. If employment is terminated prior to January 1, 2027, the employee will reimburse the City for any used hours on their final pay check.

SECTION 3. That the Benefits and Leaves Plan, specifically the Transit Local 1310 Employees Full-Time and Part-Time fringe benefits sheets, as on file in the City Clerk's Office and made a part hereof by reference, shall be amended effective January 1, 2025, as follows:

Training Pay

When an operator is training a new bus operator, the trainer will receive an additional ~~35 cents~~ \$1.00 per hour while in active training.

SECTION 4. That the Benefits and Leaves Plan, specifically the Transit Local 1310 Employees Full-Time fringe benefits sheet, as on file in the City Clerk's Office and made a part hereof by reference, shall be amended effective January 1, 2025, as follows:

Tool Allowance (Full-Time)

Shop personnel classified as general bus mechanics will receive a tool allowance of \$700.00 ~~\$500.00~~ per year. Those classified as full-time combination personnel will receive an allowance of \$300.00 ~~\$250.00~~ per year. . .

Uniform Allowance (Full-Time)

All full-time bus operators, inasmuch as they are expected to be in uniform while driving, will be credited with a uniform allowance of \$300.00 ~~\$250.00~~ per year. . .

SECTION 5. That the Benefits and Leaves Plan, specifically the Transit Local 1310 Employees fringe benefits sheets, as on file in the City Clerk's Office and made a part hereof by reference, shall be amended effective January 1, 2025, as follows:

Deferred Compensation Cash Payment in Lieu of Health Insurance (Full-Time)

Optional ~~deferred compensation employer contribution~~ cash payment of \$150.00 per month (\$69.23 per pay period) for an employee with no employer-paid health insurance. This may be contributed by the employee to any Roth or other deferred compensation plan offered by the City.

Deferred Compensation Cash Payment in Lieu of Health Insurance (Part-Time)

Optional ~~deferred compensation employer contribution~~ cash payment of \$75.00 per month (\$34.62 per pay period) for an employee with no employer-paid health insurance. This may be contributed by the employee to any Roth or other deferred compensation plan offered by the City.

(SEAL) President Emily K. Berge
(SEAL) City Manager Stephanie A. Hirsch
(ATTESTED) City Clerk Nicholas L. Koerner

First Reading February 10, 2026

Final Reading February 10, 2026, Rules Suspended

Adopted February 10, 2026

Published February 16, 2026