

Policy	Revision
3.07 Promotions, Acting Positions, Transfers, Career Ladders, and Demotions	Revision – Updated to allow for department Director to approve up to step 5 for promotional candidates
4.08 Longevity Pay	Removal – Removal of \$1200 maximum payment
4.10 Certification and Education Pay	Addition – City Marshal added to eligibility language to reflect current practices
4.17 On-Call/Standby Pay	Revision – Effective October 6, 2025, policy will be titled Standby Pay to avoid confusion with “Call-Out” policy. Daily rate will also increase from \$15/day to \$32/day
5.04 Sick Leave	Revision – Reflects that accruals occur on a per pay period basis, as is current practice; Revision – Reflects accrual total on an annual basis to reflect accurate accrual rates; Revision – Language now reflects payout of up to 320 hours for employees that leave in good standing if they have 20 or more years of service.
5.05 Vacation	Addition – Revised to reflect that vacation time is accrued on a per pay period basis
5.10 Inclement Weather	Revision – full update to reflect language determined by ELT which outlines the levels of response expected by employees.