

Tentative Agreement 02/20/26

ARTICLE 21
Vacations

Section 1. The City shall provide Officers vacation time on the basis of the following schedule:

Years of Service	Vacation Time
1 through 10	126 working hours
11 through 15	166 working hours
More than 15	206 working hours

Section 2. Vacation time shall be accrued and credited as follows:

A. Officers shall accrue vacation at the rate of ten (10) hours per month, plus an additional six (6) hours on each anniversary date thereafter.

B. On the date an Officer completes ten (10) years of service and on each anniversary date thereafter, he/she will be credited (on a lump sum basis) with forty (40) additional hours of vacation time.

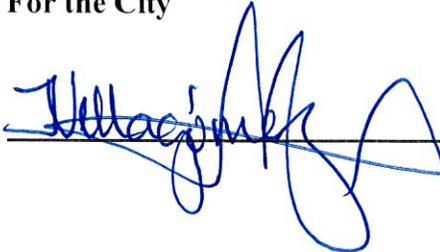
C. On the date an Officer completes fifteen (15) years of service and on each anniversary date thereafter, he/she will be credited (on a lump sum basis) with forty (40) additional hours of vacation for a total of eighty (80) hours.

D. For purposes of this Article, anniversary date is defined as the annual anniversary of the officer's beginning probation with the Department.

Section 3. Preemption

It is expressly understood and agreed that all provisions of this Article shall preempt any statute, Executive Order, local ordinance, City policy or rule, which is in conflict with or is inconsistent with this Agreement and procedures developed hereunder, including for example and not by way of limitation, any contrary provisions of Chapters 141, 142, and 143 of the Texas Local Government Code, including but not limited to Sections 141.032 and 142.0015 and Sections 143.041 through 143.047.

For the City



For the Association