

ORDINANCE NO. C-14-

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, AMENDING SUBSECTION 20-78(b) OF THE CODE OF ORDINANCES OF THE CITY OF FORT LAUDERDALE, FLORIDA, BY MODIFYING THE PROVISION GOVERNING SICK LEAVE PAYOUT UPON TERMINATION OF EMPLOYMENT, AND PROVIDING FOR SEVERABILITY, REPEAL OF CONFLICTING ORDINANCE PROVISIONS, AND AN EFFECTIVE DATE.

WHEREAS, the City Manager and the Director of Human Resources have recommended modification of the provision of the Code of Ordinances of the City of Fort Lauderdale, Florida, governing sick leave payout upon termination of employment; and

WHEREAS, the City Commission agrees with the recommendation of the City Manager and the Director of Human Resources to modify the sick leave provision of the Code of Ordinances of the City of Fort Lauderdale, Florida,

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA:

SECTION 1. That Subsection 20-78(b) of the Code of Ordinances of the City of Fort Lauderdale, Florida, is amended to provide as follows:

- (b) *Sick leave.*
 - (1) Accrued, unused sick leave will be paid to an employee, upon termination in good standing, ~~according to the following schedule:~~ in the amount of 28% of accrued, unused sick leave at the employee's final rate of pay.

Years of Service	Percent of Rate of Accrual
10 or less	25

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Greater than 10, but less than 20	45
20 or more	65

- (2) Upon Retirement from City employment, an employee who is a DROP Participant as defined in Section 20-107 on or before September 30, 2014, shall be paid for unused sick leave in accordance with the following schedule:

Years of Service	Percent of Rate of Accrual
10 or less	50
Greater than 10, but less than 20	65
20 or more	80

- (3) An employee who is dismissed from City Service or who resigns not in good standing shall not be paid for accrued, unused sick leave.
- (4) For employees who are DROP Participants as defined in Section 20-107 on or before September 30, 2014, ~~All~~ unused, accrued sick leave as of October 1, 1977, shall be valued at the rate of pay in effect on October 1, 1977, and sick leave accruing after that date shall be valued at the rate of pay in effect at the time of accrual. This valuation of accrued, unused sick leave will be used to compute the amounts to be paid to ~~the~~such employees upon termination as indicated above. When an employee who is a DROP Participant as defined in Section 20-107 on or before September 30, 2014, utilizes sick leave for any reason, the most recently accrued day(s) will be used.

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- (5) On the employee's anniversary date, an employee who has accrued more than thirty (30) but less than ninety (90) days of sick leave may convert unused sick leave earned in the previous year, not to exceed six (6) days, to vacation or to a cash payment at the rate of fifty (50) percent of the employee's average salary for the year of conversion; and an employee who has accrued at least ninety (90) days of sick leave may convert unused sick leave earned in the previous year, not to exceed twelve (12) days, to vacation or to a cash payment at the rate of fifty (50) percent of the employee's average salary for the year of conversion. The first thirty (30) days of accrued sick leave shall not be subject to conversion.

SECTION 2. That if any clause, section, or other part of this Ordinance shall be held invalid or unconstitutional by any court of competent jurisdiction, the remainder of this Ordinance shall not be affected thereby, but shall remain in full force and effect.

SECTION 3. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed.

SECTION 4. That this Ordinance shall be in full force and effect on September 30, 2014.

PASSED FIRST READING this the ____ day of _____, 2014.

PASSED SECOND READING this the ____ day of _____, 2014.

Mayor
JOHN P. "JACK" SEILER

ATTEST:

City Clerk
JONDA K. JOSEPH

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