



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#18-0058

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Lee R. Feldman, ICMA-CM, City Manager

DATE: January 23, 2018

TITLE: Resolution Revising Personnel Rule XI, Section 6, Leave with Pay to Increase Leave with Pay for Death within the Immediate Family Not to Exceed Forty (40) Hours Per Occurrence to Match the Bereavement Leave Available to Union Employees

Recommendation

It is recommended that the City Commission adopt a resolution amending Personnel Rule XI, Section 6 of the Personnel Rules of the City of Fort Lauderdale, Florida (the "Personnel Rules") to increase leave with pay for death within the immediate family not to exceed forty (40) hours per occurrence.

Background

The Personnel Rules state "[bereavement] leave with pay not to exceed three working days in any calendar year may also be authorized in case of death within the immediate family."

Through collective bargaining, union represented employees are currently eligible to receive up to a maximum of forty (40) hours per occurrence for death in the immediate family. It is recommended that non-bargaining unit management and confidential employees receive the same bereavement leave benefit available to union represented employees. The proposed amendment would make the same bereavement leave applicable to management and confidential employees.

At its last meeting on December 28, 2017, the Civil Service Board voted (2-0) in favor of amending Rule XI, Section 6 of the Personnel Rules to delete the sentence "[bereavement] leave with pay not to exceed three working days in any calendar year may also be authorized in case of death within the immediate family," to allow the City to adopt a bereavement leave policy that would make the same amount of bereavement leave available to management and confidential employees that is now available to union employees.

Resource Impact

There is no fiscal year impact associated with this item.

Strategic Connections

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.
- Objective 1: Foster professional and rewarding careers
- Goal 12: Be a leading government organization, managing resources wisely and sustainably.
- Objective 1: Ensure sound fiscal management

This item advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United*.

Attachments

Exhibit 1 – Communication to City Commission

Exhibit 1 – Resolution

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