

RESOLUTION NO. 18-11

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA, REVISING PERSONNEL RULE XI, SECTION 6, LEAVE WITH PAY TO INCREASE LEAVE WITH PAY FOR DEATH WITHIN THE IMMEDIATE FAMILY TO A MAXIMUM OF FORTY HOURS PER OCCURRENCE, AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, through Personnel Rule XI, Section 6 management and confidential employees are eligible for leave with pay not to exceed three working days in any calendar year in case of death within the immediate family; and

WHEREAS, 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; and

WHEREAS, the City Manager and the Human Resources Director recommend that management and confidential employees receive the same bereavement leave benefit available to union represented employees; and

WHEREAS, the City Manager and the Human Resources Director further recommend that leave with pay for death in the immediate family in the personnel rules be increased to forty (40) hours per occurrence to match the bereavement leave available to union represented employees; and

WHEREAS, 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;

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

SECTION 1. That Personnel Rule XI, General Policies and Provisions, Section 6 is hereby revised as follows:

Section 6. Leave with pay:

Leave with pay may be authorized in order that regular employees may serve required jury duty, provided that such leave is reported in advance to the personnel director. Such employee shall be entitled to pay in a total amount equal to the employee's regular, full pay, less that amount received by the employee for his jury service.

Leave with pay may be authorized for any regular employee who is required to appear as a witness, as a result of his employment with the city, in any administrative hearing, court hearing, trial, or deposition in connection therewith, provided that such leave is reported in advance to the personnel director. Such employee shall be entitled to pay in a total amount equal to the employee's regular, full pay, less that amount received by the employee as his witness fee. Leave with pay not to exceed ~~three (3) working days in any calendar year~~ forty (40) hours per occurrence may also be authorized in case of death within the immediate family.

Leave with pay may be authorized for any FLSA exempt employee who is absent for less than one (1) full work day and whose accrued leave balance is inadequate to cover the absence so long as the employee has in fact worked a portion of that day.

SECTION 2. That this Resolution shall be in full force and effect upon final passage.

ADOPTED this the 23rd day of January, 2018.


Mayor
JOHN P. "JACK" SEILER

ATTEST:



City Clerk

JEFFREY A. MODARELLI