

ORDINANCE 348-87

AN ORDINANCE OF THE TOWN COUNCIL OF GOLDEN BEACH AMENDING THE VACATION LEAVE, SICK LEAVE AND PAID HOLIDAYS FOR FULL TIME EMPLOYEES OF THE TOWN OF GOLDEN BEACH, FLORIDA; RESTATING COMPLETELY THE TERMS, CONDITIONS, RULES AND REGULATIONS PERTAINING THERETO, AS SET FORTH IN ORDINANCE NOS. 144 AND 144A; PROVIDING A SAVING CLAUSE; REPEALING ALL ORDINANCES IN CONFLICT; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the vacation, sick leave and holiday benefit policy for full time employees has been in effect since January, 1982 and,

WHEREAS, the employees have requested that the Town Council reduce the service requirements for the current vacation benefit, and an additional holiday be granted for all full time employees, and that the earned sick leave benefit be clarified,

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL, TOWN OF GOLDEN BEACH:

Section 1. The term employee(s) referred to in this ordinance shall be defined as those employees who are employed to work 35 hours or more per week on an annual basis.

Section 2. Work days shall be defined as an employee's assigned hours of duty within any given 24 hour period.

Section 3. Vacations

1. Employee vacation leave shall be earned from the date of employment at the following rate:

	<u>Work Days</u>	
	<u>Police Employees</u>	<u>General Employees</u>
1-5 or less years of continuous service	8	10
2-6 to 10 years of continuous service	12	15
3-Over 10 years of continuous service	16	20

2. Employees shall not be eligible to take vacation leave until the completion of one year of continuous service.

3. Upon termination of employment, employees who have completed at least six months of continuous service shall be eligible to receive payment for all unused vacation leave.

4. Vacation leave shall be scheduled and taken subject to the approval of the employees' superiors and with the concurrence of the Town Manager. Department heads shall have preference in vacation leave in their respective departments, thereafter seniority shall prevail if practical. Vacation leaves may be cancelled or changed in event of an emergency.

Section 4. Sick Leave

Employees shall earn sick leave from the date of employment at the rate of one work day for each month of continuous service. Employees will not be eligible to take paid sick leave until the completion of six months of continuous service. Employees may not take more compensated time than they have earned.

It is understood that as of the effective date of this ordinance, employees shall not be credited with more than 30 days of accrued sick leave. Thereafter, sick leave shall continue to accrue at the rate specified herein. However, employees may only receive (50%) of the value of any accumulated and unused sick days at the time the employee leaves the employment of the Town.

Section 5. Holidays

Effective January 1, 1987, employees of the Town of Golden Beach are entitled to the following paid holidays:

New Years Day
Martin Luther King Day
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

Should the official holidays fall on a weekend, then the day will be observed in accordance with the custom of Federal, State, County and other local governmental agencies. If a holiday occurs during vacation, then vacation time will be extended to cover the time of the holiday.

Employees required to work on a holiday shall be entitled to be compensated an extra work day's pay at straight time.

Section 6. That all ordinances or parts of ordinances in conflict be and hereby be repealed as far as they are in conflict.

PASSED AND ADOPTED this 18 day of February 1987.

The motion to adopt the foregoing ordinance was offered by:

Vice Mayor Tweddle

Seconded by:

Councilman Duffner

and on roll call, the following vote ensued:

Vice Mayor Duffner	<u>aye</u>
Councilman Fried	<u>aye</u>
Mayor Tobin	<u>aye</u>
Councilman Sorota	<u>aye</u>
Councilman Tweddle	<u>aye</u>

MAYOR

Approved as to form and legal sufficiency:

Town Attorney

TOWN CLERK

Attest