

ORDINANCE NO. 1070 – 2014

**AN ORDINANCE OF THE CITY COUNCIL OF
THE CITY OF MIAMI SPRINGS AMENDING
CODE OF ORDINANCE SECTION 34-16,
LEAVE; BY UPDATING AND CLARIFYING
THE USE OF EARNED VACATION AND
MEDICAL LEAVE; REPEALING ALL
ORDINANCES OR PARTS OF ORDINANCES IN
CONFLICT ; EFFECTIVE DATE**

WHEREAS, during a review of City Ordinances that relate to employee benefits and the use thereof, specific attention was given to provisions governing employee vacation and medical leave; and,

WHEREAS, it was noted that there was no provision governing the use of earned vacation leave by probationary employees, while there was a provision that restricted the use of earned medical leave by probationary employees until the completion of their probationary period; and,

WHEREAS, the City administration has always strived to provide consistent benefits to its employees; and,

WHEREAS, an investigation of the provisions currently in effect in other governmental entities evidences that the current majority position is to allow the use of vacation and medical leave benefits as they are earned by all employees; and,

WHEREAS, the updating and clarifying of the City's provisions in regard to the authorized time for the use of these benefits would prove to be attractive to potential new City employees; and,

WHEREAS, the City Council has determined that the proposed amendments to Code of Ordinance Section 34-16 are in the best interests of the City and its citizens;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MIAMI SPRINGS:

Section 1. That the Code of Ordinances Section 34-16, Leave, is hereby amended as follows:

Section 34-16. Leave

A) *Vacation Leave.*

- (1) Employees in the classified service working a 40-hour week shall earn ~~a~~ vacation leave at the rate of one day per month of service, or 12 days per year.

(2) Vacation Leave may be used as it is earned. This provision is applicable to all City employees who are eligible to earn vacation, including probationary employees.

- (2) (3) ...
- (3) (4) ...
- (4) (5) ...
- (5) (6) ...

(B) *Longevity leave...*

(C) *Medical leave.*

(1) Employees in the classified service shall earn paid medical leave at the rate of one day for each month of service, or 12 days per year.

(2) ~~Earned pPaid medical leave may not be used until completion of probation period of original appointment.~~ as it is earned. This provision is applicable to all City employees who are eligible to earn paid medical leave, including probationary employees.

- (3) ...
- (4) ...
- (5) ...
- (6) ...
- (7) ...
- (8) ...
- (9) ...

(D) *Leave with pay...*

- (1) ...
- (2) ...
- (3) ...
- (4) ...

(E) *Leaves of absence without pay.....*

- (1) ...
- (2) ...

Section 2: That all Ordinances or parts of Ordinances in conflict herewith are hereby repealed insofar as they are in conflict.

Section 3: That this Ordinance shall take effect immediately upon adoption.

PASSED ON FIRST READING this 12th day of May, 2014, on a motion made by Councilman Bain and seconded by Councilman Windrem.

PASSED AND ADOPTED ON SECOND READING this 27th day of May, 2014, on a motion by Vice Mayor Lob and seconded by Councilman Petralanda.

Vice Mayor Lob	<u>YES</u>
Councilman Windrem	<u>YES</u>
Councilman Bain	<u>YES</u>
Councilman Petralanda	<u>YES</u>
Mayor Garcia	<u>YES</u>




Zavier M. Garcia, Mayor

ATTEST:



Erika Gonzalez-Santamaria, CMC, City Clerk

APPROVED AS TO LEGALITY AND FORM:



Jan K. Seiden, City Attorney



Words ~~-stricken through-~~ shall be deleted. Underscored words constitute the amendment proposed. Words remaining are now in effect and remain unchanged.