

RESOLUTION NO. 2004-12-63

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, ADOPTING A FORMAL PERSONAL LEAVE POLICY FOR THE CITY'S EMPLOYEES; PROVIDING THE CITY MANAGER WITH THE AUTHORITY TO DO ALL THINGS NECESSARY TO EFFECTUATE THIS RESOLUTION; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City of Miami Gardens desires to offer competitive personnel benefits to its employees; and

WHEREAS, one component of such policies is a formal policy of paid leave.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, AS FOLLOWS:

Section 1. Personal Leave Defined. In lieu of sick leave and vacation leave, the City of Miami Gardens herein adopts a policy of paid annual leave for its full time employees. Personal leave shall be defined as time-off with full pay and benefits. Personal leave may be used by an employee for any purpose. The use of such leave shall be generally approved in advanced by the employee's supervisor and is subject to operational necessity except in the case of sickness. In the event of sickness, employee should attempt to contact his or her supervisor within two hours of reporting time, or at the first possible opportunity.

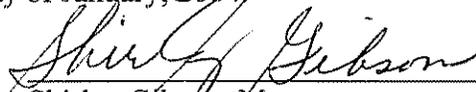
Section 2. Personal Leave. All full-time employees of the City are entitled to annual paid Personal Leave as follows:

<u>Years of Service</u>	<u>Rate of Personal Leave Accrual</u>
Less than 5 years	(176 hours)
5 years but less than 10 years	(216 hours)
10 years or more	(256 hours)

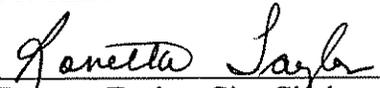
Section 3. City Manager Authorized. The City Manager is hereby authorized to take all necessary actions to implement this Resolution.

Section 4. Effective Date. This Resolution shall be effective upon adoption.

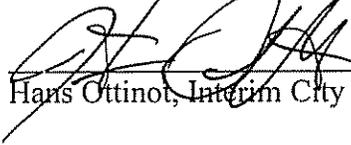
PASSED AND ADOPTED this 14th day of January, 2004


Shirley Gibson, Mayor

ATTEST:


Ronetta Taylor, City Clerk

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY:



Hans Ottinot, Interim City Attorney

Moved by: Councilman Bratton

Seconded by: Councilwoman Watson

VOTE: 6-0

Mayor Gibson	<u> x </u> (Yes)	____ (No)
Vice Mayor Aaron Campbell	<u> x </u> (Yes)	____ (No)
Councilman Melvin L. Bratton	<u> x </u> (Yes)	____ (No)
Councilman Oscar Braynon, II	<u> x </u> (Yes)	____ (No)
Councilwoman Audrey J. King	____ (Yes)	____ (No) (out of town)
Councilwoman Sharon Pritchett	<u> x </u> (Yes)	____ (No)
Councilwoman Barbara Watson	<u> x </u> (Yes)	____ (No)