

Introduced by: Council Member Chris Hoffman

1st Reading: September 8, 2020

2nd Reading: September 21, 2020

ORDINANCE NO. 2020-8150

AN ORDINANCE OF THE CITY OF JACKSONVILLE BEACH, FLORIDA, AMENDING THE EMPLOYEE BENEFITS AND LEAVE POLICY PROVIDING FOR AN ADDITIONAL PAID HOLIDAY (PRESIDENT'S DAY); PROVIDING FOR LEGISLATIVE FINDINGS, DIRECTION TO AMEND CITY POLICY, REPEAL OF CONFLICTS, SEVERABILITY, AND AN EFFECTIVE DATE.

WHEREAS, the City of Jacksonville Beach ("City") has the authority to adopt this Ordinance pursuant to Article VIII of the Constitution of the State of Florida; and Chapters 163 and 166, Florida Statutes; and

WHEREAS, the City desires to recruit and retain the most qualified employees and staff for the City of Jacksonville Beach; and

WHEREAS, the City has reviewed the benefits and paid leave of comparable cities in northeast Florida; and

WHEREAS, the great majority of similarly situated municipalities surveyed recognize President's Day as an official paid holiday, whereas the City does not; and

WHEREAS, the City wishes to remain competitive in the marketplace for similarly situated municipalities; and

WHEREAS, the City recognizes the need for both Union and Nonunion employees and staff to enjoy rest, relaxation, revitalization, and time with family; and holidays help provide this in addition to stress release, incentive, and mental and physical health benefits for employees.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF JACKSONVILLE BEACH, FLORIDA:

SECTION 1. RECITALS AND LEGISLATIVE FINDINGS. The above recitals and legislative findings are ratified, correct, and are made a part of this Ordinance.

SECTION 2. AMENDMENT OF PERSONNEL BENEFIT AND LEAVE POLICIES. That the Nonunion Employee Personnel Policies and Union Collective Bargaining Agreements are amended for recognized holidays as follows:

SECTION 3. OBSERVED HOLIDAYS:

<u>DATE</u>	<u>HOLIDAY</u>
January 1	New Year's Day
3rd Monday in January	Martin Luther King Birthday
3rd Monday in February	President's Day
Last Monday in May	Memorial Day
July 4	Independence Day
1st Monday in September	Labor Day
November 11	Veteran's Day
4th Thursday in November	Thanksgiving Day
4th Friday in November	Day after Thanksgiving Day
December 24	Christmas Eve
December 25	Christmas Day

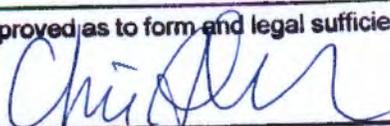
SECTION 4. DIRECTION TO AMEND CITY POLICY. The City Council intends that this Ordinance will immediately amend the City Employee Benefits and Leave Policy to provide for President's Day, the 3rd Monday in February, an additional paid holiday for employees and staff. The City Manager is directed to take any proper action necessary to accomplish this amendment.

SECTION 5. CONFLICTING ORDINANCES AND ACTS. All ordinances and resolutions previously adopted or entered into by the City that are in conflict with this Ordinance are repealed to the extent inconsistent herewith.

SECTION 6. SEVERABILITY. If any section, subsection, clause or provision of this Ordinance is held invalid, the remainder shall not be affected by such invalidity.

SECTION 7. EFFECTIVE DATE. This Ordinance will immediately take effect upon its adoption by the City Council.

AUTHENTICATED THIS 21st DAY OF September, A.D., 2020.

Approved as to form and legal sufficiency:

Chris Ambrosio, City Attorney


William C. Latham, Mayor


Laurie Scott, City Clerk