### ORDINANCE NO. 2019-8124

**AN ORDINANCE OF THE CITY OF JACKSONVILLE BEACH, FLORIDA AMENDING EMPLOYEE BENEFITS AND LEAVE POLICY PROVIDING FOR ADDDITIONAL PAID HOLIDAY; PROVIDING FOR FINDINGS; PROVIDING FOR SEVERABILITY; PROVIDING FOR REPEAL OF CONFLICTING ORDINANCES, AND PROVIDING FOR AN EFFECTIVE DATE**

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

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

**WHEREAS,** the City respects the need for both Union and Nonunion employees and staff to enjoy rest, relaxation and family.

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

**SECTION 1. Recitals.** The above recitals are ratified and confirmed as being true and correct and are made a part of this Ordinance and adopted as legislative findings.

**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:**

| DATE | HOLIDAY |
|---|---|
| January 1 | New Year's Day |
| 3rd Monday in January | Martin Luther King Birthday |
| 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 16. SEVERABILITY.**  It is hereby declared to be the intention of the City Council for the City of Jacksonville Beach that the sections, paragraphs, sentences, clauses, and phrases of this Code are severable.  If any phrase, clause, sentence, paragraph or section of this Code shall be declared to be unconstitutional by the valid judgment or decree of a court of competent jurisdiction, such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, paragraphs, and sections of this Code.
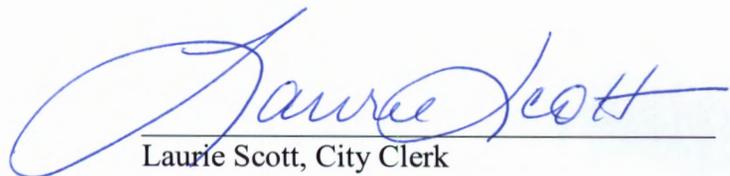
**SECTION 17. CONFLICTING ORDINANCES.**  All ordinances, resolutions, official determinations or parts thereof previously adopted or entered by the City or any of its officials and in conflict with this ordinance are repealed to the extent of conflict or inconsistency herewith.

**SECTION 18. EFFECTIVE DATE.**  This ordinance shall take effect upon its adoption in accordance with applicable law.

**AUTHENTICATED THIS** 7th **DAY OF** October __, **A.D., 2019.**

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William C. Latham, Mayor

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Laurie Scott, City Clerk