

RESOLUTION 20-95

A RESOLUTION OF THE CITY OF PANAMA CITY BEACH, FLORIDA, AMENDING THE CITY'S BEREAVEMENT LEAVE POLICY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City's personnel policies currently allow employees to take up to 3 days of Bereavement Leave without pay; and

WHEREAS, the City finds that paid Bereavement Leave is a benefit provided by surrounding jurisdictions; and

WHEREAS, the City finds and determines that the provision of this employee benefit is reasonable and appropriate.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Panama City Beach, that the Bereavement Leave Policy attached and incorporated herein as Exhibit A to this Resolution is hereby approved. All personnel policies or parts of policies in conflict are repealed to the extent of such conflict.

THIS RESOLUTION shall be effective immediately upon passage.

PASSED in regular session this 23rd day of April, 2020, *nunc pro tunc* April 16, 2020.

CITY OF PANAMA CITY BEACH

By: 
Mayor

ATTEST:


City Clerk

Bereavement Leave for an Immediate Family Member:

When a death occurs in an employee's immediate family, all regular full-time employees may take up to three (3) days off with pay to attend the funeral or make funeral arrangements. The City may require verification, in the form of a death certificate or copy of a published obituary, of the need for the bereavement leave.

Immediate Family Defined for Bereavement Leave:

Immediate family members are defined as an employee's spouse, domestic partner*, parents, stepparents, sisters, brothers, children, stepchildren, child's birthparent, grandparents, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or grandchild.

* Domestic partner means an employee's partner in a committed, intimate relationship evidenced by at least one (1) year of cohabitation.

This policy supersedes all other City bereavement policies.