

**AN ORDINANCE BY COUNCILMEMBER CT MARTIN
AS SUBSTITUTED BY FINANCE/EXECUTIVE COMMITTEE**

14-O-1480

AN ORDINANCE BY COUNCIL MEMBER C.T. MARTIN TO AMEND CITY OF ATLANTA CODE OF ORDINANCES SECTION 114-416(C)(1) AND SECTION 114-415(1), TO AUTHORIZE THE PAYMENT OF SICK LEAVE BONUSES ANNUALLY, TO AUTHORIZE PAYMENT FOR EXCESS ANNUAL LEAVE ACCUMULATION ANNUALLY, AND FOR OTHER PURPOSES.

WHEREAS, City of Atlanta Code of Ordinances Section 114-416(b) sets forth a base accumulation for sick leave of 30 working days; and

WHEREAS, City of Atlanta Code of Ordinances Section 114-416(c) provides for the payment of sick leave bonuses; and

WHEREAS, City of Atlanta Code of Ordinances Section 114-415 (1) sets forth annual leave accumulation limitations; and

WHEREAS, these Ordinances do not address the possibility that employees may be unable to use leave due to work commitments, limited staffing, and other legitimate work-related requirements; and

WHEREAS, employees have in past years lost accrued hours they have earned that are in excess of the yearly leave accumulation limitations; and

WHEREAS, the City of Atlanta wishes to encourage and reward employees for judicious use of sick leave and annual leave; and

WHEREAS, the Friendship Club, governed by City of Atlanta Code of Ordinances Section 114-36, et seq., has served as a means to address financial hardships experienced by employees; and

WHEREAS, the Friendship Club, due to governance issues, has not been fully funded recent years;

**THE CITY COUNCIL OF THE CITY OF ATLANTA, GEORGIA, HEREBY ORDAINS,
AS FOLLOWS:**

SECTION 1: That Chapter 114, Article IV, Section 114-416(c)(1) of the Code of Ordinances be amended to read as follows:

(c) Accumulation above 30 days shall be handled in the following manner:

- (1) When an officer or an employee shall have accumulated more than 30 days of sick leave by the end of the last pay period in November, such officer or employee may be paid in cash each year by December 25 for 25 percent of the

accumulated sick leave beyond the 30 days, and the remainder of the accumulated sick leave beyond the 30 days shall be added to the sick leave reserve fund of such officer or employee.

SECTION 2: That the Chief Financial Officer of the City of Atlanta is hereby authorized to pay 25 percent of sick leave in excess of 30 days as bonuses annually in accordance with Chapter 114, Article IV, Section 114-416(c)(1) of the Code of Ordinances.

SECTION 3: That Chapter 114, Article IV, Section 114-415(1) of the Code of Ordinances be amended to read as follows:

(1) The vacation system for all city employees shall be:

| Length of Service | Annual Vacation in Days | Maximum Vacation Carryover in Days |
|--------------------------|--|---|
| Less than 5 years | 12 | 25 |
| 5 years up to 10 years | 15 | 25 |
| 10 years up to 15 years | 18 | 35 |
| 15 years up to 20 years | 21 | 35 |
| 20 years and up | 25 | 45 |

The time shall be accrued in equal parts each pay period and shall be cumulative; however, no employee may carry forward from one year to the next any vacation in excess of the maximum vacation carryover determined in accordance with the length of service as specified in this subsection. When an officer or an employee shall have accumulated annual leave in excess of these maximum amounts by the end of the last pay period in November, such officer or employee may be paid in cash each year by December 25 for 50 percent of accumulated annual leave in excess of the maximum carryover.

SECTION 4: That the Chief Financial Officer of the City of Atlanta is hereby authorized to pay 50 percent of annual leave in excess of maximum vacation carryovers as bonuses annually in accordance with Chapter 114, Article IV, Section 114-415(1) of the Code of Ordinances.

SECTION 5: That all ordinances and parts of ordinances in conflict herewith are hereby waived to the extent of the conflict.