

AN ORDINANCE TO AMEND CHAPTER 40 OF THE CITY CODE TO REDUCE THE NUMBER OF FLOATING DAYS FOR CITY EMPLOYEES

WHEREAS, on November 19, 2020, City Council passed an ordinance adding

#4886

Juneteenth as a paid holiday for City employees; and

Sponsor:

WHEREAS, in order to offset the addition of the new holiday, City Council deems it

**Council
Member
Freel**

necessary and appropriate to amend Section 40-332.1 of the City Code to reduce the number of floating days for City employees from two (2) floating days to one (1) floating day.

Co-Sponsor:

NOW, THEREFORE, THE COUNCIL OF THE CITY OF WILMINGTON

**Council
President
Shabazz**

HEREBY ORDAINS:

SECTION 1. Chapter 40 of the City Code is hereby amended by amending Section 40-332.1 thereof to delete the stricken language and to add the underlined language to read as follows:

Sec. 40-332.1. - Floating day.

(a) All regular employees currently employed with the City of Wilmington shall be entitled to ~~two~~ one floating days annually which will be credited on January 1st.

(b) Employees hired on or after January 1st will receive a ~~the following number of floating days (which will be prorated)~~ based on their hire date as follows:

Hire Dates	# of floating days employees are entitled to during the remainder of the calendar year
January 1 - June 30	2 <u>1</u> days
July 1 - September 30 <u>December 31</u>	1 day <u>None</u>
October 1 - December 31	1 day <u>None</u>

(c) ~~These~~ The floating days must be used in the year accumulated and cannot be carried over into any subsequent year. Also, the floating days cannot be donated to other employees.

(d) ~~The F~~The floating days shall be granted in accordance with departmental operational needs and should be requested in advance following the same process used to request vacation time. The employee can only use the floating day as a whole day off. Under exigent circumstances, the city shall have the right to cancel or reschedule any approved floating days. Any approved floating day which is cancelled by a supervisor and/or department head shall immediately be restored to the employee. The usage of an unplanned/unscheduled floating days is not permitted.

(e) ~~The F~~The floating day pay shall be at the employee's base rate of pay and cannot be paid in advance of the employee taking the scheduled day off or ~~being~~ paid prior to the accumulation of the floating day. If a holiday falls within an employee's scheduled usage of the floating days, the employee shall receive holiday pay.

(f) Employees are not permitted to work when scheduled off for usage of a the floating day. However, in the event that an employee is called in to work due to an emergency situation, the employee will be paid at straight time and the time for the floating day will be restored to the employee.

(g) An eligible employee who leaves employment with the city shall not be paid for ~~any~~ the unused floating days. Any employee who is recalled, rehired or reinstated to city employment shall be entitled to the restoration of ~~any~~ the unused floating days that ~~were~~ was available prior to their leaving employment with the City of Wilmington.

(h) ~~The F~~The floating days can be used while an employee is on an approved leave of absence. However, employees who are utilizing their available sick time while on leave must use a minimum of ten sick days prior to utilizing the floating days.

SECTION 2. This Ordinance shall become effective upon its passage by City Council and approval by the Mayor.

First Reading.....November 19, 2020
Second Reading.....November 19, 2020
Third Reading.....

Passed by City Council,

President of City Council

ATTEST: _____
City Clerk

Approved this ____ day of _____, 2020

Mayor

SYNOPSIS: This Ordinance amends Section 40-332.1 of the City Code to reduce the number of floating days for City employees from two (2) floating days to one (1) floating day.

FISCAL IMPACT STATEMENT: This Ordinance has no fiscal impact.

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