CITY OF MARCO ISLAND
RESOLUTION 03-47

A RESOLUTION AMENDING THE CITY OF MARCO ISLAND PERSONNEL RULES AND REGULATIONS.

WHEREAS, Article VIII of the State Constitution and Chapter 166 of the Florida Statutes provide that municipalities shall have the governmental, corporate, and proprietary powers to enable them to conduct municipal government, to perform municipal functions and render municipal services, and exercise any power for municipal purposes except when expressly prohibited by law; and

WHEREAS, Section 1.01 of the Marco Island City Charter provides for the City to organize and regulate its internal affairs; to adopt, amend, and repeal such ordinances, resolutions, and codes as may be required for the good government of the City; and

WHEREAS, personnel policies and procedures may be established to serve as guidelines to be followed in the administration of the City's personnel system to ensure uniform understanding and application of human resource policies.

WHEREAS, the City of Marco Island adopted Resolution No. 99-6, A Resolution to establish the City of Marco Island Personnel Rules and Regulations, on March 1, 1999.

WHEREAS, the City Council desires to amend Resolution No. 99-6 for the purpose of implementing changes to certain human resource policies and benefits, and to implement a temporary human resource policy and benefits structure for employees of the Marco Island Water and Wastewater Utility.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MARCO ISLAND, THAT:

Section IV Compensation

Section IV, Classification and Pay Plan, a new paragraph will be added as follows:

> Florida Water Services Transitioned Employees. The City Manager is authorized to develop and provide appropriate Compensation and Classifications for water and wastewater utility employees (Transitioned Employees) pending integration to the above Compensation and Pay Plan policies.

Section VI Employment Benefits.

Section VI, Fringe Benefit Allowance, a new paragraph E will be added to read as follows:

E. Recognizing the desire to offer reasonably comparable fringe benefits to Florida Water Services Transitioned Employees, the City Manager is authorized to provide and pay for fringe benefits directly in lieu of providing a fringe benefit allowance. Such fringe benefits shall be reasonably comparable to those benefits paid for employees by Florida Water Services Corporation. The City shall not be obligated to offer all fringe benefits that may have been offered and funded by Florida Water Services Corporation. The City Manager shall, to the extent possible, transition to fringe benefits package to the fringe benefit allowance of 25% of salary.

Section VI, Holidays, paragraph D will be amended to read as follows:

2. Non-interruptive services, such as utility employees, who work a rotation scheduled shift, and their scheduled work day off falls on one of the five designated holidays (paragraph :G"), shall be afforded eight hours of holiday time to be taken as work schedules permit.

Section VI, Personal Leave, paragraphs E & F will be amended to read as follows:

E. Cash Conversion of Accumulated Personal Leave Days: For personal leave days accumulated, an employee may elect to be paid in cash, at the then current rate of pay plus fringe benefit allowance, provided that...:

F. Payment for Unused Leave. Employees who terminate, or retire from employment with the City and following six months employment shall be paid for accrued and unused personal leave at their regular rate of pay, plus the fringe benefit allowance, up to a maximum of 720 hours. ~~Payment of fringe benefit allowances shall not be applicable.~~

Section VI, Personal Leave, paragraph (*) will be amended as follows:

*Whenever employment agreements are utilized for heads of departments, the City Manager is authorized to establish the rate of accrual and minimum utilization. The City Manager is authorized to grant personal leave days immediately upon employment as an incentive for recruitment or to employees as a bonus for outstanding accomplishments. Maximum accrual hours shall not exceed 720 hours.

Section VI, Sick Leave, Sections A-F are deleted.

Section VI, Retirement, paragraph A will be amended to read as follows:

A. Full-time City employees 18 and older are eligible for retirement benefits such as a 457 Deferred Compensation, and/or 401(a) Money Purchase, or other retirement plans that may be offered.

   Department directors are eligible for a 457 Deferred Compensation Plan, 401(a) Money Purchase Plan, and other retirement plans that may be offered.

Section VI, Retirement, Sections B and C are deleted.

Section VI, Health and Dental Insurance, will be amended to read as follows.

> The City offers health, dental, and life insurance plans through its cafeteria of benefits. Information concerning coverage and premiums will be made available from time to time. Premiums are paid as allocated by the employee from their fringe benefit allowance and may be subsidized at the discretion of the City. Premiums for Florida Water Services Corporation Transitioned Employees may be paid by the City as directed by the City Manager pending integration into the fringe benefit allowance policy.

This Resolution will take effect immediately upon adoption.

Passed in open and regular session of the City Council of the City of Marco Island, Florida this 3rd day of September, 2003.

Attest:

Laura Litzan, City Clerk

CITY OF MARCO ISLAND, FLORIDA

by: Michael F. Minozzi, Jr., Chairman