

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 310-23

AN ORDINANCE

amending Chapter 19 of the City Code relating to sick leave usage for new City employees and to establish paid family and medical leave as an employee benefit; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. Chapter 19 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 19-130. Sick leave.

(a) Sick leave shall be earned and accumulated by pay periods and granted on the last day of each pay period in hourly amounts accrued according to the following chart:

	Earned per Pay Period (hours)	Maximum Balance
General employees	5.54	Unlimited
56-hour employees	9.23	Unlimited

...

(e) Sick leave shall accrue from the date of appointment, ~~but may not be used until after successful completion of the first thirty (30) days of permanent employment.~~ If an employee utilizes sick leave during the first six (6) months of employment, and leaves city service within that six (6) months, the employee's final pay will be reduced by the number of sick leave days utilized, provided final pay does not fall below minimum wage rate for hours worked.

...

Sec. 19-133. Family and Medical Leave Act.

(a) The city will follow all applicable provisions of the Family and Medical Leave Act (FMLA).

(b) Domestic partners shall be treated the same as spouses in determining qualifying events under the FMLA.

(c) Any permanent employee eligible and approved for family and medical leave under the FMLA shall be granted up to six (6) weeks of paid leave in a twelve (12) month period. Such leave shall be known as Paid Family Medical Leave and shall be administered as set forth in the city manager's administrative rules issued under section 19-27 of this chapter.

SECTION 2. This ordinance shall be in full force and effect from and after January 7, 2024.

PASSED this _____ day of _____, 2023.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor