



CITY COMMISSION ORDINANCE/RESOLUTION

TITLE: Resolution 25-28 (Administration)

DATE: May 13, 2025

DESCRIPTION: A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF COOPER CITY, FLORIDA, PURSUANT TO SECTION 4.01 OF THE CITY CHARTER, APPROVING AN AMENDED COMMISSION POLICY NO. 02-009, ATTACHED HERETO AS EXHIBIT "A", RELATED TO EMPLOYEE SICK LEAVE; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

CITY MANAGER RECOMMENDATION:

The City Manager recommends revising Commission Policy 02-009, Sick Leave.

BACKGROUND OF ITEM:

The revision of Commission Policy 02-009, Sick Leave, is recommended for added flexibility to the staff and improved applicant pool. The added language replaces the current Sick Leave program, 12 days per year, for new employees hired after June 1, 2025, with a Paid Time-Off (PTO) providing 8 days per year. Existing employees will be given a one-time irreversible option to change their Sick Time benefits to PTO.

ANALYSIS:

Adding PTO as a benefit choice for existing employees will improve morale and attendance. Offering PTO to new hires from the date of hire will increase the applicant pool.

STRATEGIC PLAN:

These changes support the City's goals to increase retention of valuable talent and increase the City's applicant pool.

FISCAL IMPACT:

The PTO program will not provide a cash-out during separation, so there are long-term financial benefits to the City.

ATTACHMENTS:

1. Resolution 25-28
2. Commission Policy 02-009, Sick Leave