

ORDINANCE NO. _____

1 AN ORDINANCE amending Section 2.76.385 of the Lincoln Municipal Code
2 relating to funeral leave to delete obsolete references to “an employee with a pay range prefixed
3 by the letter “M” who works a fifty-six hour work week”, and to provide for the usage of funeral
4 leave to attend the funeral or bereave the death of certain relatives for employees with a pay
5 range prefixed by the letter “N” and “X”; and repealing Section 2.76.385 of the Lincoln
6 Municipal Code as hitherto existing.

7 BE IT ORDAINED by the City Council of the City of Lincoln, Nebraska:

8 Section 1. That Section 2.76.385 of the Lincoln Municipal Code be amended to
9 read as follows:

10 **2.76.385 Funeral Leave.**

11 This section does not apply to employees with a pay range prefixed by “A” or “C”.

12 A probationary or regular employee not represented by a bargaining unit shall be granted
13 funeral leave as follows:

14 (a) For employees with a pay range prefixed by “E”, “F”, “M”, or “P”, in the case of
15 the death of the employee’s mother, father, brother, sister, husband, wife, child, mother-in-law,
16 father-in-law, stepmother, stepfather, stepchild, grandparent, grandchild, or in the case of death
17 of any other relative residing in the immediate household of an employee, the employee shall be
18 allowed twenty-four hours, ~~or thirty-six hours for an employee with a pay range prefixed by the~~
19 ~~letter “M” who works a fifty-six hour work week~~, funeral leave with regular pay without
20 deduction from pay or accumulated sick leave.

1 (b) For employees with a pay range prefixed by "N" or "X", in the case of the death
2 of the employee's mother, father, brother, sister, husband, wife, child, mother-in-law,
3 father-in-law, stepmother, stepfather, stepchild, grandparent, grandparent of spouse, grandchild,
4 or in the case of death of any other relative residing in the immediate household of an employee,
5 the employee shall be allowed forty (40) hours funeral leave with regular pay without deduction
6 from pay or accumulated sick leave. The leave may be used to attend the funeral or to bereave
7 the death of the relative. The leave may be taken non-consecutively with approval from the
8 department head or Human Resources Director when circumstances warrant.

9 (c) In the case of the death of an employee's sister-in-law, brother-in-law, daughter-in-
10 law, son-in-law, aunt, uncle, nephew, niece, or a grandparent of an employee's spouse, or a foster
11 child residing in the immediate household of an employee, the employee shall be allowed sixteen
12 hours, ~~or twenty-four hours for an employee with a pay range prefixed by the letter "M" who~~
13 ~~works a fifty-six hour work week~~, funeral leave with regular pay without deduction from pay or
14 accumulated sick leave.

15 (d) For employees with a pay range prefixed by "E", "F", "M", or "P", in addition, the
16 employee may also be allowed to use up to twenty-four hours, ~~or thirty-six hours for an employee~~
17 ~~with a pay range prefixed by the letter "M" who works a fifty-six hour work week~~, of accumu-
18 lated sick leave in the case of death of any of the above-designated persons.

19 (e) A regular employee may be granted up to two hours funeral leave with regular pay
20 by such employee's department head or his or her designated representative to attend the funeral
21 of a fellow employee who was employed by the City at the time of his or her death.

1 Section 2. That Section 2.76.385 of the Lincoln Municipal Code as hitherto
2 existing be and the same is hereby repealed.

3 Section 3. That this ordinance shall take effect and be in force from and after
4 passage and publication in one issue of a daily or weekly newspaper of general circulation in the
5 City, according to law.

Introduced by:

Approved as to Form & Legality:

City Attorney

Approved this ___ day of _____, 2014:

Mayor