

Bereavement leave: Classified Personnel

	CWA	GSA	IAFF	AFSCME	FOP
Collective Bargaining Language	Section 8.4 pg. 29 In case of death in the immediate family of an employee, time off with straight-time pay will be allowed for 2 days off per death and 4 if funeral is outside state of FL. Additional time may be granted by department head in writing, chargeable to the employee's accrued sick or vacation leave.	Section 8.5 pg. 28 In case of death in the immediate family of an employee, time off with straight-time pay will be allowed for 2 days off per death and 4 if funeral is outside state of FL. An additional 3 days may be granted for a maximum of 5 or 7 days off, if approved by the department head. The additional days may be charged to the employee's accrued sick or vacation time.	Section 9.2 pg. 58 4 consecutive days off if on 8 or 10 hour shift; or 48 consecutive hours off if on 24 hour shift without loss of pay and without charge to accrued sick leave or vacation days of said employee. Upon request, employees will be eligible to take an additional consecutive week off utilizing their own accrued leave. Any additional time off may be granted by the Fire Chief or designee, and shall be chargeable to the accrued leave or vacation leave of such employee.	Section 8.12 pg. 24 In case of death in the immediate family of an employee, time off with straight-time pay will be allowed for 2 days off per death and 4 if funeral is outside state of FL. Additional time may be granted by department head in writing, chargeable to the employee's accrued sick or vacation leave.	Section 8.11 pg. 21 employee allowed 4 days off for each death without loss of pay and without charge to accrued sick leave or vacation days of said employee. At employees request, the employee shall be provided 2 additional work days off which shall be charged to the employee's accrued sick or vacation leave ban. Additional time off may be granted at the discretion of the Police Chief, and shall be chargeable to the accrued sick or vacation leave of such employee. The City shall be responsible for funeral expenses for any employee killed in the line of duty, up to a maximum of \$20k.
Immediate Family: Definition	Father, mother, husband, wife, sister, brother, son, daughter, grandchild, grandfather, grandmother, mother in law, father in law, stepfather, stepmother, stepson, stepdaughter or domestic partner.	Father, mother, husband, wife, sister, brother, son, daughter, grandchild, grandfather, grandmother, mother in law, father in law, stepfather, stepmother, stepson, stepdaughter or domestic partner.	Mother, father, grandparents, grandchildren, current spouse's parents, brother, sister, current spouse, children, or stepchildren.	Father, mother, husband, wife, sister, brother, son, daughter, grandchild, grandfather, grandmother, mother in law, father in law, stepfather, stepmother, stepson, stepdaughter or domestic partner.	Mother, father, grandparents, grandchildren, current spouse's parents, brother, sister, current spouse, children or stepchildren or domestic partner.