

ORDINANCE NO.2023-06

AN ORDINANCE AMENDING THE CITY OF LAFOLLETTE  
PERSONEL POLICY AS SET FORTH IN ORDINANCE NO. 2001-06

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF MAYOR AND ALDERMAN OF THE CITY OF LAFOLLETTE, TENNESSEE, as follows:

Whereas the City of LaFollette desires to amend its bereavement policy set forth in Section (E) of its personnel policy by deleting the existing policy in its entirety and replacing with the following:

E. BEREAVEMENT LEAVE

Death of a member of the employee's immediate family shall include spouse, children, parents (including step and adoptive), siblings, grandchildren, grandparents and current in-laws of the employee. Sick leave for this purpose is limited to three (3) work days or one (1) 24 hour shift for firefighters, except upon the recommendation of the Department Head or the City Administrator. For deaths of other relatives, one (1) day of sick leave will be allowed; employees with no sick leave may use personal, annual or if all leave is exhausted, leave without pay.

A. **Conflict with Other Ordinances.** In case of conflict between this ordinance or any part thereof, and the whole or part of any existing or future ordinance of the City of LaFollette, the most restrictive shall in all cases apply.

B. **Validity.** If any section, clause, provision, or portion of this Ordinance shall be held to be in doubt or unconstitutional by any court of competent jurisdiction, such holding shall not affect any other section, clause, provision, or portion of this Ordinance which is not of itself invalid or unconstitutional.

C. **Remaining Sections.** This amendment only applies to the above definition of said policy and all remaining terms and sections not specifically amended herein shall remain in full force and effect.

D. **Effective Date.** This ordinance shall become effective upon passage and publication, the public welfare requiring it.

Passed 1<sup>st</sup> reading, April 4, \_\_\_\_\_, 2023

Passed 2<sup>nd</sup> reading, April 4, \_\_\_\_\_, 2023

Passed 3<sup>rd</sup> reading, MAY 2, \_\_\_\_\_, 2023.

Cliff Jennings  
MAYOR

[Signature]  
RECORDER

Councilperson, Mrs. Solomon, moved the adoption of the foregoing Ordinance on first reading, second by Councilperson Mr. Kitts, upon roll call the vote on said motion was as follows:

AYE:

Mr. Farmer  
Mr. Kitts  
Mr. Quener  
Mrs. Solomon

NAY: