

CITY OF ZACHARY
PARISH OF EAST BATON ROUGE
STATE OF LOUISIANA

ORDINANCE PERTAINING TO THE DECLARATION OF INTENT BY THE CITY OF ZACHARY TO CREATE A PROGRAM FOR AND TO PROVIDE BENEFITS TO SURVIVORS AND DEPENDENTS OF MUNICIPAL, FIRE AND POLICE DEPARTMENT EMPLOYEES WHO DIE WHILE EMPLOYED BY THE CITY FOR ALL MATTERS IN FURTHERANCE

WHEREAS, the City of Zachary (the “City”) has recently experienced the loss of several of its employees from the various areas and departments that provide City services to its citizens, and to which the City reasonably believes that there should be a program in place to provide for the survivors and their dependents of those lost,

WHEREAS, the City believes that to provide such survivors and dependents benefits as a part of the compensation packages it offers its employees will enable it to recruit and to retain higher levels of employees and will increase the morale and esprit de corps of all employees, all in the best interests of the City,

BE IT ORDAINED, by the City Council for the City of Zachary that survivors and dependents benefits for all municipal, fire and police department employees shall be considered by the Mayor, shall be funded by the City, and although subject to the budgetary discretion of the Mayor shall include:

- For all full time municipal, fire and police department employees – the provision of group life insurance policies with limits that allow for a minimum base death benefit amount together with an accidental death benefit.
- For volunteer firemen and reserve police officers – the provision and continuation of group life insurance policies with limits that allow for a minimum accidental death benefit.
- For all eligible full time municipal, fire and police department employees – the immediate payout out of any actual accrued sick leave hours on the books and credited to that particular employee up to the maximum allowed to be utilized pre-retirement for that particular employee to be paid at the employee’s then-existing rate to the immediate family (spouse and dependents) who are killed during the course and scope of their employment.
- For all full time municipal, fire and police department employees – the automatic posthumous recommendation by personnel action form to the respective civil service board for approval of the promotion for that particular employee to next highest rank, position or job class. Such promotion shall be honorary and no remunerative benefits should accrue.

This Ordinance shall become effective at the expiration of ten (10) calendar days after publication by the City Council for the City of Zachary unless the referenced ordinance shall specify another effective date, all pursuant to § 2-10 (C) of the Home Rule Charter adopted by the electors for the City of Zachary.

INTRODUCED FOR ADOPTION by the City Council of the City of Zachary as a regular meeting of the said Council held on the 9th day of October, 2018.

ATTEST:

David Amrhein, Mayor

Dana LeJeune - Clerk of the City Council

Francis Nezianya - Mayor Pro Tempore

SUBMITTED FOR FINAL APPROVAL AND ADOPTED by the City Council of the City of Zachary as a regular meeting of the said Council after being duly noticed and publicized public hearing held on the 23rd day of October, 2018 and upon which the foregoing ordinance was read in full, the roll was called on the adoption thereof, and the Ordinance was adopted.

ATTEST:

David Amrhein, Mayor

Dana LeJeune - Clerk of the City Council

Francis Nezianya - Mayor Pro Tempore