

ORDINANCE NO. _____

1 AN ORDINANCE amending Section 2.76.400 of the Lincoln Municipal Code
2 relating to Leaves of Absence Without Pay to provide that leave without pay shall not be granted
3 to accept other employment; and repealing Section 2.76.400 as hitherto existing.

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

5 Section 1. That Section 2.76.400 of the Lincoln Municipal Code be amended to
6 read as follows:

7 **2.76.400 Leaves of Absence Without Pay.**

8 Leave of absence without pay may be granted to employees, except temporary or
9 seasonal employees, for a period not to exceed three months by a department head, except that
10 for leaves in excess of thirty calendar days, the approval of the director must also be obtained.
11 Leaves of absence without pay shall not be granted until all applicable leave balances have been
12 exhausted, with the exception of leaves for military, travel, study, or temporary loss of funding.

13 A department head, with the approval of the director, may grant such employee leave of
14 absence without pay for a period not to exceed one year for travel or study. Such leave shall be
15 granted only when it will not result in undue prejudice to the interests of the city as an employer
16 beyond any benefits to be realized. No leave without pay shall be granted to accept other
17 employment. No leave without pay shall be granted except upon written request of the
18 employee. No such leave shall be granted primarily in the interests of the employee except in
19 the case of one who has shown by record of service or by other evidence to be of more than
20 average value to the city and whose service it is desirable to retain even at such sacrifice. Failure

1 on the part of an employee on leave to report promptly at its expiration, without good cause,
2 shall be considered as a resignation.

3 Section 2. That 2.76.400 of the Lincoln Municipal Code as hitherto existing be
4 and the same is hereby repealed.

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

Introduced by:

Approved as to Form & Legality:

City Attorney

Approved this ___ day of _____, 2014: _____ Mayor
