



Florida's Harborside Hometown

INFORMATION SHARING REPORT November 12, 2019

Veteran's Day

The Military Heritage Museum hosted a Veteran's Day ceremony honoring all those who served our country. Mayor Nancy Prafke, Vice Mayor Lynne Matthews, Council Members Debby Carey and Jaha Cummings, newly elected Council Member John Miller and City Manager Howard Kunik participated in the event. Geographic Information Systems Analyst Todd Helt ended the ceremony by playing Taps.

City's Personnel Rules and Regulations

Paid Time Off (PTO)

The question was raised regarding two PTO-related matters during the Employee Roundtables. First, it was suggested that the City offer its employees two additional paid days off, one of which would be the employee's birthday. Second, there was a discussion about changing our current paid leave policies from the Vacation/Sick Leave model to a PTO model. A PTO model allows paid time off for any reason irrespective of whether it is just a personal day off or a sick day. Both of these items were taken up by the Department Directors and the City Manager's direct reports at the 10/28/2019 morning staff meeting. These issues were presented to the staff in a neutral fashion by the Human Resources Manager. The results of the discussions were:

- Adding additional paid days off to the eleven (11) the City employees currently enjoy would have a significant impact on operational capability, and would be expensive. Some City employees in departments with minimum staffing requirements are struggling to use up all the vacation time they have accrued; to add additional paid time off would exacerbate an already difficult matter. The decision on this was, "No."
- Switching from Vacation/Sick Leave would ultimately be harmful to the employees since there would likely be a very strict cap on the amount of PTOs that could be accrued; whereas there is no limit to the amount of sick leave that is accrued. In the event of a catastrophic health event, the sick leave would not be there to fall back on. The consensus of staff and the City Manager was to leave things as they are.

Thank you!

A special thank you to Mr. Gary Wein for your years of service as District 3 Councilmember for the City of Punta Gorda. You will be missed and we wish you all the best in your future endeavors.



FBI-LEEDA Training

Next week Lieutenant Justin Davoult, Lieutenant Dylan Renz, and Lieutenant Kelvin Jimenez will be attending training with the FBI Law Enforcement Executive Development Association (FBO-LEEDA), which is being hosting at the Southwest Florida Public Service Academy in Fort Myers.

Way to Go Billing and Collections Staff

From a resident:

“On October 4, 2019, the Water Dept reported to us by phone that we had suddenly used about 5,000 gallons of water (about 400 gals per day). Then, a Water Dept. Rep. went to the house, heard water running under the house, and shut off the house valve, instead of shutting off the street valve. The Rep.'s wise action stopped the sound of running water and additional billings for lost water. We greatly appreciate the Water Dept.'s alertness and their rapid, helpful, response.”

Halloween at the Annex 2019

Thanks to all who participated in decorating, cleaning and staffing the Annex Garage for the Historic District celebration of Halloween on Oct. 31.

