

RESOLUTION NO.: 20-007

**AMENDING RESOLUTION NO. 10-04
AMENDING PERSONNEL POLICY TO INCLUDE
INTERMITTENT FMLA LEAVE AND REDUCED WORK SCHEDULE**

WHEREAS, the City of Dadeville has adopted Resolution Number 10-04 as its existing personnel policy for the Municipality; and

WHEREAS, the current personnel policy was adopted by the City Council of Dadeville on April 27, 2010 and was last amended by Resolution Number 17-06 on February 28th, 2017; and

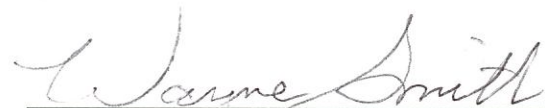
WHEREAS, the City of Dadeville wishes to provide its employees with a current policy and procedure which would enhance the effective and efficient employee performance and enable the city employees derive satisfaction in their work; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Dadeville, Alabama, that the personnel policy be amended to reflect the following changes to enhance the City of Dadeville Employee Leave Without Pay FMLA (Family Medical Leave Act) 9.9 to include Intermittent FMLA leave and reduced work schedule 9.9.1.4, effective 28th day of April, 2020.

9.9.1.4 Intermittent FMLA leave and reduced work schedule. Other FMLA leaves may be taken intermittently or on a reduced work schedule when medically necessary, but in those situations the City reserves the rights to (1) require appropriate certification from a health care provider and (2) to transfer the employee to a temporary alternative job (of equivalent pay and benefits) that better accommodates the employee's need for intermittent or reduced schedule leave. Only the time actually taken on an intermittent or reduced work schedule basis will be counted against available FMLA leave.

Councilperson Johnson, made the motion and Councilperson Caldwell seconded the motion that said Resolution be approved, and said Resolution passed by majority vote of the Council and the Mayor declared the Resolution passed.

PASSED, APPROVED AND ADOPTED by the City Council of Dadeville, Alabama, at its regular scheduled meeting on Tuesday, 28th day of April, 2020.



Wayne Smith, Mayor

ATTEST: Debbie M. Minor

Debbie M. Minor, City Clerk

