

RESOLUTION 17 - 62

RESOLUTION AMENDING THE PERSONNEL POLICY

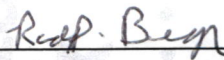
WHEREAS, the Employee Policy Manual was adopted Nov. 13, 2001 and last updated Dec. 14, 2015;

AND WHEREAS, the Employee Policy Manual may be amended by the County Board, at its discretion, at any duly constituted regular County Board Meeting;

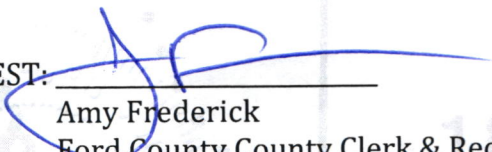
BE IT HEREBY RESOLVED, Section 601, paragraph 8, on page 35 be amended to strike "until the end of the month" and be amended to read "until the end of the twelve week FMLA leave, not to exceed 12 weeks Pursuant to FMLA";

NOW THEREFORE BE IT RESOLVED, that the Ford County Board has reviewed the amendment to Section 601, paragraph 8, on page 35 and that the Ford County Board adopt the amendment as of the following date.

Date: October 9, 2017



Randy Berger
Ford County Chairman

ATTEST: 

Amy Frederick
Ford County County Clerk & Recorder

CHAPTER VI

601 MEDICAL LEAVE

Medical leaves of absence may be granted without pay, to eligible employees who are temporarily unable to work due to a serious health condition or disability. This medical leave shall be exclusive from any eligible family for any leave for which the employee is eligible under the FMLA as described under Section 602 in this policy manual. (Res 08-36). Approvals will be given by the appropriate Elected Official/Department Head for the purposes of this policy, serious health conditions or disabilities include inpatient care in a hospital, hospice, or residential medical care facility; continuing treatment by a health care provider; and temporary disabilities associated with pregnancy, childbirth, and related medical conditions.

Employees in the following employment classifications are eligible to request medical leave as described in this policy:

Full-time employees

Eligible employees may request medical leave only after having completed 90 calendar days of service. Exceptions to the service requirement will be considered to accommodate disabilities.

Eligible employees must make requests for medical leave to the Elected Official/Department Head at least 30 days in advance of foreseeable events and as soon as possible for unforeseeable events.

A health care provider's statement must be submitted verifying the need for medical leave and its beginning and expected ending dates. Any changes in this information should be promptly reported to the Elected Official/Department Head. Employees returning from medical leave must submit a health care provider's verification of their fitness to return to work.

Eligible employees are granted a maximum of six months (unpaid) medical leave beyond their accrued paid leave. Any combination of medical leave and family leave may not exceed this maximum limit. Employees will be required to use any accrued paid leave time before taking unpaid medical leave.

Employees who sustain work-related injuries are eligible for a medical leave of absence for the period of disability in accordance with all applicable laws covering occupational disabilities.

Subject to the terms, conditions, and limitations of the applicable plans, health insurance benefits will be provided by the County until the end of the month in which the medical leave begins. At that time, employees will become responsible for the full costs of these benefits if they wish coverage to continue. When the