RESOLUTION

MOVED BY Hockensmith, SECONDED BY Mauro,

That the following Resolution be adopted:

WHEREAS, a policy to outline the Family Medical Leave Act (FMLA) was adopted by the Polk County Board of Supervisors on August 5, 1993 and amended on April 23, 2008, and

WHEREAS, the Family Medical Leave Act requires covered employers to provide up to 12 weeks of unpaid, job protected leave to eligible employees who meet certain health conditions , and

WHEREAS, FMLA Regulations outlined in 29 CFR 825.200 permit an employer to choose the 12-month period in which the 12 weeks of leave entitlement occurs, and

WHEREAS, effective July 1, 2009, the Department of Human Resources has recommended a change from using a 12-month period measured forward to a fixed 12-month leave year based on Polk County's Fiscal Year in which the 12 weeks occurs, and

NOW THEREFORE BE IT RESOLVED that the attached amended FMLA policy be adopted by the Polk County Board of Supervisors.

Approved this 21ST Day of APRIL 2009

POLK COUNTY BOARD OF SUPERVISORS

Angela Connolly

Chairperson

Submitted By:

Tony Bisignano, Director of Human Resources

ROLL CALL
FOR ALLOWANCE

APR 21 '09

E.J. Giovannetti	Yea	Nay
Robert Brownell	Yea	Nay
Tom Hockensmith	Yea	Nay
John F. Mauro	Yea	Nay
Angela Connolly	Yea	Nay

Yea 5 Nay 0

Above tabulation made by BD

ALLOWED
BY ABOVE VOTE OF BOARD

Angela Connolly
CHAIRPERSON

#51