

**BOARD OF ALDERMEN**

**ITEM NO. C(4)**

**AGENDA ITEM ABSTRACT  
MEETING DATE: June 21, 2011**

**SUBJECT: Personnel Ordinance Change Amending the Town Code to Reflect Changes to the Family and Medical Leave Act and to Provide Clarification of Insurance Benefits**

<b>DEPARTMENT: Human Resources</b>	<b>PUBLIC HEARING: No</b>
<b>ATTACHMENTS: A. Ordinance Amendment</b>	<b>FOR INFORMATION CONTACT: Desiree White – 918-7321 or Steve Stewart – 918-7315</b>

**PURPOSE**

The purpose of this item is to present to the Board of Aldermen amendments to the Personnel Ordinance to provide clarification regarding health insurance coverage for employees working less than full-time and to reflect changes to the Family and Medical Leave Act. These amendments make certain that the Ordinance reflects current law.

**INFORMATION**

The industry standard for health insurance eligibility is 30 hours per week. This is not a change; however, this language is being added to the Personnel Ordinance for clarification.

The Family and Medical Leave Act was amended to include additional benefits for military families. The enclosed Ordinance change reflects that amendment.

**FISCAL AND STAFF IMPACT**

N/A

**RECOMMENDATION**

The staff recommends that the Mayor and Board of Aldermen approve the attached Ordinance change.