

BOARD OF ALDERMEN

ITEM NO. A(6)

**AGENDA ITEM ABSTRACT
MEETING DATE: June 28, 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

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

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 and the requests of the Board of Aldermen.

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. In addition, the language has been revised to include domestic partner and the child(ren) of a domestic partner where applicable as requested by the Board of Aldermen. The enclosed Ordinance change reflects these amendments.

FISCAL AND STAFF IMPACT

N/A

RECOMMENDATION

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