COUNTY DEPARTMENT AGENDA REQUEST

Department:	Fire and Emergency Services	Presenter(s):	Tom Bartlett
Meeting Date:	Thursday, May 27, 2010	Type of Request:	Consent

Wording for the Agenda:

Approval of staff's recommendation to update Fayette County Fire and Emergency Services' Policy No. 120.00, Personnel Health/ Wellness Program related to time off for sickness or injury.

Background/History/Details:

On September 9, 2004, Public Safety Director Jack Krakeel approved Policy and Procedure 120.00 Personnel Health/Wellness Program for the Department of Fire and Emergency Services. At the time, the county policy as authorized by the Board of Commissioners required FMLA (Family Medical Leave Act) to run concurrently with sick leave. As a result, both then Director Krakeel and the Board of Commissioners approved this policy which allowed "members who exhaust all county and other applicable leave options will be offered a 180 day unpaid period for recovery/rehabilitation in order to correct deficiencies and meet the essential job functions."

The Board of Commissioners in 2007 changed county policy so that FMLA did not run concurrently with sick and other leave options. As a result, the Department's Policy 120.00 needs to be modified to reflect the present Board's overall county policy, thus it would state "The Family Medical Leave Act (FMLA) now begins after all leave has been utilized and covers 720 hours which allows additional recovery/ rehabilitation in order to heal, correct deficiencies and seek medical clearance to meet the essential job functions."

What action are you seeking from the Board of Commissioners?

The department is requesting approval of Policy 120.00 Personnel Health/Wellness Program which removes the additional 180 day period and makes the departmental policy for Fire and Emergency consistent with overall county policy.

If this item requires funding, please describe:

N/A

Has this issue come before the Commissioners in the past?	No	If so, when?	
Do you need audio-visual for the presentation?	No	Back-up Material Submitted?	Yes

STAFF USE ONLY

Approved by Finance	Not Applicable	Reviewed by Legal	Yes
Approved by Purchasing	Not Applicable	Approved by County Clerk	Yes
Administrator's Approval	Yes		

Staff Notes: