

RESOLUTION

REVISIONS TO CHAPTER 5 OF THE JAMES CITY COUNTY

PERSONNEL POLICIES AND PROCEDURES MANUAL

WHEREAS, the James City County Personnel Policies and Procedures Manual (the “Manual”) is an important document that guides personnel decisions; and

WHEREAS, it is the practice of the County to revise and update the Manual to reflect changes and improvements; and

WHEREAS, periodically updating the County’s benefit offerings in the Manual ensures the County is maintaining best practices in benefit management; and

WHEREAS, staff recommends revisions to Chapter 5 of the Personnel Policies and Procedures Manual to change the eligibility period for Family and Medical Leave Act (“FMLA”) from a fiscal year 12-month consecutive period to a rolling 12-month period measured backward from the date an employee uses any FMLA leave.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of James City County, Virginia, that the Personnel Policies and Procedures Manual is amended to change the eligibility period for FMLA to a rolling 12-month period measured backward from the date an employee uses any FMLA leave, effective July 1, 2020.

James O. Icenhour, Jr.
Chairman, Board of Supervisors

ATTEST:

Teresa J. Fellows
Deputy Clerk to the Board

	VOTES		
	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>
SADLER	_____	_____	_____
MCGLENNON	_____	_____	_____
LARSON	_____	_____	_____
HIPPLE	_____	_____	_____
ICENHOUR	_____	_____	_____

Adopted by the Board of Supervisors of James City County, Virginia, this 9th day of June, 2020.

JCCCh5Revis-res