

RESOLUTION

REVISIONS TO THE FAMILY AND MEDICAL LEAVE, CIVIL LEAVE, AND

OVERTIME POLICIES OF THE JAMES CITY COUNTY

PERSONNEL POLICIES AND PROCEDURES MANUAL

WHEREAS, it's the practice of the County to periodically review its personnel policies for conformance to laws and alignment with the County's values; and

WHEREAS, the Family and Medical Leave Act (FMLA) of 1993 policy description, employee requirements, and supervisor responsibility were revised to clarify provisions of the law; and

WHEREAS, the Civil Leave policy was changed to conform with changes in the law related to jury duty; and

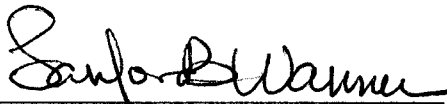
WHEREAS, the Overtime policy was changed to clarify provisions in the Federal Labor Standards Act.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby adopts the attached revisions to Sections 5.4.D, 5.4.E.4 and 4.14 of the James City County Personnel Policies and Procedures Manual.



Michael J. Brown
Chairman, Board of Supervisors

ATTEST:



Sanford B. Wanner
Clerk to the Board

<u>SUPERVISOR</u>	<u>VOTE</u>
HARRISON	AYE
GOODSON	AYE
MCGLENNON	AYE
BRADSHAW	AYE
BROWN	AYE

Adopted by the Board of Supervisors of James City County, Virginia, this 13th day of September, 2005.

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