RESOLUTION NO. 2015-01R
A RESOLUTION OF IVINS CITY, UTAH, AMENDING THE 2004 POLICY REGARDING EXTENDED SICK LEAVE ACCRUED PRIOR TO JANUARY 1, 2004

WHEREAS, the Ivins City Council desires to amend its 2004 policy regarding the use/payment of Extended Sick Leave accrued prior to January 1, 2004 to allow use/payment to occur over the next three years;

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF IVINS CITY, STATE OF UTAH, AS FOLLOWS:

The Ivins City Council hereby adopts the attached amended policy entitled: "Amended Policy Regarding the Use/Payment of Unused Sick Leave Accrued by Ivins City Employees Prior to January 1, 2004."

Effective Date: This Resolution shall become effective immediately upon adoption by the City Council.

PASSED AND ADOPTED BY THE IVINS CITY COUNCIL, STATE OF UTAH, ON THIS _____ DAY OF JANUARY, 2015 BY THE FOLLOWING VOTE:

	AYE	NAY	ABSTAIN	ABSENT
George E. Elwell, Jr.	_____	_____	_____	_____
Cheyne McDonald	_____	_____	_____	_____
Lesley Mendenhall	_____	_____	_____	_____
Steven Roberts	_____	_____	_____	_____
Ron Densley	_____	_____	_____	_____

_____
Chris Hart, Mayor

ATTEST:

_____
Kari Jimenez
City Recorder

AMENDED POLICY REGARDING THE USE/PAYMENT OF UNUSED SICK LEAVE ACCRUED BY IVINS CITY EMPLOYEES PRIOR TO JANUARY 1, 2004

This Amended Extended Sick Leave policy is created for the purpose of reimbursing Ivins City employees for unused Extended ~~illnesses as determined by a written doctor's analysis of need and approval by the employee's department head.~~Sick Leave accrued prior to January 1, 2004 over a period not to exceed three (3) years from the date of this Amended Policy.

Ivins City employees who have unused Extended Sick Leave may ~~convert~~ use or be reimbursed for the remaining unused amounts ~~those hours to Extended Sick Leave~~ under the following conditions:

1. The remaining unused Extended Sick Leave under City Council policy dated February 5, 2004 (copy attached) represents the ~~hours shall be converted to a~~ dollar amount based upon the hourly rate of each employee at the time the unused sick leave hours were accrued and converted to Extended Sick Leave.

2. The dollar amount of the unused Extended Sick Leave ~~hours shall be~~ was capped ~~and reserved for approved Extended Sick Leave~~ at that time.

3. The dollar amount ~~capped and reserved for the employee shall be~~ used by employees ~~approved~~ for Extended Sick Leave shall be used at the hourly rate earned by the employee at the time the Extended Sick Leave is used.

4. Extended Sick Leave may be used in place of normal Sick Leave as allowed under the Employee Handbook in effect at the time it is used. ~~shall be used in blocks of 40 hour increments.~~

5. ~~Extended Sick Leave shall only be used after all regular Sick Leave accrued under the Sick Leave policy adopted 12/18/03 has been exhausted.~~

6. ~~Extended Sick Leave may not be used with Workers Comp or Long Term Disability.~~

7. ~~Holidays falling on a regular working day during Extended Sick Leave are not credited as holidays and are charged as Extended Sick Leave.~~

5. While an employee is on Extended Sick Leave, their retirements benefits continue to accrue and insurance benefits remain in force.

6. An employee having unused Extended Sick Leave may request to be paid out for the amount remaining at any time, but in no event shall the full payment or use of any such remaining Extended Sick Leave extend more than three (3) years from the date of this Amended Policy.

7. The City may elect to pay an employee having remaining Extended Sick Leave at any time in full or in amounts approximating $5,000.00 per year, so long as the entire remaining balance is paid out prior to the third anniversary date of this Amended Policy.

Date approved by Ivins City Council: January 15, 2015.

CHRIS HART, Mayor

ATTESTED:

Kari Jimenez, Ivins City Recorder