

1 **RESOLUTION RE-STATING THE POLICIES OF THE BOARD OF**
2 **COMMISSIONERS REGARDING PAID LEAVE FOR**
3 **FULTON COUNTY EMPLOYEES**
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6 **WHEREAS**, pursuant to the Fulton County Civil Service Act of 1982 (1982 Ga.
7 Laws, p. 4896, as amended), the Fulton County Board of Commissioners and Fulton
8 County Personnel Board have developed an extensive system of Personnel
9 Regulations governing the civil service system for Fulton County employees; and

10 **WHEREAS**, among other topics, the Personnel Regulations contain provisions
11 relating to the accrual and usage of leave time by County employees; and

12 **WHEREAS**, more specifically, the 1200 Series of the Personnel Regulations
13 provide for the following categories of authorized leave for Fulton County employees:

- 14 • Vacation Leave;
- 15 • Sick Leave;
- 16 • Emergency Leave;
- 17 • Injury Leave;
- 18 • Military Leave;
- 19 • Compensatory Leave;
- 20 • Official Leave;
- 21 • Court Leave;
- 22 • Holiday Leave;
- 23 • Leave of Absence without Pay;
- 24 • Family Leave;
- 25 • Voting Leave; and

- 1 • Blood Donation Leave; and

2 **WHEREAS**, despite the generous categories of leave described above, the
3 Board of Commissioners finds that some County employees who are considered
4 “exempt” for purposes of the Fair Labor Standards Act have been failing to use accrued,
5 paid leave time for partial-day absences; and

6 **WHEREAS**, the Board of Commissioners further finds that the Board-approved
7 Personnel Regulations contain no provisions authorizing the practice described in the
8 previous paragraph;

9 **NOW, THEREFORE, BE IT RESOLVED**, that the Board of Commissioners
10 hereby re-states its policies, as embodied in the Fulton County Personnel Regulations,
11 regarding the authorized categories of paid leave and the usage thereof by County
12 employees.

13 **BE IT FURTHER RESOLVED**, that the County Manager is hereby directed to
14 inform all Appointing Authorities that all County employees who are or will be absent
15 from work are required to comply with the requirements of the relevant leave provisions
16 of the Fulton County Personnel Regulations.

17 **BE IT FURTHER RESOLVED**, that this Resolution shall become effective when
18 passed and adopted, and that all resolutions and parts of resolutions in conflict with this
19 Resolution are hereby repealed.

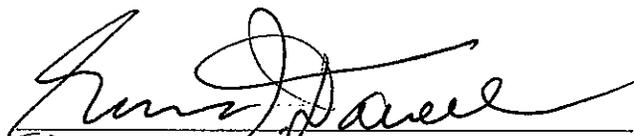
20 **PASSED AND ADOPTED** by the Board of Commissioners of Fulton County,
21 Georgia this _____ day of January, 2011.

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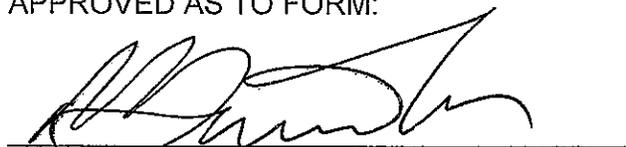


Emma I. Darnell, Commissioner
District 5

ATTEST:

APPROVED AS TO FORM:

Mark Massey, Clerk to the Commission



R. David Ware, County Attorney

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ITEM # 11-0024 RM 1/5/11
REGULAR MEETING