

ORDINANCE 2014-16

An Ordinance amending provisions of the City of Harrodsburg Ordinance # 2006-13.

WHEREAS, the Board of Commissioners of the City of Harrodsburg desires to amend a portion of the Classification plan, Compensation plan, and Policies and Procedures of Ordinance 2006-13.

NOW, THEREFORE, be it enacted by the City of Harrodsburg, Kentucky, that a portion of the Ordinance on page 45 of 73 pages under "Family Medical Leave Act of 1993; Employee Eligibility", be amended as follows:

Employee Eligibility

To be eligible for FMLA benefits, an employee must:

1. Work for a covered employer
2. Have worked for the employer for a total of twelve (12) months;
3. Have worked at least one thousand two hundred fifty (1,250) hours over the previous twelve (12) months; and
4. Work at a location in the United States or in any territory or possession of the United States where at least fifty (50) employees are employed by the employer within seventy-five (75) miles.
5. **When an employee is off work on Workers Compensation, Family Medical Leave and Workers Compensation must run concurrently. When out on Workers Compensation for 12 weeks or longer, the employee will have exhausted all of their FMLA entitlement for this event. While taking FMLA in conjunction with Workers Compensation the employee will not be paid for sick , vacation, or holiday time, they will only receive workers compensation benefits.**

WHEREFORE, this Ordinance was approved by the City Commissioners of Harrodsburg on the 27th day of October, 2014.

This Ordinance shall become effective upon its passage, approval and publication as required by law.

Eddie Long
Eddie Long, Mayor
City Of Harrodsburg

ATTEST:

Kim Stennett
City Clerk/Treasurer

Given 1st Reading and Passed on the 13th day of Oct, 2014.

Given 2nd Reading and Passed on the 27th day of Oct, 2014.

Published in the Harrodsburg Herald on the 5th day of Nov, 2014.