

**VILLAGE OF WATERLOO
RESOLUTION NO. 08-23-16-03**

WHEREAS, the Board of Trustees of the Village of Waterloo adopted the Personnel Policies Manual of the Village of Waterloo on February 25, 2008; and

WHEREAS, proposed revisions to said manual include removing FMLA requirements.

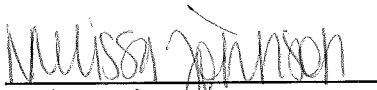
NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE VILLAGE OF WATERLOO, NEBRASKA, AS FOLLOWS:

THAT, the Personnel Policies Manual of the Village of Waterloo, as revised, and attached hereto as Exhibit "A", is hereby adopted and,

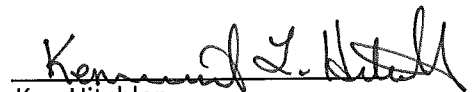
FURTHER, THAT, the Personnel Policies Manual of the Village of Waterloo, as it previously existed, is hereby repealed.

PASSED AND APPROVED this 23 day of August, 2016.

ATTEST:


Melissa Johnson
Clerk




Ken Hitchler
Chairperson

Accrued Sick Leave

Accrued but unused sick leave may accumulate from year to year up to a maximum of seven hundred twenty (720) hours, provided that such accumulated sick leave shall be converted to and be credited to the eligible employee's paid disability leave.

Such disability leave may be used only for absences resulting from a hospital stay of more than five calendar days, or for convalescence outside of hospitalization pursuant to a written physician's statement that requires the employee to recuperate for a period of eight or more days, or any combination of the two resulting in an absence from work in excess of 10 days. In no case shall the accumulated disability leave be used or substituted for sick leave.

Eligible employees may utilize up to eighty (80) hours of accrued sick leave annually to cover a situation which qualifies as a Family and Medical Leave (FMLA) like covered event other than the employee's own illnesses. ~~Following the 80 hours, an employee may qualify for and receive up to 12 weeks of unpaid FMLA Leave.~~