

Instruct the Human Resources Director to amend the Personnel Ordinance as follows:

Effective July 1, 2011, non-exempt employees shall not accrue more than 80 hours of compensatory time for overtime hours worked.

For employees hired on or after Feb 15, 2011:

- Eliminate Personal time off hours
- Reduce the accrued annual leave schedule to the rate of 10 to 20 days for between less than 2 and more than 20 years service.
- Reduce the longevity pay schedule to the rate of \$25.00 to \$300.00 for less than one to more than 25 years service.

Employee accrued leave time shall be taken in the order of compensatory time, banked holiday, Personal time off, and annual.

Revise the Family and Medical Leave Act Policy to include employees shall first use accrued paid leave time for those leave hours designated and qualified under the Family and Medical Leave Act.

To revise Article VII, Employee Benefits, to conform with mandates within the Federal Legislation, Patient Protection and Affordable Care Act to entitle health insurance coverage to minor dependents until the age of 26. To the extent the provisions of this ordinance are inconsistent with the Patient Protection and Affordable Care Act, the Patient Protection and Affordable Care Act will control.