

RESOLUTION

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RESOLUTION CONCERNING
SICK LEAVE FOR COUNTY
EMPLOYEES

* * *
85-4

WHEREAS the sick leave policy for employees of Weston County needs to be clearly established by resolution and all prior resolutions relating thereto repealed.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF WESTON COUNTY, WYOMING, that:

1. All prior resolutions relating to sick leave, including that certain Resolution Concerning Sick Leave For County Employees dated November 6, 1985, are hereby repealed.

2. All full-time County employees, which are those employees paid by the County and who work a minimum of thirty-five (35) hours per week, shall be entitled to ten (10) paid sick leave days per calendar year; provided, however, that the Board of County Commissioners may in their discretion approve up to twenty-two (22) days of sick leave for any such employee upon specific request.

3. For the purposes of determining sick leave compensation, the employee shall only be compensated for those hours which the employee would have normally worked, including overtime which is normally worked on a regular basis, but exclusive of meal periods; provided, however, that an employee shall not be entitled to sick leave compensation unless at least three (3) working hours in any given work day are not worked due to illness or injury and further that any work day in which an employee works between three (3) and four (4) hours and is ill or injured for the remainder of said day shall be deemed to use one-half ($\frac{1}{2}$) of one (1) sick leave day:

(A) Example- Employee worked from 9:00 a.m. to 12:00 noon and takes the remainder of the day off due to illness or injury, said employee shall be paid sick leave for the remainder of the day and said time will be

counted as using one-half ($\frac{1}{2}$) of one (1) sick leave day.

3. Sick leave can only be given if an employee is actually ill or injured to such an extent that said employee is unable to fulfill the responsibilities of his or her job.

4. Sick leave benefits are provided by the County as a privilege and not a right.

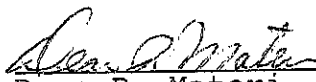
5. Any employee who claims or accepts sick leave benefits who is not actually ill or injured to the extent described in paragraph 3 herein shall be deemed to have defrauded or attempted to defraud the County and shall therefore be subject to termination.

6. The provisions of this Resolution do not apply to work related injuries which are covered by the Worker's Compensation law of the State of Wyoming. Time taken off from work due to work related injuries covered by Worker's Compensation shall not count against sick leave time, and the benefits provided herein shall not be provided for work related injuries covered by Worker's Compensation.

7. This Resolution shall take effect on Nov 19, 1985, and shall remain in effect until repealed or amended by subsequent resolution.

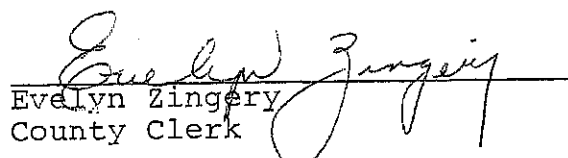
PASSED this 26 day of November, 1985.

WESTON COUNTY:



Dean R. Materi
Chairman
Weston County Commissioners

Attest:



Evelyn Zingery
County Clerk