

Resolution -2013

A RESOLUTION AMENDING CHAPTER 1.5 OF THE NORTH OGDEN CITY POLICIES AND PROCEDURES MANUAL

WHEREAS, Chapter 1.5(1) of the North Ogden City's employee policies and procedures manual includes the definition of Full-time employment; and,

WHEREAS, changes in provisions in the affordable healthcare act there is a requirement of "large" employers, defined as those who employ at least 50 full-time employees; and

WHEREAS, ongoing employees who work at least 30 hours per week will be offered health coverage; and,

WHEREAS, the North Ogden City Council has determined that Chapter 1.5 (1) does need to conform to the current law.

BE IT THEREFORE RESOLVED by the North Ogden City Council that Chapter 1.5 (1) of the North Ogden City Employee Policies and Procedures Manual shall be amended as follows.

1. **Full-time employment** is the employment type of most City employees. For employees who have not been classified as exempt under FLSA, full-time employment shall begin on the date of hire. Full-time employment is: a) ongoing employees who work at least 30 hours per week and is not classified as part-time and/or seasonal employment. Full-time employees qualify for all regular benefits.

BE IT FURTHER RESOLVED by the North Ogden City Council that Chapter 1.5 (4) of the North Ogden City Employee Policies shall be amended as follows.

4. **Part-time employment** means employment for less than the number of hours described under full-time employment above and cannot work more than 29 hours per week. Applicants for part-time employment must meet the qualifications of the position for which they are employed. Part-time employees do not qualify for regular benefits.

BE IT FURTHER RESOLVED by the North Ogden City Council Chapter 1.5 (6) of the North Ogden City Employee Policies shall be amended as follows.

6. **Seasonal employment** may mean full-time employment by the City for a period between three (3) to twelve (12) months in any calendar year if the average hours worked during the employment period do not exceed twenty-nine (29) hours per week. Seasonal employees may be hired by the department heads without following all of the procedures described in Policy 1.2, provided that the creation of the seasonal position has been approved by the City Manager. Applicants for seasonal employment must meet the minimum qualifications for the position for which they are employed. Seasonal employees do not qualify for regular benefits.

ADOPTED AND PASSED THIS ____ DAY OF _____, 2013

Richard G. Harris, Mayor

CITY COUNCIL VOTE AS RECORDED

	Aye	Nay
Council Member Bailey:	_____	_____
Council Member Bigler:	_____	_____
Council Member Fawson:	_____	_____
Council Member Stoker:	_____	_____
Council Member Taylor:	_____	_____
(In event of a tie vote of the Council)		
Mayor Harris:	_____	_____

ATTEST:

S. Annette Spendlove, MMC
City Recorder