

## RESOLUTION 2023 - 020

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**A RESOLUTION AMENDING THE CITY OF POWDER SPRINGS PERSONNEL POLICY MANUAL RELATING TO SICK LEAVE, ACCRUED VACATION LEAVE AND EMPLOYEE BENEFITS; AUTHORIZING THE USE OF PAID SICK LEAVE FOR UP TO FIVE DAYS IN CALENDAR YEAR 2023 FOR EMPLOYEES UNABLE TO WORK AS A RESULT OF THE CORONAVIRUS; PROVIDING FOR AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.**

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**WHEREAS**, the City of Powder Springs did previously adopt a Employee Handbook and Personnel Policy Manual to regulate personnel matters for the City (the “Handbook”); and

**WHEREAS**, the City of Powder Springs reserved in the Handbook the right, at any time, to redefine eligibility for benefits, amend, or modify the Handbook; and

**WHEREAS** research consistently shows there are measurable benefits from taking time off from work, participating in a health and wellness program,

**WHEREAS** benefits to the employee include improved productivity, health benefits of lower stress, better mental health, improved morale, lower absenteeism and less burnout;

**WHEREAS** benefits to employers include an enhanced ability to attract and retain talent, the demonstration of employer's concern for its employees' wellbeing and what they value, greater productivity stemming from an increase in morale coupled with higher attendance, and greater satisfaction expressed by the employees for the employer; and

**WHEREAS** the City of Powder Springs desires to authorize amendments to the donated sick leave policy and leave accrual policy and the establishment of a health and wellness program, subject to budget constraints; and

**WHEREAS** the coronavirus continues to infect individuals and isolation can help prevent its continued, and the City desires to continue to provide five days of paid sick leave for calendar year 2023 for City employees who are infected.

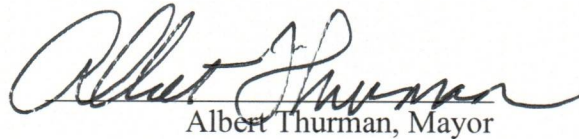
**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Council for the City of Powder Springs that the City Manager may amend and update the personnel manual to include paid sick leave through a pooled arrangements for employees without available sick leave, establish a health and wellness program and amend the leave accrual policy based on years of service in form substantially similar to the attached Exhibits A, B and C and after review by the City Attorney.

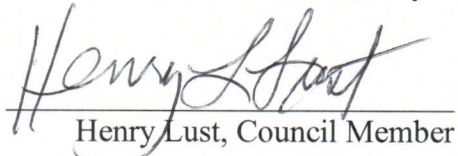
**BE IT FURTHER RESOLVED** that the City Manager is authorized to extend for calendar year 2023 give days of paid sick leave for City employees who are infected with coronavirus.


**SO RESOLVED** this 17<sup>th</sup> day of January, 2023. This resolution shall be effective immediately upon adoption.

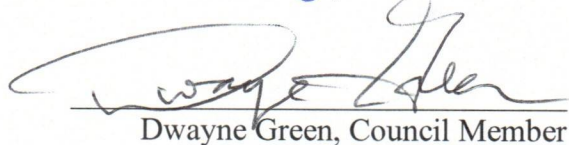
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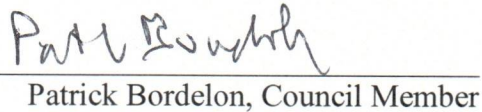
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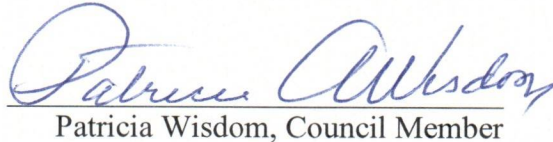
  
Albert Thurman, Mayor

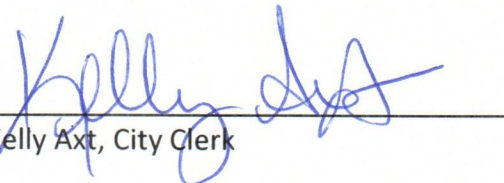
  
Henry Lust, Council Member

  
Doris Dawkins, Council Member

  
Dwayne Green, Council Member

  
Patrick Bordelon, Council Member

  
Patricia Wisdom, Council Member

Attest:   
Kelly Axt, City Clerk