

1. Agenda

WASHTENAW COUNTY  
BOARD OF COMMISSIONERS  
Ways and Means Committee  
Administration Building - Board Room  
220 N. Main Street  
Ann Arbor, Michigan  
[WASHTENAW COUNTY WEBSITE](#)

2. Roll Call

3. Citizen Participation

4. Commissioner Follow-Up To Citizen Participation

5. New Business

5.I. A. Support Services

1. Risk Management

a. Sick Time Donation Policy

- Adopting a policy that governs Sick Time Donations to or from County Employees
- To affirm Washtenaw County's commitment to abide by all provisions of FMLA, except where existing union contracts or Washtenaw County Policies & Procedures exceed those provided by the Act, in which case contracts/policies and procedures will be followed
- To clarify the intent of sick leave donations is to support employees eligible for continuous ongoing leave under FMLA with an option for paid time off in excess of their available paid leave banks
- To direct the County Administrator to establish Sick Time Donation Procedures in accordance with this policy and other applicable County policies
- Washtenaw County provides its employees with benefits inclusive of sick time to assist in covering time off for health/medical needs.
- Washtenaw County Human Resources is responsible for the oversight of employee leaves and adherence to the Family Medical Leave Act (FMLA).
- Current practice has informally allowed employees with large sick banks to donate a portion of their sick time to employees experiencing hardship due to unpaid leave.
- There is currently no county policy or procedure addressing Sick Time Donation and departments have expressed concern about the lack of formal procedures and the impact of current practice on departmental operations

RECOMMENDATION: Approval at Board

Documents:

[A 1 A BOC MEMO RESOLUTIONS FOR POLICY\\_2ND VERSION - FINAL.PDF](#)

6. Report Of The Administrator

7. Report Of The Chair Of Ways And Means

8. Report Of The Chair Of The Board

9. Items For Current/Future Discussion

10. Pending

11. Adjournment

**Next Ways & Means Meeting**

[April 3, 2019]

Board Room

220 N. Main Street

Ann Arbor, MI 48104

6:30 p.m.