

Code Ordinance

By: Human Resources
Introduced: February 24, 2020
Public Hearing: March 9, 2020
Adopted: March 9, 2020
Yes: Dryden, Graham, Harvey, Ledford, Velock
No: None
Absent: Burney

**City of Wasilla
Ordinance Serial No. 20-07**

An Ordinance Of The Wasilla City Council Amending Wasilla Municipal Code (WMC) 3.65.060, Pregnancy Leave/Family Leave, To Correct Federal And State Law Citations Regarding The Federal Family And Medical Leave Act, And The Alaska Family Leave Act.

Section 1. Classification. This ordinance is of a general and permanent nature and shall become part of the city code.

Section 2. Amendment of Section. WMC 3.65.060, Pregnancy leave/family leave, is hereby amended to read as follows:

3.65.060 Pregnancy leave/~~F~~family **and medical** leave.

The city shall **abide by** grant family and/or medical leave consistent with both the federal Family and Medical Leave Act (FMLA) **of 1993 and its subsequent amendments** and the provisions of the **Alaska Family Leave Act (AFLA) under AS 39.20.500** ~~23.10.500 through 23.10.550~~, whichever provides greater rights. However, if an employee qualifies under only one of the Acts, the employee shall be entitled to receive only the benefits of the Act under which the employee qualifies. The mayor is responsible for developing a personnel policy and procedure in accordance with ~~AS 23.10.500 through 23.10.550~~ and the federal Family and Medical Leave Act (FMLA).

Section 3. Effective Date. This ordinance shall take effect upon adoption.

Bold & Underline, added. Strikethrough, deleted

ADOPTED by the Wasilla City Council on March 9, 2020.


Bert L. Cottle, Mayor

ATTEST:


Jamie Newman, MMC, City Clerk

[SEAL]

Bold & Underline, added. ~~Strikethrough, deleted~~

**City of Wasilla
Legislative Staff Report
Ordinance Serial No. 20-07
(Code Ordinance)**

Amending Wasilla Municipal Code (WMC) 3.65.060, Pregnancy Leave/Family Leave, To Correct Federal And State Law Citations Regarding The Federal Family And Medical Leave Act, And The Alaska Family Leave Act.

Originator: Shelly Austin, Human Resources Generalist
Date: 2/10/2020



Agenda of: 2/24/2020

Route to:	Department Head	Signature	Date
X	Finance Director		2-14-20
X	Deputy Administrator		2/12/2020
X	City Attorney		2/13/2020
X	City Clerk		2/13/2020
X	Mayor		2/10/2020

Fiscal Impact: yes or no

Attachments: Ordinance Serial No. 20-07 (2 pages)

Summary Statement: This ordinance proposes to correct federal and state law citations in the Wasilla Municipal Code regarding family medical leave. Each law has separate eligibility requirements and each law invokes different requirements upon the employer. Both laws run concurrently.

Proposed Action: Introduce and set the Ordinance for public hearing.