

# Salt Lake County Human Resources Policy 4-600(A): Family and Medical Leave Act (FMLA)

## Purpose

This policy provides for Family and Medical Leave Act status to transfer with employees who transition from the Unified Police Department to the Salt Lake County Sheriff's Office.

## I. Policy

Salt Lake County seeks to have sworn and civilian employees who transition from the Unified Police (UPD) Department to the Salt Lake County Sheriff's Office (Sheriff's Office) via interjurisdictional transfer or assimilation to have their prior FMLA status transition with them.

## II. Procedures

### A. FMLA Status

1. Eligibility for FMLA for both sworn and civilian employees that transfer from the UPD to the Sheriff's Office will include hours worked for UPD.
2. Usage of FMLA for both sworn and civilian employees that transfer from UPD to the Sheriff's Office will include usage while at UPD.
3. This policy shall remain in effect until July 1, 2025.

APPROVED and ADOPTED this 16<sup>th</sup> day of July, 2024.

SALT LAKE COUNTY COUNCIL

By Laurie Stringham  
Laurie Stringham, Chair

ATTEST:

Lannie Chapman  
Lannie Chapman, County Clerk

Voting:

Council Member Alvord  
Council Member Bradley  
Council Member Bradshaw  
Council Member Granato  
Council Member Harrison  
Council Member Theodore  
Council Member Stewart  
Council Member Stringham  
Council Member Winder Newton

"Aye"  
"Aye"  
"Aye"  
"Aye"  
"Aye"  
"Aye"  
Absent  
"Aye"  
"Aye"