

**Minutes of the Marshall County Personnel Board  
Public Hearing for Modifications to the Employee Handbook  
FMLA Policy Update to Include Changes Concerning Military-Related Leave  
Thursday, September 19, 2013**

A meeting of the Marshall County Personnel Board was held on Thursday, September 19, 2013, at 5:30 p.m. in the Commission Chambers of the Marshall County Courthouse in Guntersville, Alabama. The purpose of the meeting was to hold a public hearing to discuss amending the FMLA Section of the Personnel Policies to include recent changes implemented by the Department of Labor concerning military-related leave.

The following Board members were present:

Jason Windsor, Chairman  
Talmadge Butler, Secretary  
Keith Swisher, Board Member  
Randall Haney, Board Member

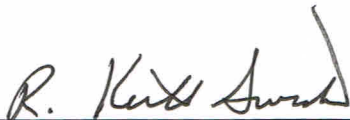
Also present were Attorney Rodney Edmondson (representing Board Attorney Jeffrey McLaughlin), Personnel Administrator Christy Kelley, and Personnel Assistant Beverly Lemons.

Chairman Windsor announced that the purpose of the public hearing being held by the Marshall County Personnel Board was to discuss proposed policy changes to the Marshall County Employee Handbook. The changes are to amend section **11.9.1 FMLA LEAVE**.

A copy of the proposed change to policies is attached.

Chairman Windsor called the public hearing to order at 5:30 p.m. There were no comments concerning the proposed policy change.

Chairman Windsor closed the public hearing at 6:00 p.m.



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Keith Swisher, Secretary  
Marshall County Personnel Board