

RESOLUTION 5-2026
A RESOLUTION AMENDING THE EMPLOYEES HANDBOOK
SECTION X (12)

WHEREAS, the public interest will best be served by having a clear and concise understanding of the Leaves of Absence policy of Huntington City, and

WHEREAS, adoption will enhance the knowledge of the public to whom the employees hold a stewardship.

NOW THEREFORE, be it resolved by the City Council of Huntington City, State of Utah, that the Huntington City will amend Section X: Leaves of Absence, 10. Fitness for duty/medical release following safety-related incident to read:

FITNESS FOR DUTY/MEDICAL RELEASE FOLLOWING SAFETY-RELATED INCIDENT

A. To ensure a safe-working environment for employees and the public, the City may require a fitness-for-duty evaluation when an employee experiences a medical or physical condition that:

- Impairs the employee's ability to safely perform essential job functions;
- Results in loss of consciousness, impaired judgement, or physical incapacity while on duty;
- Creates a direct threat to the health or safety of the employee, coworkers, or the public; or
- Otherwise raises legitimate safety concerns related to job performance.

B. Requirement for Medical Release

Following such an incident, the employee may be required to provide written certification from a licensed health care provider stating that the employee is medically fit to return to work and able to safely perform the essential functions of the position, with or without reasonable accommodation.

The medical certification must:

1. Confirm the employee's ability to safely perform essential job duties;
2. Identify any work restrictions or limitations, if applicable; and
3. Specify the effective date of return to work.

The City reserves the right to delay return to work until appropriate medical clearance is provided.

C. Confidentiality

All medical information will be maintained in a confidential medical file separate from the employee's personnel file in accordance with applicable law.

D. Nothing in this policy is intended to limit the City's obligations under the

Americans with Disabilities Act (ADA) or other applicable law. The City will engage in an interactive process with the employee to determine whether a reasonable accommodation can be provided when appropriate.

BE IT FURTHER RESOLVED, this resolution shall become effective as of March 18, 2026 upon approval of the Huntington City Council.

PASSED AND APPROVED this 18th day of March 2026.

Mayor, Leonard Norton

COUNCIL MEMBERS

Judd Beagley	AYE_____	NAY_____
Tom Kay	AYE_____	NAY_____
Lesa Miller	AYE_____	NAY_____
Devin Wilson	AYE_____	NAY_____
Gloria Wilson	AYE_____	NAY_____

(SEAL)

ATTEST:

Brandy Wagner, City Recorder