



# City of Gladstone, MI

1100 Delta Avenue  
Gladstone, MI. 49837  
www.gladstonemi.gov

## Staff Report

**Agenda Date: 02-24-2025**                      **Eric Buckman, City Manager:** \_\_\_\_\_

**Department: City Commission**                      **Department Head Name:** \_\_\_\_\_

**Presenter: Kim Berry**                      **Kim Berry, City Clerk:** \_\_\_\_\_

**This form and any background material must be approved by the City Manager then delivered to the City Clerk by 4:00 PM the Tuesday prior to the Commission Meeting.**

**AGENDA ITEM TITLE:** Amendment to the Gladstone Personnel Policy – Earned Sick Time Act (ESTA)

**BACKGROUND:**

Effective February 21, 2025, the Earned Sick Time Act (ESTA) goes into effect in Michigan.

The City of Gladstone is subject to this Act regarding part-time employees and must update the Gladstone Personnel Policy accordingly. On January 23, 2025, the House passed HB 4001 and HB 4002, but no further action occurred at that time. On February 14, 2025, the Senate passed SB 15.

Currently, the House and Senate have agreed that the Senate’s bill will be “tie-barred” to the House’s bill, meaning neither bill can pass independently. As a result, we are awaiting further legislative action.

While a full update of the City’s Personnel Policy is still in progress, I recommend that the Commission approve an amendment at this time to acknowledge ESTA compliance. If further legislative changes occur, we will address them as needed—ideally, within the comprehensive Personnel Policy update when it is ready for your approval.

**FISCAL EFFECT:**

**SUPPORTING DOCUMENTATION:**

**RECOMMENDATION:**

Motion to approve amendment to the Gladstone Personnel Policy to ensure compliance with the Earned Sick Time Act (ESTA).