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MEMORANDUM

TO: Management Team

FROM: Larry D. Groth, P.E., City Manager

DATE: April 25, 2005

SUBJECT: Cancellation of City Policy

The following policy has been cancelled:

AVL-8 Employee Return to Work Policy

- Effective date of cancellation: 04-25-05
- The contents of this policy have been incorporated into AVL-7, which has been re-titled Injury and Illness Policy.
- AVL-8 is being cancelled for now and will be revised in the future to detail a Return-To-Work Program.

Please make all the employees in your department aware of this change.

This signed memo needs to be placed at the front of each Personnel Policy Manual.

Larry D. Groth, P.E., City Manager
April 25, 2005