

Ordinance No. 2021-23

ORDINANCE ADOPTING EMPLOYEE BENEFIT CHANGES FOR 2022

WHEREAS, the Board of Floyd County Commissioners have agreed to adopt employee benefit changes for 2022; and

NOW, THEREFORE, BE IT ORDAINED BY THE Board of Commissioners of Floyd County, Indiana, that the following employee benefit changes are hereby adopted for 2022:

1. Reduce sick and personal days to 6 each year versus the current 8.
2. Full time employees hired after January 1, 2022 will no longer be eligible for sick time payout when separating employment.
3. Employees will be awarded paid time off benefits (vacation, sick and personal time) effective January 1st of each calendar year and accrue at the rate of 1/12 each month. Employees are eligible to use paid time off in advance of earning.
4. New Employees hired as of 1/1/21 will earn one vacation day after each month worked up to a maximum of 10 days for their first year.
5. Employees will be allowed to carry over a maximum of 10 vacation days with the approval of their Elected Official / Department Head.
6. The County will no longer allow the practice of allowing employees to use paid time off benefits to extend their last day of work or employment (i.e. stop working but remain on the payroll through an extended date due to paid time off benefits). Employees will be paid for the accrued benefits based on their last day of work.

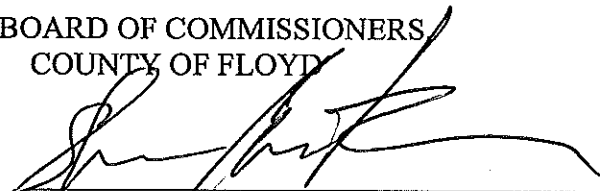
These changes will be referenced in the updated Handbook in the following sections:

9.2 Vacation, 9.3 Sick Time and 9.4 Personal Time

22.4 Post-termination/Separation Pay, Benefits and Procedures

Adopted and passed this 16th day of November, 2021.

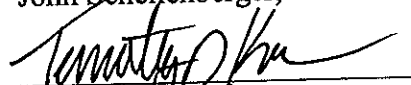
BOARD OF COMMISSIONERS
COUNTY OF FLOYD



Shawn Carruthers, President

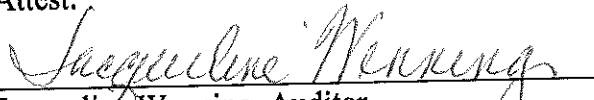


John Schellenberger, Commissioner



Tim Kamez, Commissioner

Attest:



Jacqueline Wenning, Auditor