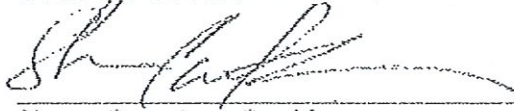
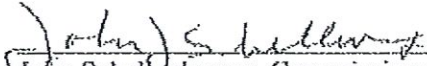


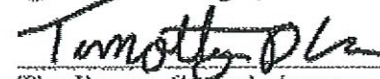
BOARD OF COMMISSIONERS,
COUNTY OF FLOYD



Shawn Carruthers, President



John Schellenger, Commissioner



Tim Kamer, Commissioner

Attest:



Jacqueline Wenning, Auditor

Ordinance No. 2022-01

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. Employees are eligible to use paid time off in advance of earning.
4. New Employees hired as of 1/1/22 will earn one vacation day after each month worked up to a maximum of 10 days for their first year. New employees will earn 4 hours of sick and personal time after each month worked up to a maximum of 6 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 starting January 1, 2023. Employees having in excess of 10 days on January 1, 2022 will be allowed to either use these excess days during the calendar year 2022 and/or be paid for these excess days.
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.
7. Upon separation from County employment, employees hired after 2/5/19 will be paid for unused vacation time at the rate of 1/12 for each month worked. Employees hired prior to 2/5/19 will be paid for accrued vacation time, minus days used up to last work day.

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 25 day of January 2022.