

ORDINANCE NO. G-00-07

AN ORDINANCE PROVIDING FOR BENEFITS, VACATION AND SICK LEAVE FOR THE OFFICERS AND EMPLOYEES OF THE TOWN OF GEORGETOWN, INDIANA, AND THE GEORGETOWN WATER AND SEWER UTILITIES.

BE IT ORDAINED BY THE TOWN COUNCIL OF GEORGETOWN THAT:

WHEREAS, the Council for the Town of Georgetown is the entity responsible for fixing of compensation, benefits, vacation and sick days for the Town police officers (hereinafter "officers") and employees, and also the employees of the Georgetown Water and Sewer utilities:

WHEREAS, Ordinance Nos. G-88-04, G-88-05, G-92-17, G-93-08, G-94-23, G-94-26 and G-98-15 shall be rescinded in their entirety, and

WHEREAS, the Council desires to consolidate the benefits, vacation time and sick days into a single ordinance; and

WHEREAS, after due consideration and discussion, it was agreed that the employees of the Town of Georgetown and the Town's officers, including the employees of the Georgetown Water and Sewer Utilities should be entitled to the following benefits outlined herein below.

NOW, THEREFORE, BE IT ORDAINED, that the employees of the Town of Georgetown and the Town's Officers, including the employees of the Georgetown Water and Sewer Utilities shall, after 60 consecutive calendar days of employment, have the following holidays off with paid time: New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, any primary and general election (national, state, or Town), Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Eve day and Christmas Day. Employees of the Town, Water Utility and Sewer Utility shall be required to work both the day before the holiday and the day after the holiday to receive holiday pay.

NOW, THEREFORE, BE IT FURTHER ORDAINED, that the employees of the Town of Georgetown and the employees of the Georgetown Water and Sewer Utilities, excluding the Town's Officers, shall be paid overtime rate for all hours over 40 hours per week. All vacation days, sick leave, personal leave, funeral leave and holidays shall be included as part of this 40 hour period.

NOW, THEREFORE, BE IT FURTHER ORDAINED, that any employees of the Town of Georgetown and the Town's Officers, including the employees of the Georgetown Water and Sewer Utilities shall be paid for time off which may be taken due to a death in of the employee and spousal immediate family. A relative of a spouse of an officer or employee is not to be considered immediate family for the purpose of this Ordinance. The time allowed off shall be no more than three (3) calendar days.

NOW, THEREFORE, BE IT FURTHER ORDAINED, that any employees of the Town of Georgetown and the Town's Officers, including the employees of the Georgetown Water and Sewer Utilities shall be entitled to one (1) week of vacation after on year of consecutive employment, and shall be entitled to two (2) weeks of vacation after two (2) years of consecutive years of employment. The officers and employees shall also be entitled to one (1) additional day of vacation pay for each consecutive year of employment over and above two (2) consecutive years of employment up to but not exceeding 15 days of paid vacation. Unused vacation time shall not be carried into successive years.

NOW, THEREFORE, BE IT FURTHER ORDAINED, that any employee of the Town of Georgetown and the Town's Officers, including the employees of the Georgetown Water and Sewer Utilities shall be entitled to one (1) sick days after completion of 60 days of consecutive calendar days of employment. Aforementioned employees and officers shall be eligible for one (1) one additional day for each 60 days of consecutive calendar days completion of employment and may accumulate and carry over into successive years up to but not more than fifteen (15) days of unused sick leave for a total of one hundred and twenty (120) hours, the same not to accumulate beyond fifteen (15) days. If any officer or employee should be absent from work for three (3) or more consecutive days, said employee or officer may only report back to work upon providing the Town of Georgetown with a doctor's statement concerning his/her illness and ability to return to work.

NOW, THEREFORE, BE IT FURTHER ORDAINED, that all employees of the Town of Georgetown and the Town's Officers, including the employees of the Georgetown Water and Sewer Utilities shall have sixteen (16) hours of personal time after completion of sixty (60) calendar days of consecutive of employment to be taken in 4 hour increments.

NOW, THEREFORE, BE IT FURTHER ORDAINED, that the premiums for the aforementioned medical insurance for the Clerk/Treasurer, employees of the Town of Georgetown and the Town's Officers, including the employees of the Georgetown Water and Sewer Utilities shall be paid by the Town of Georgetown; and optional family or dependent coverage shall be paid and the costs borne by the individual Clerk/Treasurer, officer or employee seeking said optional coverage.

NOW, THEREFORE, BE IT FURTHER ORDAINED, that the Town of Georgetown's obligation and duties as set forth in the aforementioned Ordinance shall be terminable any time, at the Council's sole option and discretion by the passing of any subsequent Ordinance rescinding, amending or altering the effect of this Ordinance.

Adopted by the Town Council for the Town of Georgetown this 27<sup>th</sup> day of Dec,, 2000.

Mike Mills, Pres.  
Mike Mills

Kenneth Frederick  
Kenneth Frederick

Jim Henriott  
Jim Henriott

Ginger Vernon  
Ginger Vernon

Patti A. Denison  
Patti Denison

ATTEST:

Linda K. Sanders  
Linda K. Sanders  
Clerk/Treasurer