

## GENERAL ORDINANCE #3, 2015

*General Ordinance No. 3, 2015* is an ordinance that amends Article IX of the Personnel Manual for the City of Beech Grove concerning sick leave.

**WHEREAS**, full time employees regardless of what department they are assigned unfortunately get injured and may receive an exposure which causes illness while under the scope of employment; and

**WHEREAS**, full time employees in every department with the exception of the police and fire departments are required to take sick time should an injury or illness occur while under the scope of their employment; and

**WHEREAS**, employees especially new employees may not have accrued ample sick time to protect themselves in the event of an on the job injury causing loss of wages; and

**WHEREAS**, part time employees and elected officials are not eligible for sick day benefits and accumulation of sick time.

**NOW THEREFORE BE IT ORDAINED** that the Common Council desires to amend the City of Beech Grove Personnel Manual Article IX Sick Leave, Section 2 "Use of Sick Leave"

**NOW THEREFORE BE IT FURTHER ORDAINED** that the Common Council desires the following amendment be inserted into the City of Beech Grove Personnel Manual.

### **ARTICLE IX. SECTION 2. Use of Sick Leave**

#### **ADD THE FOLLOWING: New paragraph (4)**

**No sick days will be charged against any full time employee if they are injured or become ill as a result of an exposure while under the scope of their employment. For police officers and firefighters this would constitute a Class 1 or 2 covered impairment as set out in Indiana Code 36-8-8-12.5. For all other full time employees not covered under the Indiana Code, the same benefit will apply. This benefit shall not exceed more than 180 calendar days without consultation with the city's appointed physician's approval.**

**NOW THEREFORE BE IT ORDAINED** that the Common Council desires to amend the City of Beech Grove Personnel Manual concerning sick day benefits for full time employees.

**NOW THEREFORE BE IT FURTHER ORDAINED** that this ordinance only applies to the amending of Article IX of the City of Beech Grove Personnel manual.

**NOW THEREFORE BE IT FURTHER ORDAINED** that this ordinance shall go into effect immediately upon passage by the Common Council, signed by the Council President Pro-Tem, attested by the Clerk Treasurer and signed by the Mayor.