

GENERAL ORDINANCE 8, 2016

General Ordinance No. 8, 2016 is an ordinance that amends Article IX of the City of Beech Grove Personnel Manual pursuant to the use of sick leave.

WHEREAS, on occasion employees of the City of Beech Grove become injured or ill as a result of their employment; and

WHEREAS, recently a new rule was established (General Ordinance No. 3, 2015) that takes the burden away from not being paid or losing any benefit as a result of a work related illness or injury; and

WHEREAS, by not losing any pay or benefits, employees cannot access or deposit checks pursuant to compensation from our insurance carrier pursuant to a workman's compensation claim and all checks must be deposited into the city's general fund.

NOW THEREFORE BE IT ORDAINED that the Common Council desires to amend Article IX of the City of Beech Grove Personnel Manual.

NOW THEREFORE BE IT FURTHER ORDAINED that the Common Council desires the following amendment be added to Article IX Section 2 of the City of Beech Grove Personnel Manual.

ADD THE FOLLOWING:

ARTICLE IX. SECTION 2. Use of Sick Leave

Paragraph (5)

Employees sometimes are off for an extended period of time due to an on duty illness or injury. The first (7) days of a workman's compensation claim the employee is not compensated by workman's compensation, although the employee does not lose any pay or benefits.

After (21) days of consecutive disability workman's compensation, the claim reverts back to day (8) and after day (21) the affected employee's salary is compensated and continues to do so until the claim has been resolved.

All payroll checks associated with the employees claim are mailed to the City of Beech Grove for the affected employee. Since that permanent full time employees do not lose

any payroll or benefits as a result of a work related event, any payment pursuant to a full time employees workman's compensation claim shall be signed over to the City of Beech Grove and deposited into the general fund for the City of Beech Grove.

NOW THEREFORE BE IT ORDAINED that the Common Council desires to amend Article IX Section 2 of the City of Beech Grove Personnel Manual.

NOW THEREFORE BE IT FURTHER ORDAINED that this ordinance only applies to Article IX of the City of Beech Grove personnel Manual.

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

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 there 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.