

ORDINANCE NO. 2021- 6

AN ORDINANCE TO AMEND THE  
MORGAN COUNTY PERSONNEL POLICY HANDBOOK

**WHEREAS**, the Board of Commissioners of Morgan County, Indiana (“Commissioners”) serves as the executive body of Morgan County, Indiana and the Morgan County Council (“Council”) serves as its fiscal body; and,

**WHEREAS**, in accordance with that role, the Commissioners are charged with transacting the business of the County, which includes oversight of the management of the various agencies of the County and all County employees; and,

**WHEREAS**, the Commissioners and Council have taken several actions recently to modernize the various personnel management procedures of the County in order to ensure fairness and transparency to employees and prospective employees, as well as, compliance with applicable federal and state laws and regulations related to employment; and,

**WHEREAS**, one of these actions was the creation of the *Morgan County Personnel Policy Handbook* (hereinafter “*Handbook*”), which was adopted by the Council on December 7, 2020 and by the Commissioners on December 28, 2020; and,

**WHEREAS**, since its adoption, two (2) amendments have been recommended that would help clarify certain issues within the *Handbook*; and,

**WHEREAS**, one of the primary goals of the *Handbook* is to have a single resource for employees, department managers, human resources staff, and other relevant parties to have complete, consistent, and accurate information pertaining to employees’ various rights and obligations in connection with their employment with the County; and,

WHEREAS, in contemplation of the foregoing, the Council and Commissioners believe it is prudent to make such clarifying amendments in order to remove any existing ambiguity.

NOW THEREFORE BE IT ORDAINED that:

1. The *Morgan County Personnel Policy Handbook*, adopted and authorized by Ordinance # 2020- 11, shall be amended as follows:
  - a. A new paragraph shall be inserted at the end of Chapter 3, Salary Administration, Section 20, Employment Termination, identified as Section 3.20, and such new paragraph shall read as follows: "Upon termination, employees with a shift greater than 8-hours shall be compensated for their actual remaining PTO hours or 240 hours, whichever is less."
2. This amendment shall be effective immediately and added to the *Morgan County Personnel Policy Handbook* as soon as practicable.
3. All other portions of the *Morgan County Personnel Policy Handbook* shall remain in full force and effect.

ALL OF WHICH IS ORDAINED AND ADOPTED by the Board of Commissioners of Morgan County, Indiana on this 5<sup>th</sup> day of April, 2021.

ATTEST:

  
DAN BASTIN  
Morgan County Auditor

MORGAN COUNTY, INDIANA  
BOARD OF COMMISSIONERS

  
DON ADAMS, President

  
KENNY HALE

  
BRYAN COLLIER

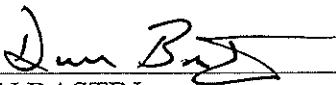
ALL OF WHICH IS ORDAINED AND ADOPTED by the County Council of  
Morgan County, Indiana on this 5<sup>th</sup> day of April, 2021.

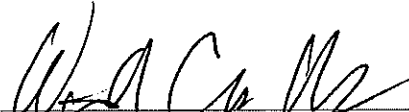
MORGAN COUNTY, INDIANA  
COUNTY COUNCIL

  
KIM MEREDITH, President

  
VICKIE KIVETT, Vice President

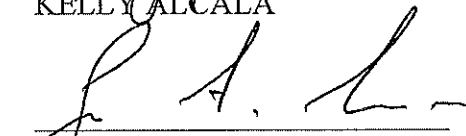
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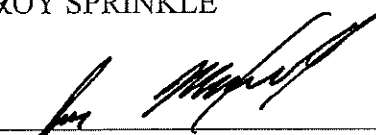
  
DAN BASTIN,  
Morgan County Auditor

  
CHIP KELLER

  
PAUL PRATHER

  
KELLY ALCALA

  
TROY SPRINKLE

  
JASON MAXWELL