

**ORDINANCE NO. 2021-11**

**AN ORDINANCE TO AMEND THE  
MORGAN COUNTY PERSONNEL POLICY HANDBOOK**

**WHEREAS**, the County Council of Morgan County, Indiana, (“Commissioners”) serve as the executive body of Morgan County, Indiana (“County”); 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 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, 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. Paragraph six (6) of Chapter 4, Employee Benefits, Section 2, Holidays, identified as Section 4.2 shall be amended as follows: “Morgan County Sheriff Deputies and the Jail Matron ~~shall be awarded the same number of days off instead of the actual holidays to be taken as scheduling permits~~ will receive an extra eight (8) hours of straight pay in the pay period in which the holiday falls.”
  - b. Paragraph eight (8) of Chapter 4, Employee Benefits, Section 2, Holidays, identified as Section 4.2 shall be struck and replaced with the following: “Morgan County EMS employees working 24-hour shifts will receive holiday pay based on an EMS modified holiday schedule. The rate shall be an additional pay equivalent to straight pay for the hours worked”
2. These amendments 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 1<sup>st</sup> day of November, 2021.


**MORGAN COUNTY, INDIANA  
BOARD OF COMMISSIONERS**

  
DON ADAMS, President

  
KENNY HALE

  
BRYAN COLLIER

ATTEST:

  
DAN BASTIN  
Morgan County Auditor

MORGAN COUNTY, INDIANA  
COUNTY COUNCIL

Kim Meredith  
KIM MEREDITH, President

(Kim Meredith  
incorrect spelling)

Vickie Kivett  
VICKIE KIVETT, Vice President

ATTEST:

Dan Bastin  
DAN BASTIN,  
Morgan County Auditor

Chip Keller  
CHIP KELLER

Melissa Greene  
MELISSA GREENE

Kelly McAlcala  
KELLY ALCALA

Troy Sprinkle  
TROY SPRINKLE

Jason Maxwell  
JASON MAXWELL