

ORDINANCE NO. 2014- 01

WELLS COUNTY BOARD OF COMMISSIONERS

AN ORDINANCE AMENDING THE COUNTY OF WELLS, INDIANA
PERSONNEL POLICIES HANDBOOK

WHEREAS the County of Wells, Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Wells County, Indiana to comply with applicable federal and State of Indiana employment laws and regulations,

WHEREAS the County of Wells, Indiana provides Wells County employees with information about established terms and conditions of employment and employee benefits, and


WHEREAS it is necessary to amend the County Personnel Policy from time-to-time.

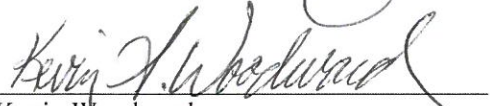
NOW, THEREFORE BE IT ORDAINED AND ESTABLISHED BY THE COUNTY OF WELLS, INDIANA BOARD OF COMMISSIONERS THAT:

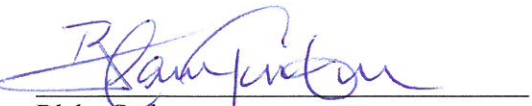
The County of Wells, Indiana Personnel Policies Handbook adopted on April 5, 2005 is amended this 18th day of February, 2014 as specified in the attached section regarding Inclement Weather and Emergency Closings.

The attached section is hereby adopted and shall be in full force and effect on and after adoption; and shall supersede existing oral or written personnel policies and procedures.

**BOARD OF COMMISSIONERS
WELLS COUNTY, INDIANA**


C. Scott Mossburg


Kevin Woodward


Blake Gerber

ATTEST:


Beth Davis, Auditor

"I affirm, under the penalties for perjury, that I have taken reasonable care to redact each Social Security number in this document, unless required by law" Beth Davis

3.19 INCLEMENT WEATHER AND EMERGENCY CLOSINGS

Wells County, like any organization, is at the mercy of weather and other unforeseen emergencies. A County Emergency Declaration may close Wells County due to inclement weather. Should this occur, Wells County will attempt to notify its employees through reasonable means, including announcements over local radio and/or television stations, Wells County's internet web site, Facebook or other social media, and, if appropriate, use of a telephone chain. **You are expected to be at work unless Wells County has been declared a Snow Emergency.** This absence will be considered an excused absence for all employees and will not be charged against earned leave time. However, if an employee believes the weather is dangerous and no emergency has been called, he may take a compensation or vacation day if applicable.

An employee's absence shall be excused in circumstances in which the employee lives in a County that declares a Snow Emergency and Wells County does not. The employee shall be compensated by Wells County for the excused absence.

This inclement weather and emergency closings policy does not apply to emergency personnel, such as the Sheriff's Department, Jail, and Highway Department.