Cumberland Town Council

Ordinance 2020 – 01

Ordinance Amending Policies of the Employee Handbook Regarding Compensatory Time

Whereas, Section 00-03-32-01 of the Cumberland Town Code provides for policies for employment for the employees of the Town; and

Whereas, the Cumberland Town Council periodically reviews the provisions of these policies in order to ensure that these policies are consistent with Town practices and policies, and are compliant with federal and Indiana laws, rules, orders, and regulations, and are in the best interest of the citizens of Cumberland; and

Whereas, Section 2.03.5 of the Employee Handbook provides for compensatory time, and the Town Council finds that this section does not accurately reflect the current policies for police and does apply to all exempt employees in a consistent manner; and

Whereas, the Town Council finds that Section 2.03.5 of the Employee Handbook should be amended in order to comply with the policies of the Town that provide incentives for employees; and

Whereas, the Town Council finds that 2.03.5 of the Employee Handbook should be amended in order to provide consistent benefits to all non-exempt, full-time employees; and

It is therefore ordained that Section 2.03.5 of the Employee Handbook is revised, and the revised section is attached as Exhibit “A”.

Ordinance 2020-01
It is further ordained that all provisions of the Employee Handbook which are inconsistent with the employment policies contained in this ordinance are deleted and replaced by the language contained in this ordinance.

It is further ordained that all other provisions of the Employee Handbook, which are not expressly amended by this ordinance, will remain in full force and effect.

Adopted this 15th day of January, 2020
A Majority of the Cumberland Town Council

Joe Siefker, President

Anna Pea

Anna Pea, Vice President

Edward Loud, Council Member

Brian Gritter, Council Member

Breck Terheide, Council Member

ATTEST:

Erica Salmon, Clerk-Treasurer
Exhibit A

2.03.5 Compensatory Time Limitation and Carry Forward: Accrued compensatory time may be accumulated up to 200 hours for all non-exempt, full-time employees. Employees may use compensatory time only with the approval of his/her supervisor, and its use shall not create any loss in services to the public. All accrued compensatory time at the time of retirement, resignation, promotion to an exempt position or termination will be paid in the next payroll cycle.