

Warren County Board of Supervisors

RESOLUTION NO. 54 OF 2013

Resolution introduced by Supervisors Taylor, Kenny, Sokol, Merlino, Montesi, Strainer, Dickinson, Girard and Mason

AMENDING RESOLUTION NO. 308 OF 1996; AFFIRMING, RESTATING AND AMENDING PERSONNEL POLICIES FOR EMPLOYEES OUTSIDE THE BARGAINING UNIT

WHEREAS, Resolution No. 308 of 1996, as subsequently amended, affirmed, restated and amended the personnel policies for County employees outside the bargaining unit, and

WHEREAS, it has been recommended that the sick leave benefits and vacation benefits be amended for non-union employees, now, therefore, be it

RESOLVED, that Resolution 308 of 1996 shall be amended to provide as follows:

- a. A new full-time employee who is paid on an annual basis shall be entitled to sick leave with pay on the basis of ten (10) working days in each year. Such sick leave with pay shall be granted to the employee by the Department Head. The Department Head may require a physician's statement for any absence of more than three (3) consecutive days. The ten (10) working days per year allowed to a new employee for such leave with pay may be accumulated to a maximum of 165 days, and may be kept to his or her credit for future sick leave with pay;
- b. For all new non-union employees hired after the date of the adoption of this resolution, there will be no sick leave payout;
- c. All new full-time and part-time employees commencing work for the County on or after the adoption of this resolution shall accrue leave from the date of hire at the rate of three (3) hours per payroll period plus one (1) additional hour upon completion of six (6) months employment. Any leave time accrued shall not be considered earned until the newly hired employees have completed six (6) months of continuous service. Once six (6) months continuous service has been completed, the employee may use any of the accrued time or continue to save the time for future use in accordance with other applicable provisions of this agreement. If a new employee shall not complete six (6) months continuous service, the accrued time shall not be considered earned and shall not be payable to the employee upon termination or otherwise leaving the County. Effective as of the date of execution of this agreement, any employee beginning work with Warren County after that date, shall always accrue all vacation time provided for herein on a pro-rata bi-weekly basis and such vacation time must be used not later than eighteen (18) months from the time earned or the vacation time shall be forfeited or lost and no compensation shall be made to the employee; and
- d. Sick leave incentive shall be deleted in its entirety for all employees,

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and be it further

RESOLVED, that this resolution shall take effect immediately and any resolution previously adopted herein that is inconsistent with this resolution is accordingly repealed and/or amended, and be it further

RESOLVED, that other than the above amendments, Resolution No. 308 of 1996 shall remain in full force and effect.