

ORDINANCE 2025 - 46

AN ORDINANCE AMENDING ORDINANCE 2025-35 (as amended), AMENDING A CERTAIN SECTION EXAMPLE OF THE EMPLOYEE HANDBOOK

WHEREAS, the Common Council ("Council") of the City of Hobart, Lake County, Indiana adopted Ordinance 2025-35 (as amended) which amended certain sections of the employee handbook, specifically regarding the benefits of vacations, personal leave and sick leave for full-time employees on September 3, 2025; and

WHEREAS, the administration of the City of Hobart has been advised that as part of the changes adopted there was an example listed under Section 3, Benefits, Vacations that was incorrectly stated and needs to be corrected to avoid confusion and misinformation; and

WHEREAS, this Ordinance 2025-35 (as amended) does not take effect until December 31, 2025, it is important that this incorrect section be corrected prior to distribution of the Employee Handbook to all employees prior to its taking effect; and

WHEREAS, the Council, having been advised of the error, now desires to Amend Ordinance 2025-35 (as amended) to correct the information contained therein.

NOW THEREFORE, BE IT ORDAINED by the Common Council of the City of Hobart, Lake County, Indiana as follows:

SECTION ONE: That Ordinance 2025-35(as amended), be further amended by deleting and replacing the following:

Section 3: Benefits: Vacations

Pro-rated Vacation Benefit Payout upon Separation of Employment (5 to 14 years of service); Based on zero (0) hours used at time of separation

Example: Civilian employee has 10 years of service and gets 160 hours of vacation per year. He resigns effective 6/15 (last day worked) and his pro-rated vacation benefit payout is only 80 hours. and He has taken 40 hours of his vacation prior to that date. He has 40 hours left of his 80 hours of pro-rated vacation time. If he had not taken the 40 hours prior to his leaving on 6/15, he would get paid out the entire 80 hours. He has 120 hours left of vacation time so he would be paid out for 60 hours. If he hadn't taken any vacation time, he would be paid out for 80 hours.

SECTION TWO: This Ordinance shall be in full force and effect after its passage by the Common Council and approval by the Mayor.

SECTION THREE: All other provisions of Ordinance 2025-35(as amended) and any amendments thereto shall remain in full force and effect.

ALL OF WHICH is PASSED and ADOPTED by the Common Council of the City of Hobart, Indiana on this 17th day of November, 2025.

ATTEST: Deborah A. Longer
Deborah A. Longer, Clerk-Treasurer

[Signature]
Presiding Officer

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PRESENTED by me to the Mayor of the City of Hobart on the 19th day of November,
2025 at the hour of 7:15pm


Deborah A. Longer, Clerk-Treasurer

APPROVED, EXECUTED and RETURNED by me to the Common Council of the City of Hobart on this
19th day of November, 2025.


Josh Huddlestun, Mayor

ATTEST: 
Deborah A. Longer, Clerk-Treasurer