

ORDINANCE 2025 – 49

AN ORDINANCE AMENDING ORDINANCE 2013-44 (As Amended), OF THE COMMON COUNCIL OF THE CITY OF HOBART, LAKE COUNTY, INDIANA, TO AMEND A CERTAIN SECTION OF THE EMPLOYEE HANDBOOK SPECIFICALLY REGARDING THE BENEFITS OF SICK LEAVE FOR FIREFIGHTERS DUE TO A CHANGE IN THEIR SCHEDULED WORK WEEK.

WHEREAS, the Common Council of the City of Hobart, Lake County, Indiana adopted Ordinance 2013-44, the City of Hobart Employee Handbook and has amended it from time to time with Ordinances: 2015-06, 2015-21, 2017-26, 2017-33, 2019-32, 2020-38, 2020-39, 2021-31, 2022-39, 2022-47, 2023-20, 2024-04, 2024-36, 2025-35 and 2025-46; establishing the working conditions and policies for City of Hobart employees; and

WHEREAS, the Working Conditions subcommittee of the Council has met with members of the Firefighters Local 1641 and considered various amendments and now recommends to the Council that the benefits of Sick Leave for Firefighters be amended to align with an addendum to their Agreement for a 48/96 scheduled work week trial-period beginning January 1, 2026 should the Council and Board of Public Works and Safety approve same;

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

SECTION ONE: That Ordinance 2013-44 (as Amended) be further amended in Section 3: Benefits, Sick and Disability Leave for Full-Time Firefighters only to align with the firefighters 48/96 scheduled work week trial period to now read as follows:

Firefighters with one (1) continuous year of service who experience sickness or disability, are eligible for a leave of absence without reduction in compensation up to a maximum of three hundred sixty (360) hours per year, with a minimum use of twenty-four (24) hours per call off. For the purpose of this policy, an occurrence is defined as twenty-four (24) hours of sick leave use. After three (3) occurrences, totaling seventy-two (72) hours of sick leave, a firefighter will not be required to provide a doctor’s note for those initial occurrences. However, any subsequent absence of twenty-four (24) consecutive hours or more will require written verification by a qualified Doctor or Health Professional and must be reviewed by the employee’s supervisor prior to returning to work. If a Firefighter uses zero (0) hours of sick leave during the year, he/she may bank one hundred twenty (120) hours for the year, up to a maximum of three hundred sixty (360) hours. Firefighters with twenty (20) or more years of consecutive service to the City, or who have reached seventy-five (75) points (the sum of age in years plus consecutive years of service) may bank unused sick time up to a maximum of four hundred eight (408) hours for catastrophic illness or disability. If a Firefighter uses one (1) or more hours of sick time in a given year, he/she may bank zero (0) hours. Firefighters terminating or retiring on or after January 1, 2024, will be compensated for any remaining banked catastrophic/disability days upon such termination or retirement; these hours will not be used to extend employment. After all paid time off is exhausted, and if the Firefighter chooses, he/she may consult with the Department Head to initiate a request for extended paid leave. The Mayor retains discretion to grant additional paid or unpaid leave, subject to this handbook and the Family and Medical Leave Act (FMLA).

52 ^{TWO} SECTION ~~FOUR~~: The provisions of this Ordinance shall take effect **January 1, 2026 contingent on the**
53 **approval of the Addendum to the Firefighters Local 1641 Agreement by the Board of Public Works**
54 **and Safety.**

55 ^{THREE} SECTION ~~FIVE~~: All other provisions of Ordinance 2013-44 (as amended by Ordinances 2015-06, 2015-
56 21, 2017-26, 2017-33, 2019-32, 2020-38, 2020-39, 2021-31, 2022-39, 2022-47, 2023-20, 2024-04, 2024-
57 36, 2025-35 and 2025-46) shall remain in full force and effect.

58
59
60 ALL OF WHICH is PASSED and ADOPTED by the Common Council of the City of Hobart, Indiana on
61 this 17th day of December, 2025.

62
63
64
65
66 ATTEST: Deborah A. Longer [Signature]
67 Deborah A. Longer, Clerk-Treasurer Presiding Officer

68
69
70 PRESENTED by me to the Mayor of the City of Hobart on the 17th day of December,
71 2025 at the hour of 7:30 pm.
72 [Signature]
73 Deborah A. Longer, Clerk-Treasurer

74
75
76
77
78
79 APPROVED, EXECUTED and RETURNED by me to the Common Council of the City of Hobart on this
80 17th day of December, 2025.
81
82
83 [Signature]
84 Joshua Huddleston, Mayor

85
86 ATTEST: Deborah A. Longer
87 Deborah A. Longer, Clerk-Treasurer
88