

1 **COMMON COUNCIL OF THE CITY OF HOBART, INDIANA**

2
3 **ORDINANCE NO. 2017 - 26**

4
5 **AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF HOBART**
6 **AMENDING THE CITY EMPLOYEE HANDBOOK**

7
8
9 WHEREAS, the City of Hobart (“City”) Common Council (“Council”) adopted an
10 Employee Handbook as Ordinance No. 2013-44 on December 18, 2013 and adopted
11 Amendments to the Handbook under Ordinance No. 2015-06 on April 1, 2015 and Ordinance
12 No. 2015-21 on August 5, 2015; and

13
14 WHEREAS, the Employee Handbook establishes the policies and conditions of
15 employment for City employees; and

16
17 WHEREAS, the Council desires to amend said Employee Handbook in various sections
18 as recommended by the Council Employee Handbook sub-committee.

19
20 THEREFORE, BE IT ORDAINED by the Common Council of the City of Hobart, Lake
21 County, Indiana, as follows:

22
23 **SECTION ONE:** The City of Hobart Employee Handbook be amended by removing
24 certain positions listed in *Section 2: Expectations and Policies: Salaried Supervisory Positions* as
25 follows and shown here in its entirety with re-numbering to be done in the final published
26 version:

27
28 **Salaried Supervisory Positions**

29
30 Certain executive, administrative, professional and supervisory positions are
31 deemed exempt employees. The salaries and other compensation paid for such
32 positions include compensation for all hours necessary to adequately perform the
33 requirements of the job. The Common Council establishes positions and salaries
34 and may amend same from time to time as authorized by law.

35
36 The employees listed below are deemed salaried exempt and shall receive sick
37 leave, personal leave, or funeral leave at the discretion of the Mayor. These
38 positions may be amended as deemed necessary:

- 39
40 1. Executive Secretary to the Mayor
41 2. ~~Assistant to the Mayor~~
42 3. Fire Chief
43 4. Assistant Fire Chief
44 5. Police Chief
45 6. ~~Assistant Police Chief~~
46 7. Police Captains and Lieutenants
47 8. Director of Public Works
48 9. ~~Assistant Director of Public Works~~
49 10. ~~Lift Station Superintendent~~

- 50 11. Building Commissioner
- 51 12. Park Director
- 52 13. City Engineer
- 53 14. Director of Development
- 54 15. City Planner
- 55 16. Director of Special Events
- 56 ~~17. Sanitary District Superintendent~~
- 57 ~~18. Stormwater Management Administrator~~
- 58
- 59

60 *SECTION TWO:* The City of Hobart Employee Handbook be amended by correcting a
61 scrivener's error in *Section 2: Expectations and Policies: Fire Fighters*, by deleting an
62 unnecessary word from the third paragraph as shown here in its entirety:
63

64 **Fire Fighters**

65
66 In accordance with Section 7(k) of the FLSA, 29 U.S.C. §207(k) as amended, the
67 City of Hobart hereby establishes a work period for fire fighters of twenty- eight (28)
68 consecutive days in lieu of a seven day work week for overtime pay purposes.
69

70 Salaries paid for non-supervisory fire fighters shall be considered fixed
71 compensation for fluctuating hours during the work period with such salary
72 constituting compensation for not more than two hundred forty (240) hours during
73 any given work period.
74

75 Fire fighters shall be compensated at an additional one-half (½) times their hourly
76 rate, including rank, for hours worked between two hundred twelve (212) hours and
77 two hundred forty (240) hours in a work period. Compensation (compensatory time
78 or paid overtime, the choice of which shall be ~~the~~ solely determined by the City)
79 shall be at one and one-half (1½) times their hourly rate for all hours worked over
80 two hundred forty (240) hours in a work period.
81

82 When computing additional compensation, regular hourly rate shall be computed
83 using salary plus rank plus longevity divided by two thousand nine hundred twenty
84 (2,920) hours.
85

86 Benefit days and compensatory time off shall not be considered hours worked for
87 purposes of one and one half (1½) overtime pay.
88
89

90 *SECTION THREE:* The City of Hobart Employee Handbook be amended by adding
91 language regarding prescription medications and provisions regarding drug testing when
92 accidents occur in *Section 2: Expectations and Policies: Alcohol and Drug Control* by adding
93 paragraphs 3, 4 and 8 shown in **bold** and the amended subsection is shown here in its entirety:
94

95 **Alcohol and Drug Control**

96
97 The City believes that the workplace must be kept free from the use of illegal drugs,
98 alcohol, and misuse of prescription drugs or the wrongful use of products or
99 materials that result in an individual's altered state of consciousness or inebriation.
100 Such substances shall not be used, abused or in the possession of employees

101 during work or on City-owned property. A violation of this policy may result in the
102 immediate suspension and subsequent termination.

103
104 An exception to this policy is the use of lawful use of drugs as prescribed by a
105 medical provider, and where such use does not constitute a safety hazard to the
106 user or to others, or result in an altered state of consciousness or inebriation. A
107 supervisor may ask for proof that the drug is lawfully prescribed. The employee
108 does not have to provide the specific medical reason for the prescription.
109

110 **The City of Hobart recognizes an employee's right under federal law to**
111 **privacy when it comes to prescription medicine. At the same time, the City**
112 **has a duty and obligation to protect the general public and other employees**
113 **from any harmful side-effects that may occur due to the use of such**
114 **prescriptions.**

115
116 **In order to balance the conflict between the employee's privacy and safety, an**
117 **employee who is taking a medication that is known or suspected to cause**
118 **side-effects that may affect the employee's physical or mental abilities is**
119 **asked to notify his/her supervisor. At no time does the employee need to**
120 **divulge the medication or the reason for treatment; he/she only needs to**
121 **provide information regarding the possible side-effects. In return for such**
122 **cooperation, the City will make every attempt to find the employee another**
123 **suitable assignment during the prescription period without a loss in pay.**
124 **However, an employee who fails to notify his/her supervisor that he/she has**
125 **been prescribed a drug with known impairments side-effects, and is then**
126 **found to be under the influence of that drug through a drug test, workplace**
127 **injury or other lawful detection, the employee may be subject to termination or**
128 **other discipline as appropriate.**
129

130 An employee who holds a commercial driver's license (CDL) must provide notice to
131 his/her supervisor of the use of prescription drugs that may impact his/her ability to
132 safely operate a vehicle in accordance with state and/or federal law regulating
133 CDLs.
134

135 If an employee is observed in a condition which indicates that he/she may be under
136 the influence of any of the above cited substances, as a condition of continued
137 employment, he/she will be required to submit to such medical tests as are routinely
138 used to determine the presence of such substance(s) within the employee's person.
139 Refusal to submit to medical tests as referred to above shall be deemed a waiver by
140 the employee of any right to continued employment.
141
142

- 143 • Should such tests indicate the absence of such substances within the
144 employee's person, the employee shall suffer no lost time. A supervisor or
145 other designated management person shall accompany the employee
146 involved to a designated medical facility.
147

148 **Employees are subject to testing when they cause or contribute to**
149 **accidents/injuries that result in significant damage to a City of Hobart vehicle,**
150 **machinery, equipment or property and/or result in an injury to themselves or**
151 **others requiring immediate offsite medical attention. The investigation and**
152 **subsequent testing must take place within two hours following the accident if**

153 **not sooner. Under no circumstances should the employee be allowed to drive**
154 **him or herself to the testing facility.**
155

156
157 *SECTION FOUR:* The City of Hobart Employee Handbook be amended by adding
158 language regarding city vehicle use by part time employees in *Section 2: Expectations and*
159 *Policies: Vehicle Use Policy* by adding the a new paragraph shown in **bold** and the amended
160 subsection is shown here in its entirety:

161
162 **Vehicle Use Policy**
163

164 It is the general practice of the City to allow the use of City-owned vehicles for
165 business use only. When an employee uses his/her personal vehicle in conducting
166 City business, that employee is eligible for reimbursement at the City's approved
167 rate for mileage reimbursement.

168
169 Prior to using personal vehicles for City business, all City employees must provide
170 their department head with copies of their personal automobile liability insurance
171 policy, and their valid operator's license. A periodic review of employee driving
172 records will be conducted, and an employee may be barred from driving in the
173 course of City business depending on review of that employee's driving record. In
174 the event a property damage claim is paid by an employee's personal insurance
175 company for a claim arising out of the use of a private vehicle under this section,
176 and subject to the review of the Mayor, the City may pay the deductible not covered
177 by the employee's private insurance.

178
179 Only City employees may use a City owned vehicle. Such use must be authorized
180 by the employee's department head, and only after the employee has provided the
181 City Clerk Treasurer's Office with a copy of his/her valid operator's license.
182 Employees who operate a City vehicle are subject to periodic review of their driving
183 record.
184

185 In certain instances an employee may be assigned a City-owned vehicle and
186 allowed to take that vehicle home and to use it for personal use. This practice is
187 known as "permissive use." The personal use of a City vehicle must be authorized
188 in advance and the user is subject to any applicable federal or state income taxes
189 for the value of the personal use of the vehicle.

190
191 **Use of the City of Hobart vehicles by part-time employees are solely for**
192 **business use. There is no allowance for any personal use. A part-time**
193 **employee authorization request must be signed by the employee and**
194 **department head and submitted to the Mayor annually prior to a part-time**
195 **employee being permitted to use a City vehicle. This authorization may be**
196 **revoked at any time by the Department Head or the Mayor.**
197

198 *SECTION FIVE:* The City of Hobart Employee Handbook be amended by adding
199 language regarding electronic delivery of direct deposit records to certain employees in *Section*
200 *2: Expectations and Policies: Paydays* by adding the sentence shown in **bold** and the amended
201 subsection is shown here in its entirety:
202

203 **Paydays**
204

205 The City's payday is every other Thursday. Direct deposit is encouraged for existing
206 employees. New employees (those hired after January 1, 2014) must participate in
207 direct deposit. **Employees hired after March 31, 2017 January 1, 2018 must**
208 **supply an email for electronic delivery of their direct deposit record.**
209

210 *SECTION SIX:* The City of Hobart Employee Handbook be amended by removing
211 language as to paid FMLA leave *Section 3: Benefits: Family and Medical Leave (FMLA): Health*
212 *Insurance Coverage While on Leave* by removing the third sentence of this subparagraph shown
213 in **bold-strikethrough** and the amended subsection is shown here in its entirety:
214

215 **Family and Medical Leave (FMLA)** (portion)
216

217 ***Health Insurance Coverage While On Leave-*** Group health and/or dental
218 insurance coverage for employees while on leave will be continued on the same
219 basis as coverage would have been provided had the employee been continuously
220 employed during the leave period. Any share of health and/or dental insurance
221 premiums which had been paid by the employee prior to the leave, must continue to
222 be paid by the employee during the leave period. **~~If paid leave is substituted as~~**
223 **~~discussed above, the employee's portion of the premium will be paid by~~**
224 **~~payroll deduction. If all or part of the leave is unpaid, t~~** The employee must
225 make arrangements with the Clerk Treasurer's Office for a mutually agreeable
226 schedule for paying the employee's portion of the premium. The employee's failure
227 to make the necessary contributions will lead to the cancellation of health and/or
228 dental insurance coverage.
229

230
231 *SECTION SEVEN:* The City of Hobart Employee Handbook be amended by replacing the
232 language in paragraphs 1-4 entirely in *Section 3: Benefits: Sick and Disability Leave for Full-*
233 *Time Employees*, deleting the paragraphs shown in **strikeout** and substituting paragraphs 1-3
234 shown in **bold** as shown here in their entirety:
235

236 **Sick And Disability Leave For Full-Time Employees** (portion)
237

238 ~~Full-time employees (other than full time police officers or fire fighters), who have~~
239 ~~one (1) continuous year of service are provided up to five (5) days of paid sick~~
240 ~~leave. In addition, the Mayor may grant additional days for catastrophic illness or~~
241 ~~disability at full pay or ½ pay, at her/his discretion, subject to this handbook and the~~
242 ~~Family and Medical Leave Act (FMLA).~~

243 ~~After five (5) consecutive days off a doctor's note is required for return to work.~~
244

245 ~~Unused sick days may be "banked" up to a limit of forty five (45) days. Such~~
246 ~~banked days may be used only to extend employment at retirement, but must be~~
247 ~~used to cover additional days for catastrophic illness or disability prior to any~~
248 ~~Mayoral grant of additional time for such purpose, after all paid time is used.~~
249

250 ~~Full-time police officers, fire fighters and salaried employees (as defined in this~~
251 ~~handbook) who have one (1) continuous year of service, and a sickness or~~
252 ~~disability, are eligible for a leave of absence without reduction in compensation up to~~
253 ~~a maximum of forty five (45) days. Fire fighters (who meet the aforementioned~~

254 ~~eligibility conditions) are eligible for a leave of absence without reduction in~~
255 ~~compensation for up to a maximum of fifteen (15) 24-hour shifts. The Mayor may~~
256 ~~grant additional days for catastrophic illness or injury at full pay or ½ pay, at his/her~~
257 ~~discretion, subject to the provisions of this section.~~

258
259 ~~Unused sick days may be "banked" up to a limit of forty-five (45) days (fifteen [15]~~
260 ~~24-hour shifts for firefighters), with a maximum of no more than five (5) days banked~~
261 ~~per year. An employee who uses a portion of these five days in a calendar year,~~
262 ~~may only bank the remaining balance of the five day allotment. Such banked days~~
263 ~~may be used only to extend employment at retirement, but must be used to cover~~
264 ~~additional days for catastrophic illness or disability prior to any Mayoral grant of~~
265 ~~additional time for such purpose.~~

266
267 **Civilian employees with one (1) continuous year of service are provided up to**
268 **five (5) days of paid sick leave. If there is an absence of five (5) consecutive**
269 **days the employee will need to bring a Doctor's note to their supervisor.**
270 **Unused sick days may be "banked" up to a limit maximum of forty-five (45)**
271 **days. Beginning January 1, 2018, Civilian employees who have a total of**
272 **twenty (20) years of consecutive service to the City or seventy-five (75) points**
273 **(comprised of years of consecutive service to the City plus age of employee)**
274 **may "bank" unused sick days up to a limit of fifty (50) days. These banked**
275 **days may be used to extend employment at retirement, but must be used to**
276 **cover additional days for catastrophic illness or disabilities. After paid time is**
277 **used the Mayor may grant additional days for catastrophic or disability at his**
278 **or her discretion, this may be paid or unpaid, subject to this handbook and**
279 **the Family and Medical Leave Act. (FMLA).**

280
281 **Police Officers with one continuous year of service, and a sickness or**
282 **disability, are eligible for a leave of absence without reduction in**
283 **compensation up to a maximum of forty-five (45) days. Absences of three (3)**
284 **consecutive days require a Doctor's note for return to work. If a Police Officer**
285 **uses zero (0) hours he/she may "bank" five (5) days for the year up to a**
286 **maximum of forty-five (45) days. Beginning January 1, 2018, Police Officers**
287 **who have a total of twenty (20) years of consecutive service to the City or**
288 **seventy-five (75) points (comprised of years of consecutive service to the City**
289 **plus age of employee) may "bank" unused sick days up to a maximum of fifty**
290 **(50) days. If a Police Officer uses one or more hours he/she may bank zero (0)**
291 **days. These banked days may be used to extend employment at retirement,**
292 **but must be used to cover additional days for catastrophic illness or**
293 **disabilities. The Mayor at his/her discretion may grant additional days for**
294 **catastrophic illness or injury, this may be paid or unpaid, subject to this**
295 **handbook and the Family and Medical Leave Act. (FMLA).**

296
297 **Firefighters with one continuous year of service, and a sickness or disability,**
298 **are eligible for a leave of absence without reduction in compensation up to a**
299 **maximum of ~~two hundred forty (240)~~ three hundred sixty (360) hours, with a**
300 **minimum of 12 hours use per call off. Absences of two (2) consecutive shifts**
301 **will require a Doctor's note for return to work. If a Firefighter uses zero (0) of**
302 **these hours in a ~~six (6) month~~ period during the year he/she may bank forty**
303 **(40) hours for the ~~six (6) month~~ period for the year up to a maximum of three**
304 **hundred sixty (360) hours. Beginning January 1, 2018, Firefighters who have a**

305 total of twenty (20) years of consecutive service to the City or seventy-five (75)
306 points (comprised of years of consecutive service to the City plus age of
307 employee) may “bank unused sick time up to a maximum of four hundred
308 (400) hours. If a Firefighter uses one or more hours he/she may bank zero (0)
309 hours. These banked days may be used to extend employment at retirement,
310 but must be used to cover additional days for catastrophic illness or
311 disabilities. The Mayor at his/her discretion may grant additional days for
312 catastrophic illness or injury, this may be paid or unpaid, subject to this
313 handbook and the Family and Medical Leave Act. (FMLA).

314
315 Any employee who has already accumulated or “banked” a certain number of
316 unused sick days under the City’s policy as it existed prior to the taking effect
317 of the most recent amendments to the rules contained in this section shall be
318 entitled to retain them after January 1, 2018 and to use them in accordance
319 with the policy stated above.

320
321 The remaining two (2) subsections of the Sick and Disability Leave for Full-Time
322 Employees entitled *Workman’s Compensation, Occupational Disease or Pension Benefits*, and
323 *Continuation of Benefits* remain unchanged.

324
325
326 *SECTION EIGHT:* The City of Hobart Employee Handbook be amended by amending the
327 full time fire fighters amount of funeral leave in *Section 3: Benefits: Funeral Leave* from three
328 (3) 24-hour shifts per year to up to two (2) 24-hour shifts per occurrence, amending the reference
329 to maximum days for other employees to show it as “up to” days and adding grandchild to the
330 list of eligible funeral leave relatives as shown in **bold** and the amended subsection is shown here
331 in its entirety:

332
333 **Funeral Leave**

334
335 Full time fire fighters are granted a maximum of ~~three (3)~~ **up to two (2)** 24 hour
336 shifts per ~~year~~ **occurrence**, and other full time employees of the City that are not
337 members of the Teamsters Union are granted a maximum of ~~up to five (5)~~ days per
338 occurrence without reduction in compensation due to the death of their child, step-
339 child, spouse, brother, sister, parent, step-parent, father-in-law, mother-in-law,
340 grandparent, **grandchild** or member of the employee’s household. Excluded from
341 this listing are any former relatives (such as former in-laws due to the dissolution of
342 marriage). The time off may be used by the employee to attend the funeral and also
343 to attend to family matters.

344
345
346 *SECTION NINE:* The City of Hobart Employee Handbook is amended by limiting the
347 provision for free 5-year extended health insurance and making it only available to employees
348 who were hired prior to January 1, 2018 in subparagraphs D.5, D.6 and D.7, *Section 3: Benefits:*
349 *Insurance* with the additional provision of offering the same coverage to those employees hired
350 on or after January 1, 2018 who qualify upon payment of an amount equal to the total of the
351 employer’s and employee’s then current monthly premium for such coverage as shown in **bold**
352 and the amended subsection is shown here in its entirety:

Insurance (portion)

355
356
357 D. 5. Employees **hired prior to January 1, 2018**, who retire and have a total of
358 seventy (70) points (comprised of a minimum of twenty (20) years' service), and
359 employees who retire and have a total of eighty (80) points (comprised of at least 55
360 years of age plus thirty (30) years of service with at least five (5) years of current
361 consecutive service), shall be eligible to continue existing coverage under the City's
362 medical and hospitalization insurance plan, with premiums paid by the City for a
363 period of five (5) years, or until Medical coverage is available. After five (5) years of
364 such continued coverage paid by the City, the retiree may continue coverage until
365 Medicare coverage is available by payment of an amount equal to the total of the
366 employer's and employee's then current premium for such continued coverage.
367 **Employees hired on or after January 1, 2018 who qualify under the same**
368 **eligibility requirements as stated above shall be eligible to continue existing**
369 **coverage under the City's medical and hospitalization insurance plans with**
370 **coverage paid by the retiree in an amount equal to the total of the employer's**
371 **and employee's then current monthly premium for such continued coverage.**
372 The spouse of such retiree, if covered under the employee's City insurance at the
373 time of retirement, shall be eligible for such continued coverage provided said
374 spouse pays as amount equal to the total of the employer's and employee's then
375 current premium for such coverage. Spousal coverage may be continued only until
376 the earlier of (a) the spouse's eligibility for Medicare, or (b) five (5) years after the
377 retiree becomes eligible for Medicare (or would have become eligible, if the retiree is
378 deceased before that date), and provided eligibility is maintained as defined in the
379 then current city insurance plan.

380
381 D. 6. Employees **hired prior to January 1, 2018**, who go on disability with a total of
382 sixty-five (65) points (comprised of age plus a minimum of 15 years of consecutive
383 service) and employees disabled in the course of performing their duties as city
384 employees, shall be eligible to continue existing coverage under the City medical
385 and hospitalization insurance plan with premiums paid by the City for a period of five
386 (5) years, or until Medicare coverage is available. After five (5) years of such
387 continued coverage paid by the City, the retiree may continue coverage until
388 Medicare is available by payment of an amount equal to the total of the employer's
389 and employee's then current premium for such coverage. **Employees hired on or**
390 **after January 1, 2018 who qualify under the same eligibility requirements as**
391 **stated above shall be eligible to continue existing coverage under the City's**
392 **medical and hospitalization insurance plans with coverage paid by the retiree**
393 **in an amount equal to the total of the employer's and employee's then current**
394 **monthly premium for such continued coverage.** Spousal coverage may be
395 continued only until the earlier of (a) the spouse's eligibility for Medicare, or (b) five
396 (5) years after the retiree becomes eligible for Medicare (or would have become
397 eligible, if the retiree is deceased before that date), and provided eligibility is
398 maintained as defined by the city's current insurance plan.

399
400 D. 7. The surviving spouse and dependent children of a police officer or fire fighter
401 **who was hired prior to January 1, 2018 and** who dies in the line of duty shall be
402 eligible to continue existing coverage under the City medical and hospitalization
403 insurance plan with premiums paid by the City for a period of five (5) years, or until
404 Medicare coverage is available. After five (5) years of such continued coverage
405 paid by the City, it shall be the responsibility of the surviving spouse or dependent

406 children of the police officer or firefighter who dies in the line of duty to pay an
407 amount equal to the total of the employer's and employee's then current premium
408 for such continued coverage if Medicare coverage is not available. **The surviving**
409 **spouse and dependent children of a police officer or fire fighter who was hired**
410 **on or after January 1, 2018 who dies in the line of duty shall be eligible to**
411 **continue existing coverage under the City's medical and hospitalization**
412 **insurance plans with coverage paid by the surviving spouse or dependent**
413 **children in an amount equal to the total of the employer's and employee's**
414 **then current monthly premium for such continued coverage if Medicare**
415 **coverage is not available.** The surviving spouse and dependent children of a
416 police officer or fire fighter who dies in the line of duty shall not be eligible to
417 continue coverage under the medical and hospitalization insurance plan of the City if
418 comparable coverage is available to them under a separate medical and
419 hospitalization insurance plan.

420
421 **D. 8. The foregoing insurance program rules are modified in the event of a**
422 **police officer or firefighter who is injured or who contracts illness caused by**
423 **the performance of his or her duty pursuant to I.C. §36-8-4-5.**
424

425 *SECTION TEN:* The City of Hobart Employee Handbook be amended by amending the
426 provision for clothing allowance in *Section 3: Benefits: Closing Allowance* as shown in **bold** and
427 is shown here in its entirety:

428 **Clothing Allowance**

429
430 The City shall provide for members of the Fire Department and Police Department
431 all uniforms, clothing, arms and equipment necessary to the performance of their
432 respective duties, as determined by the Chief of each department; provided,
433 however, each such member shall be required to replace, furnish and maintain all
434 such uniforms, clothing, arms and equipment. Clothing allowance shall be a
435 maximum of ~~Seven Hundred Fifty and 00/100 Dollars (\$750.00) per year~~ **One**
436 **Thousand and 00/100 Dollars (\$1,000.00) per year beginning in 2018 and One**
437 **Thousand Two Hundred Fifty and 00/100 Dollars (\$1,250.00) per year**
438 **beginning in 2019** per sworn member of the Police and Fire Department. ~~Each~~
439 ~~member of the Fire Department Dive Team, as designated by the Fire Chief, shall~~
440 ~~receive an additional Three Hundred and 00/100 Dollars (\$300.00) per year.~~
441 Bunker clothing will not be included under this provision. Except in the case of
442 damage caused by misuse by an employee, bunker clothing shall be replaced at no
443 cost. If a member is off for thirty (30) or more consecutive calendar days, the
444 maximum clothing allowance will be pro-rated at the time of payment by days
445 actually worked divided by total work days in the period. Clothing allowance shall
446 also be pro-rated based on the date of hire, for any member of the department who
447 has not completed one year of service as of the beginning of the calendar year. A
448 **The Fire Department Dive Team member's additional clothing allowance shall also**
449 ~~be pro-rated based upon the member's participation in the scheduled training for the~~
450 ~~Dive Team~~ **clothing and equipment shall be budgeted annually in the Fire**
451 **Department budget and provided by the Fire Department as clothing and**
452 **equipment needs are determined by the Fire Chief.**

453
454 All property or equipment issued shall remain property of the City, and shall be
455 surrendered by the Employee upon termination of employment. Employees are

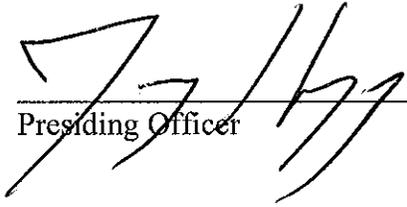
456 required to sign an agreement confirming their responsibility to return such
457 equipment at the end of their employment.

458
459 **SECTION ELEVEN:** This Ordinance shall be in full force and effect on **January 1, 2018**
460 after its passage by the Common Council and approval by the Mayor.

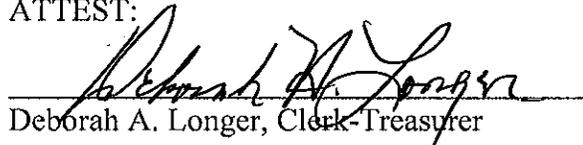
461
462 **SECTION TWELVE:** All other provisions of Ordinance 2013-44 (as amended) shall
463 remain in full force and effect.

464
465 ALL OF WHICH IS PASSED and ADOPTED by the Common Council of the City of
466 Hobart, Indiana on this 15th day of November, 2017.

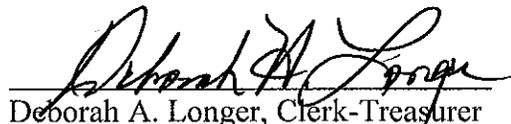
467
468
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470 ATTEST:



Presiding Officer

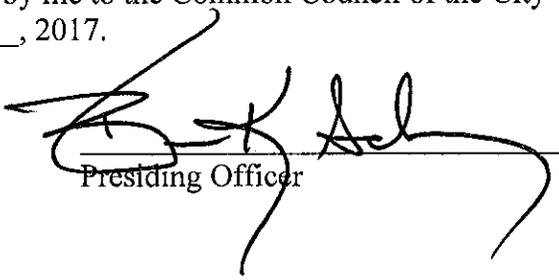
471
472 
473 Deborah A. Longer, Clerk-Treasurer

474
475
476
477 PRESENTED by me to the Mayor of the City of Hobart on the 15th day of
478 November, 2017 at the hour of 7:30 pm.



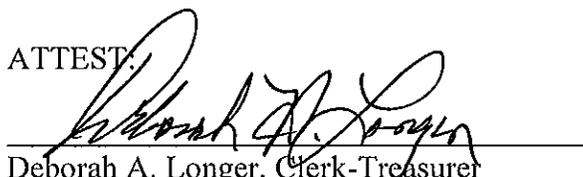
Deborah A. Longer, Clerk-Treasurer

482
483
484 APPROVED, EXECUTED and RETURNED by me to the Common Council of the City
485 of Hobart on this 16th day of November, 2017.



Presiding Officer

486
487
488
489 ATTEST:

490
491 
492 Deborah A. Longer, Clerk-Treasurer