

Resolution 97-8

**RESOLUTION OF THE BOARD OF COMMISSIONERS OF
LaPORTE COUNTY, INDIANA
AMENDING THE LAPORTE COUNTY PERSONNEL POLICY**

WHEREAS, it has come to the attention of the Board of Commissioners that Section 10.40 Re-Employment Policy is vague and unduly harsh; and

WHEREAS, the Board of Commissioners desires to clarify the Re-Employment Policy and set specific guidelines for reinstatement.

NOW, THEREFORE, BE IT RESOLVED that Title X Miscellaneous Provisions, Sections 10.40 and 10.401 be, and they hereby are, deleted from the LaPorte County Personnel Policy and the following substituted in lieu thereof.

RE-EMPLOYMENT:

SECTION 10.40: Any former employee gaining re-employment after a one (1) year break in service with the County, shall again complete the prescribed probationary period. No credit for former employment shall be granted in computing salary, vacation, sick-leave or other benefits.

SECTION 10.401: "One (1) Year Break in Service", means the applicable computation period of twelve (12) consecutive months during which an employee fails to accrue one thousand (1,000) hours of service. Further, solely for the purpose of determining whether a participant has incurred a one year break in service, hours of service shall be recognized for "authorized leaves of absence" and "maternity and paternity leaves of absence". Years of service, and one years break of service, shall be measured on the same computation period.

SECTION 10.402: "Authorized Leave of Absence", means an unpaid, temporary cessation from active employment with the employer pursuant to an established non-discriminatory policy, whether occasioned by illness, military service, Family Medical Leave Act or any other reason.

SECTION 10.403: "Maternity or Paternity Leave of Absence", means an absence from work for any period by reason of the employee's pregnancy, birth of the employee's child, placement of a child with the employee in connection with the adoption of such child, or any absence for the purpose of caring for such child for a period immediately following such birth or placement. For this purpose, hours of service shall be credited for the computation period in which the absence from work begins, only if credit therefor is necessary to prevent the employees from incurring a one (1) year break in service.

In all due respects, the Board of Commissioners reconfirms the LaPorte County Personnel Policy reserving to itself the right to further amend or revoke the same and this Amendment thereto.

PASSED by the Board of Commissioners of LaPorte County, Indiana this 26th day of August, 1997.

ATTEST:

BOARD OF COMMISSIONERS

Kenneth E. Layton
KENNETH LAYTON, Auditor
By Judy Cunningham
Deputy Auditor

Clay Turner
CLAY TURNER, President

Richard J. Kruse
RICHARD J. KRUSE, Vice-President

Dated: 8/26/97

H.J. "Bud" Kintzela
H.J. "BUD" KINTZELE, Member

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