

ORDINANCE 2015 - 21

**AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF HOBART,
INDIANA, AMENDING ORDINANCE 2013-44, THE EMPLOYEE HANDBOOK,
REGARDING ADDITIONAL CLOTHING ALLOWANCE FOR MEMBERS
OF THE FIRE DEPARTMENT DIVE TEAM**

WHEREAS, the City of Hobart adopted an Employee Handbook as Ordinance 2013-44 on December 18, 2013; and

WHEREAS, the Employee Handbook establishes the policies and conditions of employment for the City of Hobart employees; and

WHEREAS, the City of Hobart Common Council is desirous of amending its Employee Handbook to modify the clothing allowance provision specifically for members of the City of Hobart Fire Department Dive Team to provide for the specialized clothing needs for the dive team to perform their respective duties;

NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF HOBART, LAKE COUNTY, INDIANA:

SECTION ONE: That Ordinance 2013-44, the Employee Handbook, be amended by replacing Section 3 – Benefits: Clothing Allowance in its entirety with the following:

The City shall provide for members of the Fire Department and Police Department all uniforms, clothing, arms and equipment necessary to the performance of their respective duties, as determined by the Chief of each department; provided, however, each such member shall be required to replace, furnish and maintain all such uniforms, clothing, arms and equipment. Clothing allowance shall be a maximum of Seven Hundred Fifty and 00/100 Dollars (\$750.00) per year per sworn member of the Police and Fire Department. Each member of the Fire Department Dive Team, as designated by the Fire Chief, shall receive an additional Three Hundred and 00/100 Dollars (\$300.00) per year. Bunker clothing will not be included under this provision. Except in the case of damage caused by misuse by an employee, bunker clothing shall be replaced at no cost. If a member is off for thirty (30) or more consecutive calendar days, the maximum clothing allowance will be pro-rated at the time of payment by days actually worked divided by total work days in the period. Clothing allowance shall also be pro-rated, based on the date of hire, for any member of the department who has not completed one year of service as of the beginning of the calendar year. A Fire Department Dive Team member's additional clothing allowance shall also be pro-rated based upon the members' participation in the scheduled training for the Dive Team provided by the Fire Department.

All property or equipment issued shall remain property of the City, and shall be surrendered by the Employee upon termination of employment. Employees are required to sign an agreement confirming their responsibility to return such equipment at the end of their employment.

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

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53 SECTION THREE: All other provisions of Ordinance 2013-44 shall remain in full force and
54 effect.

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57 ALL OF WHICH is PASSED and ADOPTED by the Common Council of the City of Hobart, Indiana on
58 this 5th day of August, 2015.

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

[Signature]
Presiding Officer

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66 PRESENTED by me to the Mayor of the City of Hobart on the 5th day of August,
67 2015 at the hour of 7:15 p.m
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Deborah A. Longer
Deborah A. Longer, Clerk-Treasurer

73 APPROVED, EXECUTED and RETURNED by me to the Common Council of the City of Hobart on this
74 5th day of August, 2015.

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80 ATTEST: Deborah A. Longer
81 Deborah A. Longer, Clerk-Treasurer
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[Signature]
Brian K. Snedecor, Mayor