

ORDINANCE NO. 2020-02

**AN ORDINANCE AMENDING ORDINANCE 2019-11 FIXING SALARIES AND
WAGES OF TOWN OFFICIALS AND EMPLOYEES OF THE TOWN OF
NASHVILLE DURING THE YEAR 2020**

WHEREAS, on December 19, 2019, the Town Council of the Town of Nashville, Indiana ("Council") adopted Ordinance 2019-11, An Ordinance of the Town Council of the Town of Nashville, Indiana, Establishing Wages and Salaries for 2020, which may be amended from time to time ("2020 Salary Ordinance"); and

WHEREAS, the Town Council desires to amend the 2020 Salary Ordinance to provide for pay for employees in certain declared emergency circumstances.

NOW, THEREFORE, BE IT ORDAINED by the Town Council of the Town of Nashville, Brown County, Indiana, as follows:

1. The 2020 Salary Ordinance is hereby amended to add the following additional section:

Stay Home Pay During a Declared Emergency. The Town Council President may declare an emergency requiring some (e.g., non-critical) or all employees to refrain from coming to their workstations during such declared emergency. As part of such declaration, the Town Council President may provide that employees directed to refrain from coming to work receive pay (hourly and/or salaried) for their regularly scheduled non-overtime work hours ("Emergency Stay Home Pay"), subject to the following conditions:

- A. If some or all of the employee's job functions can be performed from home, the employee is expected to perform those job functions from home during the employee's regularly scheduled non-overtime work hours;
- B. During the employee's regularly scheduled non-overtime work hours during the emergency, the employee is considered "on- call" and, therefore, must be available by phone to respond to calls from other Town officials and must be available to return to their work station within two (2) hours of notice from their supervisor, Department Head, or his/her designee;
- C. The employee may not work or earn compensation from any other source during the employee's regularly scheduled non-overtime work hours (i.e., for which the employee would earn Emergency Stay Home Pay); and
- D. Emergency Stay Home Pay may not exceed two (2) weeks (ten (10) business days) without approval of a majority of the Town Council.
- E. Accruals for benefit calculations, such as vacation, sick leave, or holiday benefits, shall accrue during the health pandemic emergency closing.

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2. The amendments set forth above supersede any inconsistent provisions in the 2020 Salary Ordinance. All other portions of the 2020 Salary Ordinance shall remain in full force and effect.
3. This Amendment to the 2020 Salary Ordinance shall take effect immediately upon its adoption. Increases or changes in the payment schedule, when implemented, will be prorated prospectively.

**PASSED AND ADOPTED BY THE TOWN COUNCIL OF THE TOWN OF NASHVILLE,
BROWN COUNTY, INDIANA, THIS 19TH DAY OF MARCH, 2020.**

Jane Gore yea nay abstain
Council President Jane Gore

Council Vice-President Alisha Gredy yea nay abstain


Council Vice-President Alisha Gredy



Council Member Nancy Crocker

☒ yea ☐ nay ☐ abstain

Council Member Anna Hofstetter yea nay abstain


Council Member Dave Rudd

☒ yea ☐ nay ☐ abstain

ATTEST:

Brenda K. Young
Clerk-Treasurer, Brenda K. Young