

ORDINANCE 2020-03

AN ORDINANCE OF THE CITY OF FRANKLIN COMMON COUNCIL AMENDING ORDINANCE 2020-01 (2020 SALARY ORDINANCE) AND ANY AMENDMENTS THERETO

WHEREAS, on February 3, 2020, the City of Franklin Common Council ("Council") adopted Ordinance 2020-01, An Ordinance of the City of Franklin, Indiana, Establishing Wages and Salaries for 2020, which may be amended from time to time ("2020 Salary Ordinance"); and

WHEREAS, the Common Council of the City of Franklin 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 Common Council of the City of Franklin, Indiana, as follows:

1. The 2020-01 Salary Ordinance is attached hereto as Exhibit "A".
2. The 2020 Salary Ordinance is hereby amended to add the following additional section:

Stay Home Pay During a Declared Emergency. The Mayor of the City of Franklin may declare an emergency requiring some (e.g., non-critical) or all employees to refrain from coming to their work stations during such declared emergency. As part of such declaration, the Mayor of the City of Franklin may provide that employees are 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 City officials and must be available to return to their work station within two (2) hours of notice from their supervisor, Mayor, 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 City Council.
3. The amendments set forth above supersede any inconsistent provisions in the 2020 Salary Ordinance and shall be applicable to any amendments made to said Ordinance. All other portions of the 2020 Salary Ordinance, and all amendments thereto, shall remain in full force and effect.
4. 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 pro-rated prospectively.

Introduced and Filed on the 16th day of March, 2020.

DULY PASSED on this 16th day of March, 2020, by the Common Council of the City of Franklin, Johnson County, Indiana, having been passed by a vote of in 7 Favor and 0 Opposed.

City of Franklin, Indiana, By its Common Council:

Voting Affirmative:


Kenneth Austin, President


Melissa Jones


Daniel J. Blankenship


Robert D. Heuchan


Anne McGuinness


Chris Rynerson


Shawn Taylor

Voting Opposed:

Kenneth Austin, President

Melissa Jones

Daniel J. Blankenship


Robert D. Heuchan

Anne McGuinness

Chris Rynerson

Shawn Taylor


Attest:


Jayne Rhoades
City Clerk-Treasurer


Presented by me to the Mayor of the City of Franklin for his approval or veto pursuant to Indiana Code § 36-4-6-15, 16, this 16 day of March, 2020 at 7:00 o'clock a.m./p.m.


Jayne Rhoades,
City Clerk-Treasurer

This ordinance having been passed by the legislative body and presented to me [Approved by me and duly adopted, pursuant to Indiana Code § 36-4-6-16(a)(1)] [Vetoed, pursuant to Indiana Code § 36-4-6-16(a)(2)], this 16 day of March, 2020 at 7:00 o'clock a.m./p.m.


Stephen Barnett
Mayor

Attest:


Jayne Rhoades,
City Clerk-Treasurer

Prepared by:
Lynnette Gray, City Attorney