ORDINANCE NO. 381

AN ORDINANCE TO AMEND THE PERSONNEL POLICIES AND PROCEDURES RELATING TO EMPLOYEE UNIFORMS AND PERSONAL PROTECTIVE EQUIPMENT; AND, TO FIX THE EFFECTIVE DATE OF THIS ORDINANCE.

WHEREAS, the CODE OF ORDINANCES, TITLE 4 relating to MUNICIPAL PERSONNEL, CHAPTER 2 relating to PERSONNEL POLICIES AND PROCEDURES, SECTION 4-201 relating to Personnel Policies provides that such policies and procedures may be amended by ordinance from time to time as deemed necessary by the Board of Mayor and Aldermen; and,

WHEREAS, in order to promote a safe working environment and in the interest of keeping the Town's liability and risk assessment to a minimum it is found to be in the interest of the Town and its employees to provide more than the minimum in Personal Protective Equipment for its employees; and,

WHEREAS, employees have expressed interest in having non-specialty safety-toe protective footwear (including steel-toe shoes or steel-toe boots) and non-specialty prescription safety eye wear provided as Personal Protective Equipment. Now therefore,

BE IT ORDAINED by the Board of Mayor and Aldermen as follows:

SECTION I. That the PERSONNEL POLICIES AND PROCEDURES, Section 3.100, *MANDATORY UNIFORM ALLOWANCE*, is hereby amended to read as follows:

SECTION 3.100 UNIFORMS AND PERSONAL PROTECTIVE EQUIPMENT.

A. Mandatory Uniform Allowance. Uniforms, when required, will be provided by the Town. The cost to maintain those uniforms will also be paid by the Town.

B. Personal Protective Equipment. Full-time employees may be reimbursed for the purchase of non-specialty safety-toe protective footwear (including steel-toe shoes or steel-toe boots) and non-specialty prescription safety eye wear as Personal Protective Equipment as follows:

1. One eye wear frame with polycarbonate or CR-39 lenses up to a total cost of $150.00.

2. One pair of non-specialty safety-toe protective footwear (including steel-toe shoes or steel-toe boots) per year, unless unavoidably damaged earlier as determined by the Department Head, up to a total cost of $175.00.

SECTION II. That this ordinance shall take effect from and after its date of passage, as the law directs, the public welfare of the Town of Mount Carmel demanding it.

Gary W. Lawson, Mayor

ATTEST:

Marian Sandidge, Recorder

Passed First Reading	July 24, 2012
Passed Second Reading	August 28, 2012
Published On	August 30, 2012

FIRST READING	AYES	NAYS	OTHER
ALDERMAN EUGENE CHRISTIAN	X		
ALDERMAN LEANN DEBORD	X		
ALDERMAN FRANCES FROST	X		
ALDERMAN KATHY ROBERTS			Absent
ALDERMAN THOMAS WHEELER	X		
VICE-MAYOR CARL WOLFE	X		
MAYOR GARY LAWSON	X		
TOTALS	6	0	1

PASSED FIRST READING: July 24, 2012

SECOND READING	AYES	NAYS	OTHER
ALDERMAN EUGENE CHRISTIAN	X		
ALDERMAN LEANN DEBORD	X		
ALDERMAN FRANCES FROST			Absent
ALDERMAN KATHY ROBERTS	X		
ALDERMAN THOMAS WHEELER	X		
VICE-MAYOR CARL WOLFE	X		
MAYOR GARY LAWSON	X		
TOTALS	6	0	1

PASSED SECOND READING: August 28, 2012

PUBLICATION AFTER PASSAGE:
DATE: August 30, 2012
NEWSPAPER: *Kingsport Times-News*

Order Confirmation

Ad Order Number	Customer	Payor Customer
0001032150	TOWN OF MOUNT CARMEL	TOWN OF MOUNT CARMEL
Sales Rep.	**Customer Account**	**Payor Account**
sedwards	59632	59632
Order Taker	**Customer Address**	**Payor Address**
sedwards	P O BOX 1421, , MT CARMEL TN 37645 USA	P O BOX 1421, , MT CARMEL TN 37645 USA
Ordered By		
Order Source	**Customer Phone**	**Payor Phone**
	615-357-7311	615-357-7311
PO Number	**Customer Fax**	**Customer EMail**
		mcch@chartertn.net

Tear Sheets	Proofs	Affidavits	Payment Method
0	0	1	

Invoice Text:

Blind Box **Materials**

Net Amount	Tax Amount	Total Amount	Payment Amt	Amount Due
$28.92	$0.00	$28.92	$0.00	$28.92

Ad Number	Ad Type	Ad Size	Pick Up Number
0001032150-01	LL Legal Liner	1.0 X 22 Li	

Order Notes/Information

PUBLIC NOTICE

The Town of Mount Carmel, Tennessee, on August 28, 2012, passed ORDINANCE NO. 12-380, AN ORDINANCE AMENDING THE PERSONNEL POLICIES AND PROCEDURES BY ADDING SECTION 3.81, CALL-OUT PAY; and ORDINANCE NO. 12-381, AN ORDINANCE TO AMEND THE PERSONNEL POLICIES AND PROCEDURES RELATING TO EMPLOYEE UNIFORMS AND PERSONAL PROTECTIVE EQUIPMENT; and ORDINANCE NO. 12-382 AN ORDINANCE TO REPEAL ORDINANCE NO. 11-368 .

PUB1T: 08/30/12