

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:

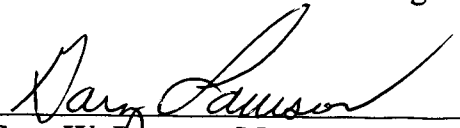
SECTION 3.100 UNIFORMS AND PERSONAL PROTECTIVE EQUIPMENT.

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.

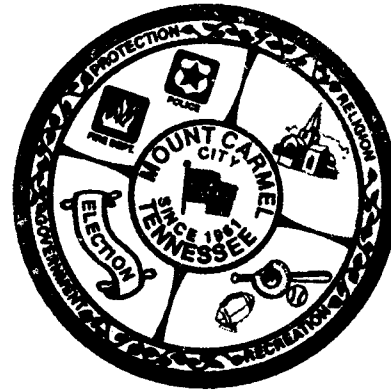


Gary W. Lawson, Mayor

ATTEST:



Marian Sandidge, Recorder



Passed First Reading
Passed Second Reading
Published On

July 24, 2012
August 28, 2012
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

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

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

<u>Tear Sheets</u>	<u>Proofs</u>	<u>Affidavits</u>	<u>Payment Method</u>
0	0	1	

Invoice Text:

Blind Box Materials

<u>Net Amount</u>	<u>Tax Amount</u>	<u>Total Amount</u>	<u>Payment Amt</u>	<u>Amount Due</u>
\$28.92	\$0.00	\$28.92	\$0.00	\$28.92

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

Order Notes/Information