

A RESOLUTION CHANGING THE ACCUMULATION OF SICK TIME FOR EMERGENCY MEDICAL SERVICE (EMS) EMPLOYEES TO COINCIDE WITH THE LENGTH ON ONE SHIFT.

WHEREAS, currently all Sumner County employees accumulate one (1) sick day per month equaling eight (8) hours; and

WHEREAS, many Sumner County Emergency Medical Services (EMS) employees work twenty-four (24) hour shifts, and must use more than one sick day to take off one day of work.

THEREFORE BE IT RESOLVED, that EMS employees beginning November 1, 2022 will accumulate sick time at the rate of one sick day per month that corresponds to the number of hours the employee works in a single shift;

THEREFORE BE IT FURTHER RESOLVED, For any Emergency Medical Service employee that has accumulated sick time as of October 31, 2022, and this employee can document at the time of retirement based on a first earned— first used assumption that they have accumulated sick time remaining, for those remaining hours only, the county will convert those number of hours to sick days for retirement purposes based on the previous monthly earning rate (earning rate before November 1, 2022);

THEREFORE BE IT FURTHER RESOLVED, if an employee can document, based on a first earned—first used assumption, that a later change in their sick time earning rate negatively affects the number of sick days reported for retirement, they should report such an issue to their supervisor. If the issue is confirmed, the finance department will equitably convert such sick days for retirement purposes.