

A RESOLUTION ADOPTING CHANGES TO THE LEAVE POLICY OF THE OFFICE OF THE SUMNER COUNTY SHERIFF.

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

WHEREAS, many employees for the Sumner County Sheriff's Office work twelve (12) hour shifts, and must use more than one sick day to take off one day of work; and

WHEREAS, adopting changes to the personnel policies addressing leave is necessary to equitably treat these employees.

THEREFORE BE IT RESOLVED, that the Sumner County Sheriff's Office has adopted the attached leave policies to go into effect on January 1, 2023;

THEREFORE BE IT FURTHER RESOLVED, For any Sheriff's Office employee that has accumulated sick time as of December 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 January 1, 2023); and

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.