

TOWN OF FERDINAND, INDIANA
ORDINANCE NO. 2023- 12

WHEREAS, the Town of Ferdinand is fortunate to have within its full time employ certain employees who are members of and serve the Volunteer Fire Department; and

WHEREAS, the Town Council is mindful that most of the members of the Volunteer Fire Department receive their regular pay when responding to fire runs and are additionally compensated by the Volunteer Fire Department for responding to certain fire runs; and

WHEREAS, the Town Council is mindful that private employers of members of the Volunteer Fire Department do not have statutes that relate to "ghost employment" but the Town, as a municipality, does have to adequately comply with those statutes; and

WHEREAS, in order not to violate ghost employment statutes that pertain only to municipalities, the Town must have a written policy meeting the requirements of I.C. 33-44.1-1-3 so that its employees who go on fire runs during the work day can be appropriately compensated by the Volunteer Fire Department for the run made and for the time they are away from performing their regular services for the Town of Ferdinand.

NOW THEREFORE, BE IT ORDAINED:


The Town Council hereby adopts a written policy that: Any full-time employee of the Town of Ferdinand who volunteers to be a member of and performs services (fire runs) for the Volunteer Fire Department of the Town of Ferdinand for the benefit of the Volunteer Fire Department (a non-profit organization) shall be paid by the Town of Ferdinand if the fire run is during his/her normal hours of employment (regular work shift) and by the Volunteer Fire Department for the fire runs to which the employee responds. Provided, however, the total time that the employee may perform such services during the normal hours of employment and be paid regular wages and for the fire run is limited to 200 hours during any calendar year.


The payroll department and the appropriate officers of the Volunteer Fire Department are instructed to take such actions as are necessary to compensate those certain employees pursuant to this written policy.


This Ordinance is effective immediately upon its date of adoption.

ADOPTED THIS 25 DAY OF July, 2023.

TOWN COUNCIL OF THE TOWN
OF FERDINAND, INDIANA


KENNETH J. SICARD, President


RON WEYER, Member


DEBRA JOHNSON, Member

Attest:


TAMARA M. MILLER, Clerk-Treasurer