

ORDINANCE NO. 2019-10-29-001

KOSCIUSKO COUNTY BOARD OF COMMISSIONERS

AN ORDINANCE AMENDING THE COUNTY OF KOSCIUSKO, INDIANA
PERSONNEL POLICIES HANDBOOK

WHEREAS the County of Kosciusko, Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Kosciusko County, Indiana to comply with applicable Federal and State of Indiana employment laws and regulations,

WHEREAS the County of Kosciusko, Indiana provides Kosciusko County employees with information about established terms and conditions of employment and employee benefits, and

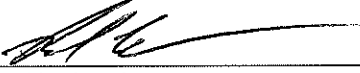
WHEREAS it is necessary to amend the County Personnel Policy from time-to-time.


NOW, THEREFORE BE IT ORDAINED AND ESTABLISHED BY THE COUNTY OF KOSCIUSKO, INDIANA BOARD OF COMMISSIONERS THAT:

The County of Kosciusko, Indiana **Personnel Policies Handbook(s)** adopted on July 15, 2013 is amended this 29 day of October, 2019. The attached County of Kosciusko, Indiana Personnel Policy section and replacement page are hereby adopted and shall be in full force and effect on and after adoption; and shall replace and supersede existing oral or written personnel policies and procedures:

5.15 Smoking

**BOARD OF COMMISSIONERS
KOSCIUSKO COUNTY, INDIANA**


Bradford Jackson

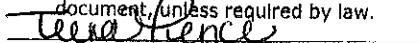

Cary Grotzinger


Robert Conley

ATTEST:


Michelle Puckett, Auditor

I affirm, under the penalties for perjury,
that I have taken reasonable care to redact
each Social Security number in this
document, unless required by law.



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10/29/2019 01:21:16P 2 PGS
Joetta Mitchell
Kosciusko County Recorder IN
Recorded as Presented



5.15 SMOKING

In keeping with the County's intent to provide a safe and healthful work environment, smoking (including smoking e-cigarettes) and the use of any type of inhaled devices in County owned vehicles and buildings are prohibited, and within ten (10) feet from facility doors is prohibited. This policy applies equally to all employees and visitors. In situations where the preferences of smokers and non-smokers are in direct conflict, the preferences of non-smokers will prevail. Signs are posted in County facilities and employees shall use smoking receptacles located twenty (20) feet from entrance of building.