

Nancy

BEFORE THE BOARD OF COUNTY COMMISSIONERS

FOR THE COUNTY OF LINCOLN

RECEIVED  
APR 1 1982

ORDINANCE # 172

Lincoln County Legal Counsel

AN ORDINANCE AMENDING ORDINANCE #155, CHAPTER SEVEN, PERSONNEL  
MANAGEMENT SECTIONS 7.275(1)(c), 7.275(3)(a), 7.300(4)(e), AND  
7.310(3)(a), AND DECLARING AN EMERGENCY

The Lincoln County Board of Commissioners hereby  
ORDAINS as follows:

Section 1: The following sections of chapter seven of the  
Lincoln County Code are hereby amended to read  
as follows:

" . . . . . [see following pages]

Lincoln County Legal Counsel  
Lincoln County Courthouse, Room 201  
225 W. Olive Street  
Newport, OR 97365  
Phone: 265-5341 ext. 265

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

7.275 Attendance

- (1) Unless otherwise provided by the Board:
  - (a) hours for county offices shall be from 8:30 a.m. to 5:00 p.m. on every business day;
  - (b) work schedules for full-time employees shall be either 37.5 hours for office operations, or 40 hours for field and trade positions as designated by the Board;
  - (c) work weeks for full-time positions shall consist of either 37.5 or 40 hours.
- (2) The Board may authorize the implementation of a 4-day work week consisting of either 37.5 or 40 hours.
- (3) Lunch and rest periods are designated as follows:
  - (a) All employees shall be granted a nonpaid lunch period not to exceed one hour during each full work shift. Whenever possible, such meal periods shall be scheduled in the middle of a shift. Lunch periods shall be scheduled so that departments with three or more employees shall be staffed at all times during business hours unless an

- (c) The appointing power may require the pregnant employe to submit a certificate of attending physician attesting to her ability to continue work prior to the expected delivery date. The appointing power may also require such certificate to determine whether she should be allowed to return to work when there is reason to believe her health would be endangered by the return
- (d) Leave of absence without pay may also be granted for maternity leave in accordance with section 7.295(6).
- (e) A male employe may utilize up to two days of accumulated sick leave to be in attendance during the birth of his child.
- (5) Any temporary interruption of employment because of adverse weather conditions, shortage of supplies, or for other unexpected or unusual reasons beyond the control of the employe; not to exceed 10 days, shall not be considered a layoff if, at the termination of such conditions, employes are to be returned to employment. Such interruptions of employment may be charged to accrued vacation leave or may be recorded as leave without pay.
- (6) Any employe who has been granted leave of absence and who, for any reason, fails to return

needed, 15 for competent, 30 for very good, and 45 for outstanding. The last regular merit rating shall be used; if no rating exists, a special rating shall be prepared.

(b) Longevity credits shall be computed from the date of entrance into county service with a half point being credited for each continuous month.

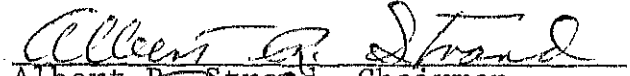
(c) In the event that two persons have the same service credit, the date of employment shall be used to determine the order of layoff with latest employes laid off first.

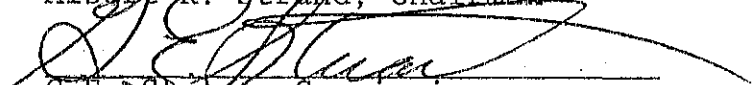
(4) Employees on layoff status shall be eligible for recall for a period of 12 months from the date of layoff. Such recall shall be in inverse order of the layoff within the job classification and department from which the lay off occurred. It shall be the laid off employe's responsibility to maintain a current address and telephone number at which the employe may be contacted as a qualification for eligibility for recall. Any laid off employe who is offered a position with the county shall notify the county of acceptance of the offer within


1 Section II: That this ordinance being necessary for the  
2 immediate preservation of the public peace,  
3 health, and safety, an emergency is declared  
4 to exist, and this ordinance takes effect  
5 upon its adoption.

6 DATED this 3rd day of March, 1982.

7 LINCOLN COUNTY BOARD OF COMMISSIONERS

8   
9 Albert R. Strand, Chairman

10   
11 G.E. Stuart, Commissioner

12   
13 W.S. Ouder Kirk, Commissioner

14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
Lincoln County Legal Counsel  
Lincoln County Courthouse, room 201  
225 W. Olive Street  
Newport, OR 97385  
Phone: 265-5341 ext. 285