

RESOLUTION NO. 2026- 01

A RESOLUTION OF THE BOARD OF TRUSTEES OF JENNINGS NORTHWEST REGIONAL UTILITIES ESTABLISHING ON-CALL AND CALL-OUT COMPENSATION STANDARDS

WHEREAS, Jennings Northwest Regional Utilities ("the Utility") is a regional water and sewer district organized and existing under the laws of the State of Indiana, specifically Indiana Code 13-26; and

WHEREAS, Indiana Code 13-26-5-2(4) authorizes the Board of Trustees to fix the compensation, terms of office, and duties of the employees of the District; and

WHEREAS, the Board of Trustees finds it necessary to maintain a formal on-call rotation to ensure the continuous and safe operation of the Utility's infrastructure and to provide timely response to customer emergencies outside of standard business hours; and

WHEREAS, the Board of Trustees desires to establish fair and consistent compensation rates for employees tasked with these additional after-hours responsibilities.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF JENNINGS NORTHWEST REGIONAL UTILITIES, AS FOLLOWS:

SECTION 1. STANDBY COMPENSATION. Any employee designated by the Utility Manager to be "On-Call" and responsible for the Utility's emergency notification device shall be granted **one (1) hour of pay** at their regular hourly rate for each twenty-four (24) hour period of duty. These hours shall be considered "hours worked" for the purpose of calculating overtime.

SECTION 2. CALL-OUT MINIMUMS. Any employee summoned to report to a work site or the Utility office outside of their regularly scheduled shift shall be guaranteed a **minimum of one (1) hour of pay** per call-out event.

SECTION 3. WEEKEND AND HOLIDAY SERVICE. Employees performing scheduled system inspections or "weekend checks" shall be guaranteed a **minimum of three (3) hours of pay**. Furthermore, any work performed on a recognized Utility Holiday shall be compensated at the rate of **1.5 times** the employee's regular hourly rate, with a guaranteed **three (3) hour minimum** for any holiday checks. "Call outs" are compensated at **one (1) hour minimum** at overtime rates.

SECTION 4. ADOPTION OF SUPPORTING POLICY. The Board hereby adopts the *On-Call and Emergency Call-Out Procedures Policy* (attached hereto as "Exhibit A") which further defines response timelines, vehicle usage, and operational expectations.

SECTION 5. REPEALER & PRECEDENCE. All prior resolutions, ordinances, or parts thereof in conflict with the provisions of this Resolution are hereby repealed to the extent of such conflict. This Resolution shall take precedence and supersede any previous governing documents regarding on-call compensation and vehicle usage.

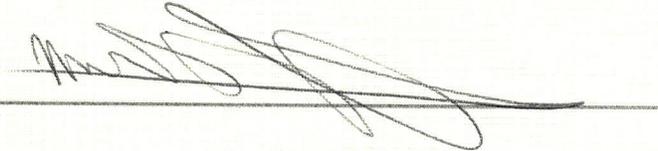
SECTION 6. SEVERABILITY. If any section, clause, or provision of this Resolution is declared invalid by a court of competent jurisdiction, such declaration shall not affect the validity of the Resolution as a whole or any part thereof.

SECTION 7. EFFECTIVE DATE. This Resolution shall be in full force and effect from and after its passage and adoption by the Board of Trustees.

DULY PASSED AND ADOPTED by the Board of Trustees of Jennings Northwest Regional Utilities, Indiana, this 14 day of January, 2026.

JENNINGS NORTHWEST REGIONAL UTILITIES BOARD OF TRUSTEES

Brian Hatfield, President

Brian Hatfield 

Marshall Jenkins

Marshall Jenkins

Mike Gerth

Dale Boyd

Judi Johnson-Stevens *Dale Boyd*

Judi Johnson - Stevens

ATTEST:

Mike Gerth

Mike Gerth, Secretary