

RESOLUTION NO. 2026- 02

**A RESOLUTION OF THE BOARD OF TRUSTEES OF JNRU ESTABLISHING INCLEMENT WEATHER AND EMERGENCY CLOSING COMPENSATION**

**WHEREAS**, Jennings Northwest Regional Utilities, hereinafter (JNRU), owns and operates a regional water and sewer district serving primarily the residents of Country Squire Lakes in Jennings County, Indiana; and

**WHEREAS**, in the ordinary course of day-to-day business of the utilities, severe weather or emergency conditions may occasionally make travel to the District facilities hazardous for employees; and

**WHEREAS**, the Board of Trustees desires to ensure the safety of its employees while maintaining essential utility operations; and

**WHEREAS**, it is necessary to establish by resolution a formal policy regarding the compensation of employees during such emergency delays or closures to comply with Indiana State Board of Accounts standards regarding compensation.

**BE IT THEREFORE RESOLVED AND ORDAINED** by the Board of Trustees of Jennings Northwest Regional Utilities as follows:

**Section 1. Authority to Delay or Close.** The Utility Manager is hereby authorized to declare a "Delayed Start" or "Emergency Closure" when weather or road conditions pose a significant safety risk to District employees.

**Section 2. Compensation for Weather Delays.** Employees who report to work by the adjusted start time declared by the Utility Manager shall be compensated at their regular hourly rate as if they had reported at their regularly scheduled start time.

- (a) This "Weather Pay" shall apply only to the time between the employee's scheduled start and the adjusted start time.
- (b) The Utility Manager may authorize up to \_\_\_\_\_ ( ) hours of Weather Pay per occurrence without further Board approval.

**Section 3. Non-Reporting Employees.** Employees who are unable to report to work at all during a declared Delayed Start or Emergency Closure must utilize Paid Time Off (PTO) or take unpaid leave for the duration of the shift. Weather Pay is reserved for those who report to work to maintain utility operations.

**Section 4. Effective Date.** This Resolution shall be in full force and effect from and after its date of passage.

**SO ADOPTED** by the Board of Trustees of JNRU, this 11 day of February, 2026, by a majority of the Trustees at a duly called meeting of the Board.

**JENNINGS NORTHWEST REGIONAL UTILITIES BOARD OF TRUSTEES**

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Brian Hatfield, President

*Brian Hatfield*

Marshall Jenkins

*[Signature]*

Mike Gerth

*[Signature]*

Dale Boyd

*Dale Boyd*

Judi Johnson - Stevens

*Judi Johnson Stevens*

**ATTEST:**

*[Signature]*

Mike Gerth, Secretary