

**Resolution 2019-04
Muncie Sanitary District
Board of Sanitary Commissioners**

A resolution providing an amendment to the Personnel Policies Handbook of the Muncie Sanitary District first adopted on January 16, 2019 concerning Section 2 - Employment Policies

WHEREAS, the Board of Sanitary Commissioners (the "Board") wishes to modify the MSD Personnel Policies Handbook, Section 2 - Employment Policies

BE IT THEREFORE RESOLVED, that the Board does hereby adopt the following amendment to the Personnel Policies Handbook.

The Board wishes to amend Section 2 – Employment Policies

2.19 VOLUNTEER PARTICIPATION IN DISTRICT SPONSORED OR SUPPORTED ACTIVITIES

The District may support or sponsor recreational, fitness, or community volunteer activities from time to time in which employees may choose to participate. These may include events or activities tied to our Wellness Program. Employees do not need to participate in these activities and should never feel coerced or pressured to do so. Choosing to take part in any of these activities will be totally voluntary and generally not be compensated except as noted below; nor will non-participation affect the employment relationship in any way. Please report any violations of this policy to the Health Insurance Department immediately. You will not be discriminated or retaliated against for any good faith complaint under this policy.

In order to participate in any such activity, you will be asked to sign a Release of Liability and Assumption of Risk Agreement. Signing this agreement will mean, among other things, that you are thereby acknowledging and agreeing that:

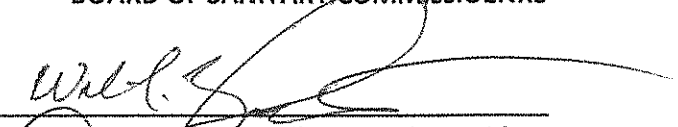
- Your participation in the event is totally voluntary.
- Your participation is totally independent of your job and will not be covered by workers' compensation insurance.
- You will acknowledge the physical and/or property danger associated with such event and assume the risk for any personal or property injury that may result from your participation.
- You will be releasing and waiving any claims, damages, or other liability against the District and the City for any injuries or accidents that may occur through your choosing to take part in the event.

This policy will not apply to those employees who are asked or assigned to assist with such activities or events as part of their employment relationship with the District or to those employees choosing to participate in Wellness Program activities taking place during normal working hours. Those employees will be paid for their work or voluntary participation in connection with such events and covered by our normal workers' compensation insurance and other related employment benefits.

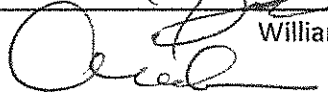
This Resolution shall become effective on and after its passage and shall remain in full force and effect until it is amended or repealed by the Board.

THIS RESOLUTION IS APPROVED this 19th day of JUNE, 2019, by the Board of Sanitary Commissioners of the Muncie Sanitary District.

MUNCIE SANITARY DISTRICT
BOARD OF SANITARY COMMISSIONERS



William Smith, President



Michael R. Cline, P.E., Vice President



Joseph Evans, Secretary