

**BOROUGH OF LARKSVILLE
COUNTY OF LUZERNE, PENNSYLVANIA**

ORDINANCE NO. 2 2024

AN ORDINANCE OF THE BOROUGH OF LARKSVILLE, LUZERNE COUNTY,
PENNSYLVANIA, AMENDING THE DATE AND TIME OF THE REGULAR MONTHLY
MEETING OF THE LARKSVILLE BOROUGH COUNCIL

WHEREAS, the Larksville Borough Council deems it necessary to enact an Ordinance amending Ordinance No. 3 of 1987 setting forth the date and time of the regular monthly meeting of the Larksville Borough Council;

WHEREAS, the Larksville Borough Council wishes to amend its regular monthly meeting date and time from the third Tuesday of every month at 6:30 p.m. to the first Tuesday of every month at 6:00 p.m.;

NOW, THEREFORE, it is hereby ENACTED and ORDAINED by the Larksville Borough Council, Luzerne County, Pennsylvania, that:

Ordinance No. 3 of 1987 is hereby amended and, henceforth, the regular monthly meetings of the Larksville Borough Council shall be held on the first Tuesday of each month at 6:00 p.m. at the Larksville Borough Municipal Building.

This Ordinance shall take effect immediately upon adoption.

5 ENACTED and ORDAINED at a regular meeting of Larksville Borough Council, this day of March, 2024.

ATTEST:


Borough Secretary


Michael Lehman
Borough Council President

LARKSVILLE BOROUGH PREGNANT EMERGENCY SERVICES PROTOCOL AND POLICY GUIDELINES

PURPOSE

To provide women the right to work in law enforcement and have children, management must ensure that any policy regarding pregnancy must embody these basic protections:

- A. No policy may discriminate against an employee because of her pregnancy, childbirth, or related medical conditions.
- B. Women are entitled to equal treatment in the conditions, benefits, and privileges of employment, including the use of leave for pregnancy or related medical conditions.
- C. Pregnant women who can perform the essential functions of their jobs must be allowed to continue employment, and when disabled due to conditions related to her pregnancy from performing these functions, must be treated the same as other temporarily disabled employees.
- D. Any decisions as to the fitness of a female employee to perform her essential functions shall be determined by the employee and medical personnel and not by department administrators or personnel.

MATERNITY DUTY

During pregnancy, upon written recommendation of a physician, an employee may request a temporary reassignment to alternative and/or light duty. This assignment is referred to as "Maternity Duty" and is an alternative to the full-duty option. Generally, maternity duty will commence at some point during the second trimester.

JOB DESCRIPTION

Maternity Duty

- A. Maternity duty may consist of, but is not limited to, the following:
 - 1. Non-hazardous assignments
 - 2. Writing police reports
 - 3. Operating a police radio
 - 4. Interviewing persons
 - 5. Clerical functions
 - 6. Investigate functions that do not put the employee or others in harm's way/at risk

B. Maternity Duty assignments shall avoid the following:

1. Alternating shift work
2. Defensive tactics or defensive tactics training
3. Firearms training, except simulated training
4. Patrol duties
5. Extensive exposure to automobile exhaust fumes such as may be experienced with intensive traffic control/toll plaza/tunnel duty
6. Standing for more than 30-minute intervals
7. Lifting of more than 25 pounds
8. Exposure to high concentrations of toxins, chemical or infectious agents, or controlled dangerous substances

C. Additional considerations for Maternity Duty:

1. Employee shall work Monday through Friday, 8:00 a.m. - 4:00 p.m.
2. Employee is permitted to attend any and all necessary medical appointments if scheduled during normal work hours.
3. The time off for any and all necessary appointments will be unpaid, however, the employee may use sick, vacation or personal time to be compensated.
4. Once on Maternity Duty the employee will not be required to dress in their standard uniform.

Larksville Borough Council



Michael Lehman, Council President