

AN ORDINANCE TO AMEND SECTION 139.10 OF THE CODIFIED ORDINANCES OF THE CITY OF REMINDERVILLE, ENTITLED “VACATION LEAVE”, AND DECLARING AN EMERGENCY.

WHEREAS, Council has determined that there is a need to amend Section 139.10 of the Codified Ordinances; and therefore,

NOW, BE IT ORDAINED by the Council of the City of Reminderville, County of Summit, State of Ohio:

SECTION 1. That Section 139.10 of the Codified Ordinances of the City of Reminderville which presently reads as follows:

139.10 VACATION LEAVE.

(a) All full-time employees shall be entitled to a vacation after completion of one (1) year of continuous employment with the Village. Employee's eligibility for the first vacation and for subsequent increases in vacation time will be determined by the anniversary date of employment. After any employee has qualified for the first week of vacation, the employee automatically qualifies for future vacations as of January 1 of the following year.

Each full-time employee shall earn vacation days in accordance with his or her length of service according to the schedule below. The days of vacation are in terms of working hours and forty hours are considered to be one week of vacation.

<u>Years of Complete Service</u>	<u>Hours of Vacation</u>
1	40
2 to 4	80
5 to 9	120
10 to 19	160
20 or more	200

(b) All vacation leave shall be taken in increments of eight (8) hours. Office and administrative staff who work independently and do not require a replacement to cover for them, are eligible to use vacation in 1/2-day increments with approval of the Chief.

(c) Vacations are not cumulative and shall not be postponed until the following year unless there have been exceptional circumstances which caused postponement. A maximum of ten days may be carried forward. In such cases, a request for holdover must be approved by the Chief All leave carried over must be taken within the first three months of the following year.

(d) Absence due to sickness, injury or disability in excess of that hereinafter authorized for such a purpose, may, at the request of the employee, and with the approval of the Chief, be charged against vacation leave.

(e) When a holiday is observed by the Village during an employee’s vacation period, the employee shall not be charged for a day of vacation.

(f) Retired or deceased employees shall be entitled to vacation pay for months worked. The vacation pay shall be computed on the basis of one-twelfth of their entitled vacation as determined by subsection (a) hereof for each month in which an employee worked a minimum of eighty-five hours. In the instance of deceased employees, the vacation pay shall be made to the deceased's spouse or estate.

(g) On termination of employment the employee shall be paid for any unused vacation balance, except that the Chief may rule such balance void if a resignation is submitted with less than ten days' notice, or if the employee is discharged for fraud or dishonesty. It is the declared intention hereof that terminating employees may qualify for no more than a pro rata vacation credit based upon their anniversary date and the years of service compared to their date of termination.

(h) All vacation leaves shall be taken at such times as may be approved by the Chief.

Shall be amended to read as follows:

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(h) All vacation leaves shall be taken at such times as may be approved by the Chief.

(i) For the purpose of determining the amount of available vacation days, an employee who has been separated from public service shall, upon such employee's re-employment, be credited with previous public service time earned, up to 120 hours. This credit is contingent upon the re-employment taking place within 10 years of the date on which the employee last separated from public service. Said vacation shall be used during the first calendar year of employment. Public service shall be defined as a participant in a State of Ohio public pension and/or Ohio Police and Fire Pension Fund during the time of service. Said previous public service credit is not eligible for payment pursuant to section (g) above.

SECTION 2. The Council finds and determines that all formal action by this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and of any committees that resulted in those formal actions were in meetings open to the public in compliance with the law.

SECTION 3. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, comfort, convenience, and general welfare of the inhabitants of the City of Reminderville to wit: said amendment is for the benefit of the residents of the City of Reminderville. If this Ordinance receives the necessary number of votes, it shall take effect and be in force after its passage; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

Passed:

Sam Alonso, Mayor

Attestation:

Stacey Task
Clerk of Council

I, Stacey Task, Clerk of Council of the City of Reminderville, Summit County, Ohio do hereby certify that the foregoing **ORDINANCE 22-2022** was duly and regularly passed by the Council of the City of Reminderville at a regular meeting of Council on the _____ day of _____, 2022.

Stacey Task
Clerk of Council