

ORDINANCE 2024-28

AN ORDINANCE AMENDING THE VILLAGE OF HIRAM'S EMPLOYEE HANDBOOK, APPENDIX A.

WHEREAS, Ordinance 2006-19 was enacted by Council April 10, 2007 establishing a new hand book for the employees of Hiram Village; and

WHEREAS, according to Appendix A of the Employee Handbook there needs to be an annual review of Appendix A.

NOW THEREFORE BE IT ORDAINED by the Council of the Village of Hiram, Portage County, Ohio, two thirds or more of the members thereto concurring that:

SECTION 1: The attached Exhibit "A", entitled Appendix A, 2025 Paid Holidays is hereby enacted for the year 2025.

SECTION 2: It is hereby found and determined that all formal actions of this Council concerning and relating to the adoption of the Ordinance were adopted in an open meeting of the Council and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements including §121.22 of the Revised Code of the State of Ohio.

1st READING: November 12, 2024

2nd READING: December 10, 2024

3rd READING: January 14, 2025

PASSED BY COUNCIL ON: January 14, 2025



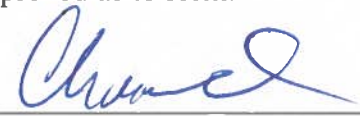
Mayor Anne Haynam

ATTEST:



Fiscal Officer Megan Fogel

Approved as to form:



Village Solicitor Charles V. Gasior

APPENDIX A - To be Reviewed Annually by Council

**2025
Paid Holidays**

January	New Year's Day
January	Martin Luther King Jr. Day
February	President's Day
May	Memorial Day
June	Juneteenth
July	Independence Day
September.....	Labor Day
October	Indigenous Peoples Day/Columbus Day
November	Veteran's Day
November	Thanksgiving Day
December	Christmas Day
January 2026	New Year's Day

Rate of sick time hours accrued per every (80) hours worked (5-0) 4.6

~~Sick Leave Incentive Payment (\$150)~~

Monthly incentive payment for opt-out of health insurance (\$200)

Federal mileage reimbursement rate (\$0.655) per mile or the Federal Mileage rate
in effect at the time expense

Life insurance (\$50,000)

Health Insurance per plan currently in effect

~~*Employee contribution is \$35 per day~~

~~*Additional fee for spouse or child (children) is \$150 per month~~

~~*Additional fee for family is \$300 per month~~

SCHEDULES

OHIO PUBLIC EMPLOYEES' RETIREMENT SYSTEM (OPERS)

Contributions to OPERS are as follows:

Employer contribution 14% of gross pay for employees

** or the rate established by Ohio Public Employees' Retirement System for 2024

Employee contribution 10% of gross pay for employees

** or the rate established by Ohio Public Employees' Retirement System for 2024

POLICE AND FIREMEN'S DISABILITY AND PENSION FUND (PFDPF)

Employer contribution 19.5% of gross pay for police officers

**or rate established by Ohio Police & Fire Pension Fund for 2024

Employee contribution: 12.5% of gross pay

**or the rate established by the Ohio Police & Fire Pension Fund for 2024

MEDICARE TAX Each employee hired on or after April 1, 1986, will have Medicare taxes in the amount of 1.45% of the employee's gross earnings deducted from his/her/they pay. An employee who was employed before April 1, 1986, then quits, and is re-employed on or after April 1, 1986, will have Medicare taxes deducted.