

ORDINANCE 2007-38

AN ORDINANCE AMENDING THE VILLAGE OF HIRAM'S EMPLOYEE HANDBOOK APPENDIX A IN COMPLIANCE WITH THE ANNUAL REQUIREMENT FOR REVIEW AND DECLARING AN EMERGENCY.

WHEREAS, Ordinance 2006-19 was enacted by council April 10, 2007 establishing a new hand book for the employees of the 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, Three Quarters or more of the members thereto concurring that:

SECTION ONE: Appendix A, 2008 Paid Holidays as is attached as Exhibit "A" to this piece of legislation is hereby enacted for the year 2008.

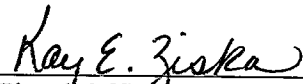
SECTION TWO: This Ordinance is hereby declared to be an emergency measure, effective immediately upon its passage to allow the January 1, 2008 holiday to be paid for the employees.

SECTION THREE: 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.

Passed as an emergency December 11, 2007


Mayor Robert L. Summers

ATTEST:


Fiscal Officer

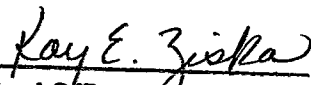
I Kay E. Ziska, Fiscal Officer of the Village of Hiram, Ohio, hereby certify that the foregoing Resolution or Ordinance No. 2007-38 has been duly posted in the required 5 places.
12-19-07 
Date Fiscal Officer, Village of Hiram

Exhibit "A"
APPENDIX A - To be Reviewed Annually by Council

2008

Paid Holidays

| | | |
|----|----------------|----------------------------|
| 1 | January | New Year's day |
| 21 | January | Martin Luther King Jr. Day |
| 18 | February..... | President's Day |
| 26 | May | Memorial Day |
| 4 | July | Independence Day |
| 1 | September..... | Labor Day |
| 13 | October | Columbus Day |
| 11 | November | Veteran's Day |
| 27 | November | Thanksgiving Day |
| 25 | Dec 25 | Christmas Day |

| | |
|--|------------------------------------|
| Rate of sick time hours accrued per every (80) hours worked..... | (5.0) |
| Sick Leave Incentive payment | (\$150) |
| Monthly incentive payment for opt-out of health insurance..... | (\$200) |
| Federal mileage reimbursement rate..... | (\$0.485) per mile |
| | or the Federal Mileage rate in |
| | effect at the time the expense was |
| | incurred |
| Life insurance | (\$15,000) |
| Health Insurance | per plan currently in effect |

SCHEDULES

OHIO PUBLIC EMPLOYEES' RETIREMENT SYSTEM (OPERS)

Contributions to OPERS are as follows:

| | |
|-----------------------------|--------------------------------|
| Employer contribution | 14% of gross pay for employees |
| Employee contribution..... | 10% of gross pay for employees |

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

| | |
|---|--|
| Employer contribution | 19.5% of gross pay for police officers |
| | or the rate established by Ohio |
| Police & Fire Pension Fund for 2008 | |
| Employee contribution:..... | 10% of gross pay |
| or the rate established by Ohio Police & Fire Pension Fund for 2008 | |

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 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.