

Tabled

ORDINANCE 2021-14

**AN ORDINANCE AMENDING THE VILLAGE OF HIRAM'S EMPLOYEE HANDBOOK,
SECTION 4.10 E.**

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

WHEREAS, inquiry from employees has resulted in the determination that as presently drafted an employee who works full time, and works on a holiday, may be entitled to compensation for working on the holiday at two and one half times the employee's regular pay. This result occurs by paying the employee for working on the holiday at the employee's regular rate, plus holiday pay at the employee's regular rate, and additional pay at one half the employee's regular rate of pay for overtime; and

WHEREAS, the administration believes this payment arrangement is not an outcome anticipated or desired by the Village Council and has brought the matter to the attention of the Village Council; and

WHEREAS, upon being informed of the above information the Council has decided to amend Section 4.10E of the Employee Handbook as set forth in the exhibit to this legislation.

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

SECTION ONE: The amendments to the Employee Handbook set forth on the attached Exhibit "A" is hereby approved, established and enacted.

SECTION TWO: 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.

First Reading on September 14, 2021
Second Reading on October 12, 2021
Passed on Third Reading on November 9, 2021.

Mayor Lou Bertrand

ATTEST:

Fiscal Officer Susan J. Skrovan

Approved as to form:

Village Solicitor Thomas Reitz

Exhibit "A"

Enact:

E. For overtime calculation, only hours actually worked ~~plus holiday and vacation~~ leaves are included the *forty* (40) hours. Sick leave, compensation time, *holiday leaves*, *vacation leaves*, and other leaves are not counted in the *forty* (40) hours.