

FAILED

**ORDINANCE 2021-16**

**AN ORDINANCE ESTABLISHING SECTION 8.10 F, G, H OF THE VILLAGE OF  
HIRAM'S EMPLOYEE HANDBOOK.**

**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**, The Council has decided to establish an additional employee benefit for safety force employees and amend Section 8.10 of the Employee Handbook by additional paragraphs F, G, and H as set forth in the exhibit "A" 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

Enact:

8.10

### Special Provisions Applicable to Full Time Safety Force Employees

F. Safety Force Injury Leave. In the event of a service connected occupational illness or injury arising out of and in the course of employment of a full time safety force employee with the Village of Hiram which causes absence from duty, upon the recommendation of a licensed physician and certification by Workers' Compensation, the employee shall receive injury leave at full pay for the period of disability, provide that such absence does not exceed a combined total absence of one hundred eighty (180) calendar days.

G. Submission of Workers' Compensation Wage Payments. A condition of payment of the injury leave at full pay is the safety force employee shall cooperate in obtaining credit for the Village with Workers' Compensation, or any fund that the Village contributes to, so that temporary total disability (or other temporary disability) payments are either not made to the employee (under wage continuation or similar Workers' Compensation provision), or if made the payments are made they are surrendered the Village.

H. Any lump sum payment received by the safety force employee for a permanent injury or illness shall not be subject to a claim for reimbursement from the Village of Hiram.