

# RECORD OF ORDINANCE

Date Presented 11/23/2021

Sponsor Mayor Sandine Ordinance No. 43-21 Date Passed DEC 14, 2021

**AN ORDINANCE ESTABLISHING PAYOUT FOR EMPLOYEES THAT COULD LOSE ACCRUED PAID TIME OFF DUE TO THE CHANGES IN THE VILLAGES PAID TIME OFF (PTO) POLICY AND DECALRING AN EMERGENCY.**

**WHEREAS**, Council has a PTO policy established in the Village of Lithopolis Policy and Procedures Manual; and

**WHEREAS**, Council now wishes to update and change the PTO policy; and

**WHEREAS**, this change could adversely impact employees that have a current accrual greater than the proposed change; and

**WHEREAS**, Council does not want to penalize an employee for not using sick leave or not taking vacation due to their dedication to their job; and

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF LITHOPOLIS, FAIRFIELD COUNTY, STATE OF OHIO;**

Section 1. Any employee that would be required to reduce their current accrued leave balances to meet the new maximum accrual total will be paid for the lost time.

Section 2. The Fiscal Officer shall calculate the amount of time lost, divide it by 2080 hours and adjust the employees base pay to allow the balance to be paid over the next two years.

Section 3. Any overtime for an employee will be based on the employee's original base rate.

Section 4. That this Ordinance is declared an emergency, necessary for the immediate preservation of the public peace, health, and safety, specifically to establish this policy so subsequent polices can be enacted by the end of the fiscal year.

Attest/Date: Jacita Flowers  
Clerk

Signed/Date: [Signature]  
Mayor 12/14/21

Approved as to form: [Signature]  
Jon M. Browning

First Reading 11/23/21 Second Reading waive

Revised Second Reading \_\_\_\_\_ Third Reading waive

VOTE FOR 5 AGAINST 0

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Section 3. Any overtime for an employee will be based on the employee's original base rate.

Section 4. This ordinance is to be in full force and effect at the earliest date provided by law. That this Ordinance is declared an emergency, necessary for the immediate preservation of the public peace, health, and safety, specifically to establish this policy so subsequent polices can be enacted by the end of the fiscal year. ~~This ordinance to be in full force and effect immediately upon passage.~~

Attest/Date: \_\_\_\_\_  
Clerk

Signed/Date \_\_\_\_\_  
Mayor

Approved as to form: \_\_\_\_\_  
Jon M. Browning

First Reading 11/23/21 Second Reading \_\_\_\_\_

Revised Second Reading \_\_\_\_\_ Third Reading \_\_\_\_\_

VOTE FOR \_\_\_\_\_ AGAINST \_\_\_\_\_