

ORDINANCE NO.	<u>2022- 109</u>	FIRST READING	<u>December 12, 2022</u>
		SECOND READING	<u>WAIVED</u>
INTRODUCED BY:	<u>CHRIS BERGER</u>	THIRD READING	<u>WAIVED</u>

ORDINANCE AMENDING PAY INCREASES AND SERVICE BONUS PROGRAM SECTION OF THE VILLAGE’S EMPLOYEE HANDBOOK TO INCLUDE PAY SCHEDULES AND DECLARING AN EMERGENCY.

WHEREAS, Council desires to amend the Pay Increases and Service Bonus Program Section of the Village’s Employee Handbook to reference the Pay Schedules recently adopted by Council.

NOW, THEREFORE, BE IT RESOLVED by Council of the Village of South Russell, Geauga County, State of Ohio:

SECTION 1. The Pay Increases and Service Bonus Program Section in the Village’s Employee Handbook shall be deleted in its entirety and amended to read in full as follows:

“PAY INCREASES AND SERVICE BONUS PROGRAM

“Pay increases within the approved Pay Schedules shall occur according to the Steps as indicated in the Pay Schedules, which shall take effect on the first full pay period in January 2023. The Pay Schedules as adopted by Council is on file with the Village Fiscal Officer.

“In addition to the compensation listed in the Pay Schedules, the Village has implemented a Service Bonus Program to acknowledge an employee’s length of service to the Village.

“Full-time Employees are eligible to receive the following bonus amount at the completion of the following years of service to the Village, to be paid on the Full-time Employee’s anniversary date, provided that such Full-time Employee is still employed by the Village: (a) 5-9 years of service - \$250; (b) 10-14 years of service - \$500; (c) 15-19 years of service - \$750; (d) 20-24 years of service - \$1,000; and (e) 25+ years of service - \$1,250.

“Part-time Employees working over 1,000 hours in any anniversary date year shall have that year count towards service time as provided for Full-time Employees in subsections (a) through (e) above for the purposes of eligibility of the service bonus.”

SECTION 2. It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees on or after December 2, 1975, that resulted in formal actions, were in meetings open to the public in compliance with all legal requirements, including Section 121.22, Ohio Revised Code.

SECTION 3. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety, and welfare and for the further reason that this Ordinance must be immediately effective so that the Village’s application of and any reference to the Pay Schedules may be implemented at once; wherefore, provided it receives the

affirmative vote of at least two-thirds (2/3) of all members elected to Council, this Ordinance shall be in full force and effect immediately upon its passage.

William J. Rom
MAYOR-PRESIDENT COUNCIL

ATTEST:

Danulle Romanowski
Fiscal Officer

I certify that Ordinance No. 2022-109 was duly enacted on the 12TH day of DECEMBER, 2021, by the Council of the Village of South Russell, and published in accordance with the Codified Ordinances of the Village.

Danulle Romanowski