

ORDINANCE NO. 2023-47 FIRST READING AUGUST 18, 2023  
SECOND READING WAIVED  
INTRODUCED BY: RUTH CAVANAGH THIRD READING WAIVED

**ORDINANCE AMENDING SAFETY SECTION OF THE VILLAGE OF SOUTH RUSSELL'S EMPLOYEE HANDBOOK AND DECLARING AN EMERGENCY.**

WHEREAS, by Ordinance No. 2017-39, Council for the Village of South Russell adopted the Village of South Russell's Employee Handbook (the "Handbook"), which Handbook is amended from time to time; and

WHEREAS, Council desires to amend the Safety section of the Handbook to increase the reimbursement for safety shoes for the Service Department employees from \$125 to \$200 per year.

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the Village of South Russell, Geauga County, Ohio that:

**SECTION 1.** The Safety section of the Handbook currently reads as follows:

"Beyond the obvious responsibilities of the Village's Safety Department, South Russell expects all employees to conduct themselves in a safe manner. Please use good judgment and common sense in matters of safety, observe any safety rules posted in various areas, and follow all appropriate formal and informal safety regulations.

"The Village provides a \$125 per year reimbursement for safety shoes for the Service Department employees and the Building Inspector. Once a job has been designated as requiring safety shoes, the required footwear will be worn at all times to complete employment duties as assigned as determined by the Village.

"As long hair can easily be caught in moving machinery, it must be secured before work commences. All jewelry (including necklaces, earrings and rings) should be removed as a safety precaution."

**SECTION 2.** The Safety section of the Handbook is hereby amended to increase the reimbursement for safety shoes for the Street Department employees from \$125 to \$200 per year, as follows:

"Beyond the obvious responsibilities of the Village's Safety Department, South Russell expects all employees to conduct themselves in a safe manner. Please use good judgment and common sense in matters of safety, observe any safety rules posted in various areas, and follow all appropriate formal and informal safety regulations.

"The Village provides a \$200 per year reimbursement for safety shoes for the Service Department employees and the Building Inspector. Once a job has been designated as

requiring safety shoes, the required footwear will be worn at all times to complete employment duties as assigned as determined by the Village.

“As long hair can easily be caught in moving machinery, it must be secured before work commences. All jewelry (including necklaces, earrings and rings) should be removed as a safety precaution.”

**SECTION 3.** It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution 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 of the Ohio Revised Code.

**SECTION 4.** This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the Village of South Russell and for the further reason this Ordinance must be immediately effective to enable Street Department employees to be reimbursed for proper safety shoes; 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 from and immediately upon its passage by this Council and approval by the Mayor; otherwise, it shall take effect and be in force after the earliest period allowed by law.

Passed this 18<sup>TH</sup> day of AUGUST, 2023.

  
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Mayor - President of Council

ATTEST:

  
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Fiscal Officer

I certify that Ordinance No. 2023-47 was duly enacted on the 18<sup>TH</sup> day of AUGUST 2023, by the Council of the Village of South Russell, and published in accordance with the Codified Ordinances of the Village.

  
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Fiscal Officer