

ORDINANCE NO. 2024-63

INTRODUCED BY COUNCIL AS A WHOLE

**AN EMERGENCY ORDINANCE REQUIRING PAY ORDINANCES FOR THE
COMPENSATION OF ALL EMPLOYEES AND EMPLOYMENT POSITIONS AND
DECLARING AN EMERGENCY**

WHEREAS, the Village of Oakwood is an at-will entity employing individuals to fulfill the duties of employment positions within the Village of Oakwood; and,

WHEREAS, Council deems it necessary and advisable to clarify criteria for the hiring and pay of employees;

WHEREAS, the Village of Oakwood has established an employee handbook that relates to all employees not covered within the Fraternal Order of Police (FOP) contract; and,

WHEREAS, the Village of Oakwood's employee handbook states that employees with 2 years of employment or less are not eligible to receive a pay increase; and,

WHEREAS, the Village of Oakwood's employee handbook states that employees shall not carryover more than a maximum of 960 hours of accumulated sick time from one year into the next year; and,

WHEREAS, the Village of Oakwood's employee handbook states that employees shall not carryover more than a maximum of 40 hours of vacation time from one year into the next year with written approval from an employee's direct supervisor and maintained within the employee's personnel file; and,

WHEREAS, an employee cannot exceed a negative balance of more than 8 hours of vacation and sick time;

NOW THEREFORE, BE IT RESOLVED by the Council of the Village of Oakwood, County of Cuyahoga, and State of Ohio that:

SECTION 1. No individual shall become employed or be compensated by the Village of Oakwood without a pay ordinance describing the title of the position, employee name, the scheduled work days and hours of the position, who the position reports to, location of the position, pay scale range for the position, special requirements of the position, required roles and responsibilities to be fulfilled, and qualifications for the position, as well as, any cross-training for coverage of other positions for the specific employee being hired.

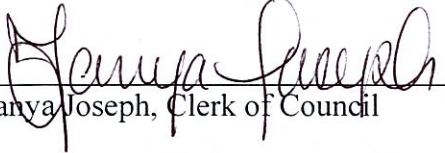
SECTION 2. Employee compensation shall not exceed the authorized salary ordinance maximum pay range; and,

SECTION 3. No individual shall become employed or be compensated upon terms that conflict with the employee handbook absent prior express authorization of Council.

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SECTION 4. This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, and welfare of the inhabitants of the Village, the reason for the emergency being the same that relates to the daily operation of a municipal department and the ability of the village to provide uninterrupted services to the citizens of the Village, therefore, provided it receives the two-thirds vote of all members of Council elected thereto. Said ordinance shall be in full force and effect immediately upon its adoption by this council and approval by the Mayor, otherwise from and after the earliest period allowed by law.

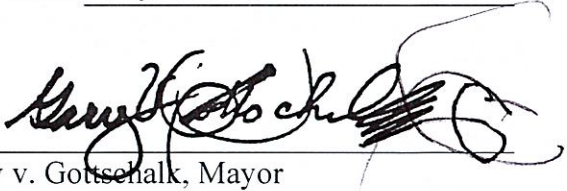
PASSED: 9.21.24


Tanya Joseph, Clerk of Council


Erica Nikolic, President of Council

Presented to the Mayor: 9.27.24

Approved: 9.27.24

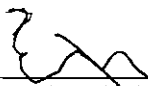

Gary v. Gottschalk, Mayor

I, Tanya Joseph, Clerk of Council of the Village of Oakwood, County of Cuyahoga, and State of Ohio, do hereby certify that the foregoing Ordinance No. 2024-63 was duly and regularly passed by this Council at the meeting held on 21st day of Sept., 2024.


Tanya Joseph, Clerk of Council

POSTING CERTIFICATE

I, Tanya Joseph, Clerk of Council of the Village of Oakwood, County of Cuyahoga, and State of Ohio, do hereby certify that Ordinance No. 2024-63 was duly posted on the 17th day of March, 2024, and will remain posted in accordance with the Oakwood Village Charter.



Tanya Joseph, Clerk of Council

DATED: 3/17/26

Evan Barrett in
lieu of