

**VILLAGE OF McDONALD, OHIO
ORDINANCE NO.**

**AN ORDINANCE FOR THE PURPOSE OF AMENDING ORDINANCE NO. 2991-06
CONCERNING CERTAIN EMPLOYEE BENEFIT PROVISIONS.**

WHEREAS, the Finance Committee reviewed certain employee benefit provisions in the Chapter 161 of the Codified Ordinances including provisions concerning retirement lump sum payments, longevity pay, and vacations and determined these provisions should be amended for the benefit of the Village employees, and

WHEREAS, Village Council deems is prudent to amend these provisions of the Codified Ordinances as recommended by the Finance Committee.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF McDONALD, TRUMBULL COUNTY, STATE OF OHIO, that:

Clause I. Ordinance No. 2991-06, as codified in sections 161.03, 161.07, and 161.08 of the McDonald Village Codified Ordinances which, which Ordinance No. 2991-06, presently reads as follows:

Section I. Retirement Lump Sum Payment, section 161.07 of the McDonald Village Codified Ordinances, shall no longer be provided for full-time employees hired after January 1, 2006.

Section II. Longevity Pay, section 161.08 of the McDonald Village Codified Ordinances, shall no longer be provided for full-time employees hired after January 1, 2006.

Section III. Vacations, section 161.03 of the McDonald Village Codified Ordinances, shall read as follows for all full-time employees hired after January 1, 2006:

1. After completion of one year's satisfactory service but less than three years, one week vacation.
2. After completion of three years' service but less than eight years, two weeks vacation.
3. After completion of eight years' service but less than twenty years, three weeks vacation.
4. After completion of twenty years' service, four weeks vacation.

All employees of the Village, with a minimum of fifteen years of full-time satisfactory service, shall be eligible for compensation up to but not in excess of fifteen days in consideration for waiving and relinquishing fifteen days of vacation, which vacation must have been already earned prior to notifying the Clerk in writing.

Be and the same is hereby amended to read as follows:

Section I. Retirement Lump Sum Payment, section 161.07 of the McDonald Village Codified Ordinances.

(a) Any employee who retires according to the rules and regulations established by the applicable retirement board of the State covering the employee shall be entitled to additional compensation in a lump sum payment of one day's pay for each calendar year of service, not to exceed thirty days of pay. Any fraction of one year shall be entitled to one day of pay.

(b) The compensation shall be the rate of compensation earned by the employee at the time of his or her retirement.

(c) The employee must be an active employee of the Municipality at the time of his or her retirement to receive the lump sum payment.

Section II. Longevity Pay, section 161.08 of the McDonald Village Codified Ordinances.

(a) Effective January 1, 1971, and retroactive thereto, there is hereby established longevity pay for all full-time officers and employees of the Municipality.

(b) Longevity pay shall be paid to each full-time officer and employee after a period of two years' service.

(c) The rate of longevity pay shall be two dollars (\$2.00) per month for each year of continuous service.

(d) Longevity pay shall accrue on the first month following the secondary anniversary of an officer's or employee's original appointment.

(e) The maximum amount of longevity pay which may be accumulated per month is hereby set at fifty dollars (\$50.00) per month or twenty-five years of service.

(f) All present employees and officers shall be paid longevity pay as of their original appointment date as a full-time employee.

(g) Longevity pay shall not be considered as part of regular salary.

Section III. Vacations, section 161.03 of the McDonald Village Codified Ordinance.

(a) Full-time non-elected employees:

- (1) All full-time salaried and hourly-rated, non-elected employees of the Village shall receive the following vacations, with full pay:
 - A. After completion of one year, but less than eight years of satisfactory service, two weeks vacation;
 - B. After completion of eight years, but less than fifteen years of satisfactory service, three weeks vacation;
 - C. After completion of fifteen years, but less than twenty years of satisfactory service, four weeks vacation; and
 - D. After completion of twenty years of satisfactory service, five weeks vacation.

Clause II. Any Ordinance or Resolution, or parts thereof, inconsistent or in conflict with the terms, covenants, and conditions of this Ordinance are hereby repealed, rescinded, vacated, rendered null and void, and held for naught. Further, it is Council's intent that current section 161.03(a) of the McDonald Village Codified Ordinances be amended as set forth hereinabove, resulting section in 161.03(c) being deleted and sections 161.03(d) and (e) being renumbered as sections 161.03(c) and (d), respectively.

Clause III. Unless specifically amended as set forth hereinabove, the employee provisions in the Codified Ordinance of the Village of McDonald, Ohio, are restated, reaffirmed, adopted, ratified, and incorporated herein by referenced as if fully rewritten herein at length.

Clause VI. The passage of this Ordinance and all deliberations relating to the passage of this Ordinance were held in open meetings in accordance with the provisions of Ohio Revised Code Section 121.22.

Clause V. This Ordinance shall be in full legal force and effect from and after January 1, 2017. Further, for purpose of clarity, the provisions of these amendments, unless specifically stated therein, will apply prospectively from and after January 1, 2017, and not retroactively prior to January 1, 2017.

Passed in Council this _____ day of _____, 2016.

Mayor

Attest to:

Clerk