

VILLAGE OF McDONALD, OHIO

ORDINANCE NO. 3313-25

AN ORDINANCE FOR THE PURPOSE OF ESTABLISHING SECTION 161.21 OF THE CODIFIED ORDINANCES OF THE VILLAGE OF McDONALD, OHIO, WHICH SECTION IS ENTITLED “LATERAL HIRING”, an declaring an emergency.

WHEREAS, Chapter 161 of the Codified Ordinances of the Village of McDonald is entitled “Employment Provisions”;

WHEREAS, there is an ever changing environment affecting the ability of the Village of McDonald to attract qualified employment candidates to fulfill employment vacancies in all departments, but most notably concerning the Police Department;

WHEREAS, the Safety Committee has recommended to Village Council to offer incentives to lateral hire candidates to continue to maintain a high level of service to the public through the Village’s employees; and

WHEREAS, Council for the Village of McDonald deems it appropriate and prudent to offer incentives to lateral hire candidates for all departments, and desires to enact Section 161.21 of the Codified Ordinances entitled “Lateral Hiring”.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF McDONALD, TRUMBULL COUNTY, STATE OF OHIO, WITH AT LEAST TWO-THIRDS (2/3) OF ITS MEMBERS CONCURRING, that:

Section I. Section 161.21 of the Codified Ordinances entitled “Lateral Hiring” is hereby adopted to read as follows:

161.21 LATERAL HIRING

- (a) A “lateral transfer employee” is defined as an employee who immediately prior to being hired by the Village of McDonald was employed full-time with another Ohio political subdivision for a minimum of three (3) continuous years of service in the same or a substantially similar position for which the employee is hired by the Village, and whose employment with the previous employer was not terminated for disciplinary reasons. The lateral transfer employee shall provide satisfactory proof to the Village of the employee’s qualification as a lateral transfer employee, as determined by the head of the department in which the employee will be employed, subject to the approval of Village Council in its discretion. For purposes herein, “political subdivision” means a municipal corporation, township, county, school district, or other body corporate and politic responsible for governmental activities in a geographic area smaller than that of the State of Ohio.

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- (b) A lateral transfer employee may be hired for employment with any department of the Village of McDonald.
- (c) Notwithstanding the provisions of section 161.03:
 - (1) A lateral transfer employee having three (3) or more but less than five (5) years of continuous service with the previous employer will receive two (2) weeks of vacation on the date of hire with the Village of McDonald.
 - (2) A lateral transfer employee with more than five (5) years of continuous service with the employee's previous employer will receive three (3) weeks of vacation on the date of hire with the Village of McDonald.
 - (3) A lateral transfer employee will be permitted to utilize vacation time only after employment with the Village of McDonald for a period of ninety (90) days.
 - (4) For calculation of vacation time with the Village of McDonald pursuant to section 161.03, the lateral transfer employee will be credited with up to but not more than five (5) years of service credit (10,400 hours) determined by the number of years of continuous service with the previous employer.
- (c) Notwithstanding the provisions of section 161.091, a lateral transfer employee will be credited on the date of hire with the Village of McDonald with up to, but not exceeding, sixty (60) hours of sick leave upon satisfactory proof that the employee had accumulated and unused sick leave of equivalent hours with the employee's previous employer upon the date of separation.
- (d) Only years of service with the Village of McDonald will be used to calculate longevity pay pursuant to section 161.08. A lateral transfer employee will receive no credit toward longevity pay from employment with the employee's previous employer.
- (e) Except as set forth hereinabove, a lateral transfer employee will be subject to all probationary period requirements set forth in the Codified Ordinances, the Village's salary and wage Ordinances, and the Ohio Revised Code, unless waived by Village Council.

Section III. Any and all other Ordinances, Resolutions, sections, or parts thereof inconsistent or in conflict with the terms of this Ordinance are hereby repealed.

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Section IV. 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.

Section V. To preserve the public peace, health, welfare and safety, and for the specific reason that the Village wants to effectuate the lateral hiring option, as soon as possible, as the Village has a pressing need to hire new police officers, this Resolution is hereby declared to be an emergency measure and shall take effect and be in full legal force and effect from and after the earliest period allowed by law.

Passed in Council this 20th day of March, 2025.

Mayor

Attest to:

Fiscal Officer