

RECORD OF ORDINANCES

Ordinance No. 2020-12

Passed May 11 20 20

AN ORDINANCE AMENDING CHAPTER 240 (EMPLOYEE MANUAL OF PERSONNEL POLICIES AND REGULATIONS) OF THE BALTIMORE CODIFIED ORDINANCES AND THE DECLARATION OF AN EMERGENCY

WHEREAS, the Village desires to amend its Employee Manual of Personnel Policies and Regulations in order to temporarily suspend certain provisions related to overtime/compensatory time pay and vacation time accumulation during the Covid-19 virus pandemic; and,

WHEREAS, Rules Committee has reviewed the proposed amendments, and recommends adoption of the same by the Village; and,

WHEREAS, this ordinance needs to be adopted on an emergency basis in order to preserve the public peace, health and safety of the citizens of the Village;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL
OF THE VILLAGE OF BALTIMORE, FAIRFIELD COUNTY,
OHIO, THREE-FOURTH'S (3/4'S) OF ITS MEMBERS CONCURRING:

SECTION 1: That Section 7.6 (Overtime Pay) of Chapter 240 of the Baltimore Codified Ordinances, which currently reads as follows:

“Section 7.6 - OVERTIME PAY

Compensatory time earned is limited to twenty-four (24) hours at any given time during a calendar year. Compensatory time must be agreed upon by both the employee and the Village before the performance of the work and provided that the employee has not accrued compensatory time in excess of the minimum permitted limit applicable to the employee. An employee who has requested the use of earned compensatory time shall be permitted to use such time within a reasonable period after making the request, if the use of the compensatory time does not unduly disrupt the operations of the department. **Any employee that accrues the maximum amount of compensatory time shall be paid overtime compensation for additional overtime hours worked.** If compensation is paid to an employee for accrued compensatory time, such compensation shall be determined by the regular rate of pay earned by the employee at the time the employee receives such payment. All earned compensatory time must be paid to the employee by no later than the end of each calendar year. Hourly employees will be paid overtime or will earn compensatory time if more than forty (40) hours are worked per week or more than scheduled hours are worked per scheduled work day.” (Emphasis added)

is hereby temporarily suspended until December 31, 2020, in order to allow compensatory time in lieu of overtime pay in excess of the twenty-four (24) hours per calendar year limitation.

SECTION 2: That Section 10.5 (Vacations) of Chapter 240 of the Baltimore Codified Ordinances, which currently reads in relevant part as follows:

“Section 10.5 - VACATIONS

All vacation time should be used within one year from the employee's anniversary date. An employee may carry forward up to **two hundred and forty (240) hours** vacation time from one year to the next. **Accumulation of vacation hours at any one time shall not exceed two hundred and forty (240) hours.** This request must be in writing submitted to the Appointing Authority prior to the employee's anniversary date. Vacation time can be used in lieu of sick leave for illness or injury.” (Emphasis added)

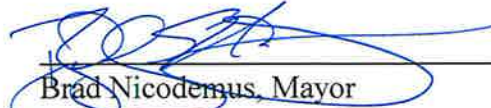
is hereby temporarily suspended until December 31, 2020, in order to allow the accumulation of vacation time in excess of the two hundred and forty (240) hours limitation.

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SECTION 3: For the reasons noted in the preamble, this ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, morals, and welfare of the citizens of Baltimore, Ohio. Therefore, this ordinance shall become effective upon its passage by Council.



Brad Nicodemus, Mayor


DATE OF PASSAGE: May 11, 2020

EFFECTIVE DATE: May 11, 2020

ATTEST: 

Brian Bibler, Fiscal Officer

SPONSOR: Cosgray

APPROVED AS TO FORM: 

Jeffrey Feyko, Village Solicitor