

RECORD OF ORDINANCES

Ordinance No. 5-8-2017-2

Passed MAY 8 20 17

AN ORDINANCE AMENDING SECTION 11 (DISCIPLINE) OF THE EMPLOYEE MANUAL OF PERSONNEL POLICIES AND REGULATIONS AND THE DECLARATION OF AN EMERGENCY

WHEREAS, the Rules Committee has recommended that Section 11 (Discipline) of the Employee Manual of Personnel Policies and Regulations be amended; and,

WHEREAS, the amendment provided for herein needs to be adopted as an emergency in order to provide for timely and expedient application of the disciplinary provisions set forth in the Employee Manual;

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 Paragraph 11.1 (General Discipline) of the Employee Manual of Personnel Policies and Regulations, which currently reads in relevant part as follows:

11.1 GENERAL DISCIPLINE

“Generally, discipline is cumulative. Each offense is considered upon deciding the next level of discipline. Progressive levels of discipline usually begin with a verbal warning for the first offense, a written warning for the second offense, three (3) working days suspension without pay for three offenses, fifteen (15) working days suspension without pay for the fourth offense, then termination for the fifth offense.”

is hereby amended and shall henceforth read as follows:

11.1 GENERAL DISCIPLINE

“Generally, discipline is cumulative. Each offense is considered upon deciding the next level of discipline. Progressive levels of discipline usually begin with a verbal warning for the first offense, a written warning for the second offense, three (3) working days suspension without pay for three offenses, fifteen (15) working days suspension without pay for the fourth offense, then termination for the fifth offense.”

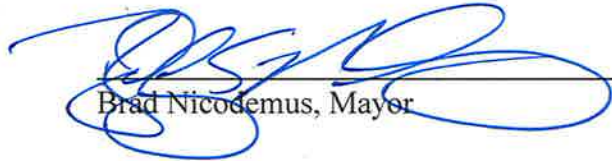
The Village recognizes that, although discipline is generally cumulative, the Village reserves the right for the Appointing Authority to suspend the disciplinary procedures and time frames set forth herein, and with the approval of Village Council, to accelerate disciplinary steps including but not being limited to immediate termination, taking into consideration the evidence provided at the disciplinary or termination meeting, and any exigent circumstances which, for the safety and well-being of the Village, require immediate and expedient disciplinary action. Whenever the provisions set forth herein conflict with any disciplinary provisions or authority specifically set forth in the Ohio Revised Code, the ORC provisions shall control.”

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SECTION 2: 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: 5-8-2017

EFFECTIVE DATE: 5-8-2017

ATTEST: 
Kathryn E. Jenkins, Fiscal Officer

SPONSOR: **KELLER**

APPROVED AS TO FORM: 
Jeffrey Feyko, Village Solicitor