

CITY OF CLAYTON, OHIO

ORDINANCE NO. O – 06 –14 - 09

AN ORDINANCE APPROVING AMENDMENT OF ARTICLE 6 SUBSECTION D ("HOLIDAYS") OF THE CITY'S PERSONNEL PRACTICES MANUAL AND DECLARING AN EMERGENCY

WHEREAS, pursuant to Charter Section 11.03, Council adopted Ordinance No. O-08-99-15 on October 7, 1999 adopting a Personnel Practices Manual; and

WHEREAS, the City Manager has recommended amendment of Article 6 Subsection D ("Holidays") in order to provide part-time personnel with pay at one and one half times the regular rate for hours worked on designated "Major Holidays".

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CLAYTON, STATE OF OHIO:

1. That Subsection D of Article 6 of the City Personnel Practices Manual and entitled, "Holidays" is hereby amended as follows (deletions in ~~strikethrough~~ and additions in **bold**):

D. Holidays

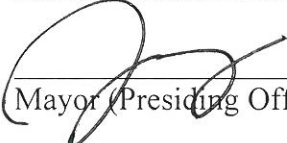
The following holidays are authorized and approved City holidays. Administrative offices will be closed for all holidays. Holidays ~~falling~~ **that occur** on a Saturday or Sunday will be recognized on Friday or Monday as determined by the City Manager. **Full time Employees** required to work on a designated holiday will be paid ~~double time~~ **twice their regular rate**. Collective bargaining agreements may specify differing holidays for affected operating departments. **Part time personnel required to work on a "Major Holiday" as outlined in the holiday listing below will be paid one and one half times their regular rate for all hours worked.**

New Year's Day (**Major Holiday**)
Martin Luther King Day
Memorial Day
Independence Day (**Major Holiday**)
Labor Day
Veterans Day
Thanksgiving Day (**Major Holiday**)
Day after Thanksgiving
Christmas Eve (**Major Holiday**)
Christmas Day (**Major Holiday**)
New Year's Eve (**Major Holiday**)

2. That the remaining provisions of Article 6 of the City Personnel Practices Manual shall remain unchanged.
3. That the City Manager is authorized to revise those portions of the Personnel Practices Manual, including the Benefits Matrix appended thereto, which are directly impacted by the above language revision to Article 6 Subsection D.
4. That in accordance with Clayton Charter Section 4.031(B) the requirement that this enactment be read on two (2) separate days is dispensed with by affirmative vote of at least five (5) of the members of Council.
5. That, unless prompt implementation of pay rates for personnel can be achieved so as to ensure continued provision of City services, public health and safety and welfare will be detrimentally affected. Accordingly, in accordance with Charter Section 4.033(A) 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 City and shall therefore be in full force and effect from and immediately upon affirmative vote of at least five (5) of the members of Council.

ADOPTED BY COUNCIL ON JUNE 19, 2014.

AUTHENTICATION:

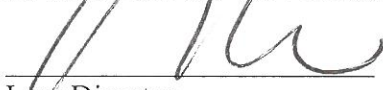


Mayor (Presiding Officer of Council)



Clerk of Council

APPROVED AS TO FORM:




Law Director

CERTIFICATION OF PUBLICATION

This shall certify that that the text of the above referenced enactment or a summary thereof was published once in the following newspaper and a summary posted in three places of public access as designated by Council.

Name of newspaper Date of publication
Englewood Independent June 26, 2014



CLERK