

ORDINANCE NO. 48-2022

TITLE: NON-BARGAINING PERSONNEL POLICY

AN ORDINANCE AMENDING ORDINANCE NO. 173-2017 TO ACHIEVE PARITY WITH THE BARGAINING UNITS FOR PERSONAL DAYS AND HOLIDAYS, AND DECLARING AN EMERGENCY.

WHEREAS, certain current collective bargaining agreements provide for more personal days and holidays than non-bargaining employee receive. It is important that parity is reached between employees, supervisors and managers for continuity of benefits, wages and scheduling.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Barberton, State of Ohio, that:

SECTION 1. That the Holiday Section and Personal Leave Section of Ordinance No. 173-2017, “Non-Bargaining Personnel Policy” which now reads as follows:

HOLIDAY PAY

Employees shall be granted holidays with pay for the following holidays:

1. January 1st (New Year Day).
2. Third Monday in January (Martin Luther King Birthday).
3. Third Monday in February (President’s Day).
4. Friday before Easter (Good Friday).
5. Last Monday in May (Memorial Day).
6. July 4th (Independence Day).
7. First Monday in September (Labor Day).
8. November 11th (Veteran’s Day).
9. Fourth Thursday in November (Thanksgiving Day).
10. Fourth Friday in November.
11. December 24th (Christmas Eve).
12. December 25th (Christmas Day).

PERSONAL LEAVE

Employees shall be eligible for two (2) personal days during the first year of their employment after completing their probationary period and every January 1, thereafter without deduction of any other accrued leaves. Personal days shall be scheduled three (3) days in advance and must be approved by a supervisor. Approval shall not be unreasonably withheld and shall be predicated solely upon the operational needs of the department. Personal leave is not cumulative and must be used in the year earned or forfeited.

BE AND THE SAME IS HEREBY AMENDED TO READ AS FOLLOWS:

HOLIDAY PAY

Employees shall be granted holidays with pay for the following holidays:

1. January 1st (New Year Day).
2. Third Monday in January (Martin Luther King Birthday).
3. Third Monday in February (President’s Day).
4. Friday before Easter (Good Friday). – **Floating Holiday**
5. Last Monday in May (Memorial Day).
6. **June 19th (Juneteenth)**
7. July 4th (Independence Day).
8. First Monday in September (Labor Day).
9. November 11th (Veteran’s Day).
10. Fourth Thursday in November (Thanksgiving Day).
11. Fourth Friday in November.
12. December 24th (Christmas Eve).
13. December 25th (Christmas Day).
14. **Floating Birthday (prior approval from supervisor)**

PERSONAL LEAVE

Employees shall be eligible for ~~two (2)~~ **three (3) personal days** during the first year of their employment after completing their probationary period and every January 1, thereafter without deduction of any other accrued leaves. **One personal day will be unrestricted whereas two (2) of the** personal days shall be scheduled three (3) days in advance and must be approved by a supervisor. Approval shall not be unreasonably withheld and shall be predicated solely upon the operational needs of the department. Personal leave is not cumulative and must be used in the year earned or forfeited.

SECTION 2. That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public in compliance with the law.

SECTION 3. This ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, convenience and welfare of the City of Barberton and the inhabitants thereof, to achieve parity between non-bargaining employees and bargaining unit employees in 2022, and provided it receives the necessary votes required by the City Charter, shall be in full force and effect from and after its passage and approval; otherwise to be in full force and effect from and after the earliest period allowed by law.

Passed APRIL 11, 2022

Clerk of Council

President of Council

Approved _____ 2022

Mayor