

ORDINANCE NO. 2015-1

**AN ORDINANCE
AMENDING SECTION 145.07 OF THE CODIFIED ORDINANCES
OF THE VILLAGE OF WAITE HILL, OHIO, TO MODIFY THE
VILLAGE'S SICK LEAVE POLICY, AND DECLARING AN
EMERGENCY.**

WHEREAS, Council desires to amend Section 145.07 of the Codified Ordinance to amend the Village's sick leave policy for full-time employees.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF WAITE HILL, LAKE COUNTY, STATE OF OHIO:

SECTION 1. That existing Section 145.07, Sick Leave, is amended to read and provide, in its entirety, as follows:

“145.07 SICK LEAVE.

Sick leave is granted to full-time employees of the Village, subject to the following requirements:

- (a) Sick Leave. Subsequent to the first year of service, and in any twelve (12) month period thereafter, a full-time employee may use up to six (6) weeks of paid sick leave and another six (6) weeks of unpaid sick leave.
- (b) Use of Sick Leave.
 1. Sick leave may be used by a full-time employee only to attend to an employee's illness or injury and the employee shall document with the Village the illness or injury necessitating such leave with a report from the employee's medical professional.
 2. Sick leave may be taken on an intermittent basis or as part of a reduced work schedule, with the approval of the employee's supervisor, so as to cause the least disruption to the performance of work.
 3. Employees may not perform work for themselves or another employer while away on or otherwise using sick leave.
 4. Unpaid sick leave shall be used contemporaneously with any other paid leave that is due the employee (e.g. compensatory time, vacation leave or holiday leave).
- (c) Job Protection. Upon return from sick leave, the full-time employee shall be reinstated to the same or equivalent position, with the same pay, benefits, and terms and conditions of employment. Nothing herein shall be construed as prohibiting Village from employing a replacement to fulfill an employee's responsibilities while the employee is on sick leave. Employees returning from sick leave shall be required to provide a fitness for duty certification from their healthcare provider.

- (d) Rights After Exhaustion of Sick Leave. Full-time employees who are unable to return to work, and have exhausted their available sick leave and all other leaves granted by the Village, shall have no job protection, right to reinstatement, or any other benefits that are available to Village employees unless otherwise required by law.”

SECTION 2. That existing Section 145.07 of the Codified Ordinances of Waite Hill, Ohio, and any ordinances in conflict with this ordinance, are repealed.

SECTION 3. That actions of this Council concerning and relating to the passage of this legislation were adopted in an open meeting of this Council and that all deliberations of this Council and of any of its committees that resulted in such formal action were held in compliance with all legal requirements including Chapter 107 of the Codified Ordinances of the Village of Waite Hill.

SECTION 4. That this Ordinance constitutes an emergency measure in that the same provides for the immediate preservation of the public peace, health, safety and welfare of the inhabitants of the Village of Waite Hill and, further, provides for the usual daily operation of a municipal department and the compensation of municipal employees; wherefore, this Ordinance shall be in full force and effect from and after its adoption and approval by the Mayor.

PASSED: _____, 2015

Council President

Submitted to the Mayor
for his approval on this
_____ day of _____, 2015

Approved by the Mayor

ATTEST:

_____, 2015

Clerk-Treasurer

Mayor