

# CITY OF OBERLIN, OHIO

## ORDINANCE No. 21-55 AC CMS

### AN ORDINANCE APPROVING AMENDMENTS TO THE CITY OF OBERLIN EMPLOYEE POLICY MANUAL AS AN EMERGENCY MEASURE

WHEREAS, The City of Oberlin Adopted an Employee Manual known then as the Human Resources Policy Manual on October 7, 2003; and

WHEREAS, The Manual, now titled the “City of Oberlin Employee Policy Manual,” has been amended on ten occasions, since its adoption in 2003 to ensure that the City’s human resources practices are in compliance with current law and to provide for the benefit of Oberlin City employees; and,

WHEREAS, Council for the City of Oberlin desires to amend the Employee Policy Manual to assure that current practices are accurately reflected in the Manual and are otherwise in compliance with the law, to clarify the provision of certain employee benefits and to otherwise provide for the well-being of Oberlin City Employees.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Oberlin, County of Lorain, and State of Ohio:

SECTION 1. That the amended Employee Policy Manual for the City of Oberlin, Ohio is attached as Exhibit A and incorporated herein is hereby approved.

SECTION 2. It is hereby found and determined that all formal actions of this Council concerning or relating to the adoption of this ordinance 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 actions, were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 3. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the citizens of the City of Oberlin, Ohio, or to provide for the usual daily operation of a municipal department, to wit: to update the City of Oberlin Employee Policy Manual as soon as possible in order to ensure the orderly and efficient operation of the municipality and provided that it is elevated to emergency status by the affirmative vote of at least five members of Council and receives the affirmative vote of at least five members of Council upon final passage, it shall go into full force and effect from and immediately after its passage; otherwise, it shall take effect at the earliest period allowed by law.

PASSED: 1st Reading: August 16, 2021

2nd Reading: \_\_\_\_\_

3rd Reading: \_\_\_\_\_

ATTEST:



BELINDA B. ANDERSON, MMC  
CLERK OF COUNCIL



LINDA SLOCUM  
PRESIDENT OF COUNCIL

POSTED: 08/17/2021

EFFECTIVE DATE: 08/16/2021