

CITY OF OBERLIN, OHIO

ORDINANCE NO. 26-19 AC CMS

AN ORDINANCE AMENDING THE CITY OF OBERLIN EMPLOYEE POLICY MANUAL TO GO INTO IMMEDIATE EFFECT

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 twelve 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 City of Oberlin 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 City of Oberlin 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 with all provisions taking effect upon passage.

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.

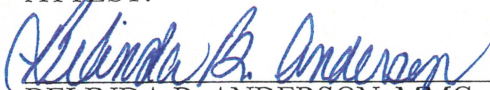
SECTION 3. To amend the City of Oberlin Employee Policy Manual to ensure the orderly and efficient operation of the municipality and provided that at least five (5) members of Council determine by motion, this Ordinance shall go into full force and effect immediately after its passage; otherwise, it shall take effect on the earliest date allowed by law.


PASSED: 1st Reading: March 16, 2026

2nd Reading: April 6, 2026

3rd Reading: April 20, 2026

ATTEST:


BELINDA B. ANDERSON, MMC
CLERK OF COUNCIL


EBONI A. JOHNSON
PRESIDENT OF COUNCIL

POSTED: 04/21/2026

EFFECTIVE DATE: 05/20/2026