1st Reading, March 11, 2024
Tabled: March 11, 2024
Remained Tabled April 8, 2024
Remained Tabled April 22, 2024
Remained Tabled May 13, 2024
Remained Tabled May 28, 2024
Removed from Table June 24, 2024
Postponed Indefinitely June 24, 2024
(Strikes from agenda forever)
Introduced by: Mayor Britton

ORDINANCE NO. 7 - 2024

AN ORDINANCE AMENDING THE CODIFIED ORDINANCES OF MADISON VILLAGE, OHIO, SECTION 131.15, SICK LEAVE, TO PERMIT ELIGIBLE EMPLOYEES TO CONVERT UNUSED SICK TIME UPON SEPARATION FROM EMPLOYMENT.

WHEREAS, the Council opines that it is sound employee management to permit eligible Village employees to convert to a cash paymenrt ther accrued unused sick time leave upon their separation from employment for a qualified event.

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

SECTION 1. That § 131.15 of the Codified Ordinances of Madison Village, Ohio is hereby amended as shown herein below with all current text to be striken shown with a single line drawn through same (to wit: ~~xxxx~~) and the amendments and replacement text shown in bold (to wit: **xxxx**):

131.15 SICK LEAVE.

(A) Crediting of sick leave. Sick leave shall be earned by full time employees at the rate of 0.0575 per hour for all hours worked up to 4.6 hours per pay period.

(B) Sick leave accumulated during authorized absences. Employees absent from work on authorized holidays or vacation leave shall continue to accumulate sick leave at the rate prescribed in division (A) of this section.

(C) Use of sick leave. An employee eligible for sick leave with pay may use sick leave for absence due to personal illness, injury, exposure to contagious diseases which could be communicated to other employees, illness or injury, or in the event any of these circumstances occur to an immediate family member, as defined in § 131.09(C). Sick leave may not be used for any other reason.

(D) Notification by the employee. When an employee is unable to work, he or she shall notify the immediate supervisor immediately but in no event later than one (1) hour before the time the employee is scheduled to report to work. Failure to do so may be cause for denial of sick leave with pay for the period of time absent.

(E) Evidence required for sick leave usage. Proof of illness or injury to substantiate a request for any sick leave pay may be requested by the Administrator, or his/her designee, for an absence

of more than three (3) days, if, in the judgment of the Administrator, or his/her designee, such that the employee's (or, when applicable, their immediate family member's) physical condition prevented the employee from performing the duties of the employee's position (or, when applicable, required the employee to attend to the needs of their immediate family member). The Village reserves the right to have the employee submit to a medical examination, at the Village's cost, to confirm any illness. Any employee fraudulently obtaining sick leave may be subject to disciplinary action.

(F) Sick leave conversion. Full time employees with ~~fifteen (15)~~ **ten (10)** or more years of service who retire, become disabled, or are separated from employment for reasons other than discharge for cause may elect at the time of retirement, disability, or separation to be paid in cash for ~~one-half of~~ the value of any unused sick leave the employee has accumulated **based upon (i) the employee's years of service as set forth in the table below, and, (ii)** not to exceed ~~two hundred and forty (240) hours~~ **the percentage set forth in the table below which corresponds to the employee's years of service subject, however, to any cap stated in the table. The cash payout shall be calculated at the rate of the employee's current rate of compensation at the time of retirement, disability, or other qualified separation from employment.**

LENGTH OF SERVICE (in years)	Eligible Percentage of Unused Sick Leave
25 or more	100
20	75
15	50
10	50 subject however to a cap of no greater than 240 unused hours eligible for cash payment

SECTION 2. That publication of this Ordinance shall occur in book form containing the certification of the President of Council and Fiscal Officer of its correctness.

SECTION 3. 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 all legal requirements, including § 121.22 of the Ohio Revised Code.

SECTION 4. That this Ordinance shall take effect at the earliest time allowed by law.

PASSED:

1st Reading: March 11, 2024

Mark V. Vest
President of Council

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Attested:

_____
Kristie Crockett,
Fiscal Officer / Clerk of Council

Approved:

_____ _____
Sam Britton, Jr., Date
Mayor