

**VILLAGE OF SOUTH LEBANON, OHIO  
ORDINANCE NO. 2021-7**

**AN ORDINANCE APPROVING THE OPTION TO ALLOW PRIOR SERVICE WITH  
THE STATE OF OHIO OR ITS POLITICAL SUBDIVISIONS FOR THE PURPOSE  
OF VACATION ACCRUAL, AND DECLARING AN EMERGENCY**

**WHEREAS**, in accordance with Ohio Revised Code (ORC) § 9.44, the Village's Personnel Policy Manual (PPM) states that "Full-time employees will only have prior service with the Village of South Lebanon counted towards leave accrual"; and,

**WHEREAS**, in the process of recruiting qualified candidates for open positions within the Village, many candidates have prior service with the State of Ohio or one of its political subdivisions; and,

**WHEREAS**, on a case-by-case basis, it may be an appropriate incentive to allow prior service with the State of Ohio or a political subdivision of the State of Ohio for the purposes of vacation accrual to a prospective employee; and,

**WHEREAS**, it is within the Village Council's authority to allow this incentive; and

**WHEREAS**, immediate action is needed for the purpose of offering this incentive to a prospective employee, and such action is necessary in order to preserve the public peace, health, safety or welfare of the Village.

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the Village of South Lebanon, Ohio, at least two-thirds of all members elected thereto concurring:

**Section 1.** That the Village Council approves the option to allow prior service with the State of Ohio or one of its political subdivisions for the purpose of vacation accrual for a prospective employee upon the recommendation of the Appointing Authority and approval of the Village Council.

**Section 2.** That the employee's hire date with the Village of South Lebanon shall be used as the anniversary date for further vacation accrual.

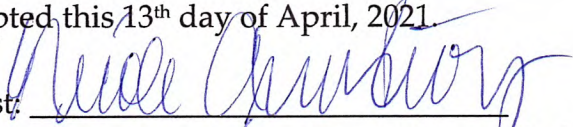
**Section 3.** That the provisions of this Ordinance shall be incorporated into the Village's Personnel Policy manual.

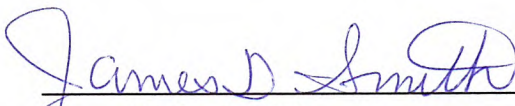
**Section 4.** That the recitals contained within the Whereas Clauses set forth above are incorporated by reference herein.

**Section 5.** That this Ordinance is hereby declared to be an emergency measure in accordance with Ohio Rev. Code § 731.30 for the immediate preservation of the public peace, health, safety and general welfare; and, this Ordinance shall be in full force and effective immediately upon its passage.

**Section 6.** That it is found and determined that all formal actions of the Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of Council in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Adopted this 13<sup>th</sup> day of April, 2021.

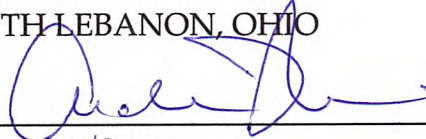
Attest:   
Nicole Armstrong, Fiscal Officer/Clerk

  
James D. Smith, Mayor

Rules Suspended: / /2021 (if applicable)	Effective Date – / /2021
Vote - <u>5</u> Yeas ___ Nays	
First Reading – / /2021	Effective Date – / /2021
Second Reading – / /2021	
Third Reading – / /2021	
Vote - ___ Yeas ___ Nays	

Prepared by and approved as to form:

ANDREW P. MEIER  
VILLAGE SOLICITOR  
SOUTH LEBANON, OHIO

By:   
Date: 4/13/2021