

VILLAGE OF SOUTH LEBANON, OHIO  
ORDINANCE NO. 2020-24

AN ORDINANCE AMENDING ORDINANCE 2016-13 IN ITS ENTIRETY  
REGARDING THE TEXT OF THE VILLAGE OF SOUTH LEBANON'S  
PERSONNEL POLICY AND PROCEDURE MANUAL

**WHEREAS**, with the assistance of human resources consultant Clemans Nelson & Associates, the Village created and the Council approved Ordinance No. 2007-15 on November 20, 2007, and subsequently amended by Ordinance No. 2016-13 on November 3, 2016, placing in effect the Village's Personnel and Policy Procedure Manual for the Village's employees; and

**WHEREAS**, Clemans Nelson & Associates recently reviewed and recommended certain text amendments to the Village's Personnel Policy and Manual; and,

**WHEREAS**, the Village's Personnel Committee and this Council have reviewed and approved the recommended changes by Clemans Nelson & Associates, as well as made additional recommendations incorporated by the Village Personnel Committee and Village staff.

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the Village of South Lebanon, at least a majority of all members elected thereto concurring:

**Section 1.** That the Council does hereby amend Ordinance No. 2016-13 in its entirety and adopts the amended Village's Personnel Policy and Procedure Manual, a copy of which is attached hereto and incorporated herein by reference.

**Section 2.** That the recitals contained within the Whereas Clauses set forth above are incorporated by reference herein.

**Section 3.** That it is found and determined that all formal actions of the Council concerning and relating to passing this Resolution 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 5<sup>th</sup> day of November, 2020.

Attest: Nicole Armstrong  
Nicole Armstrong, Fiscal Officer/Clerk

James D. Smith  
James D. Smith, Mayor

Rules Suspended: / /2020 (if applicable)	Effective Date – / /2020
Vote - ____ Yeas ____ Nays	
First Reading – 10/15/2020	Effective Date – / /2020
Second Reading – 10/20/2020	
Third Reading – 11/5/2020	
Vote - 6 Yeas ____ Nays	

Prepared by and approved as to form:

PAUL R. REVELSON  
VILLAGE SOLICITOR  
SOUTH LEBANON, OHIO

By: \_\_\_\_\_  
Date: 11/5/2020