

VILLAGE OF SOUTH LEBANON, OHIO
ORDINANCE NO. 2016- 13

AN ORDINANCE AMENDING ORDINANCE NO. 2007-15 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 Village Ordinance No. 2007-15 on November 20, 2007, placing in effect the first Personnel Policy and 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 Procedure Manual in order to comply with new employment laws; 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; and,

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

Section 1. That the Council does hereby amend Resolution No. 2007-15 in its entirety, with the attached copy hereto which is incorporated by reference herein being approved as the Village's Personnel Policy and Procedure Manual.

Section 2. That the Council is acting in its legislative capacity in adopting this Ordinance.

Section 3. That the recitals contained within the Whereas Clauses set forth above are incorporated by reference herein.

Section 4. 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 day of , 2016.

Attest: Sharon Louallen James D. Smith
Sharon Louallen, Fiscal Officer/Clerk James D. Smith, Mayor

Rules Suspended: / /2016 (if applicable)	Effective Date - / /2016
Vote - Yeas Nays	
First Reading - <u>10/6/2016</u>	Effective Date - / /2016
Second Reading - <u>10/20/2016</u>	
Third Reading - <u>11/3/2016</u>	
Vote - <u>6</u> Yeas Nays	

Prepared by and approved as to form:

PAUL R. REVELSON
VILLAGE SOLICITOR
SOUTH LEBANON, OHIO

By: [Signature]
Date: 11/3/16