

AN ORDINANCE AMENDING CODIFIED ORDINANCE SECTION 260.02, ENTITLED VACATIONS AND CODIFIED ORDINANCE SECTION 260.06, ENTITLED HOLIDAYS.

WHEREAS, the Avon Lake Municipal Utilities Board recommended amending Codified Ordinance Chapter 260; and

WHEREAS, Council coming now to consider said recommendation approves it in full.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF  
THE CITY OF AVON LAKE, STATE OF OHIO:

Section No. 1: That Codified Ordinance Section 260.02 Vacations is hereby amended as follows:

(i) Pursuant to the current standing provisions in the multiple CBAs currently in effect the following shall apply to non-bargaining, full-time, employees:

(1) Non-bargaining full-time employees who have had prior service (full- or part- time) with the City of Avon Lake and/or any other municipal agency(ies) with the State of Ohio, shall be credited such time for the purposes of calculating vacation time; such calculations shall equal the provisions of the current Collective Bargaining Agreements. Such credit shall be restricted to the past ten years as outlined union CBA.

(2) Non-bargaining, full-time employees, who have served in any branch of the United States military and who have received an honorable discharge, shall receive credit for vacation time calculated (above). Active-duty time will be used for the basis of such calculations and such time shall be restricted to the past ten years in keeping with the intent of division (a) above. Active duty will be defined for these purposes as time listed on the official DD 214 discharge paperwork itemized as "active duty."

(3) Additional credit for prior municipal (Ohio) and/or military service shall not have a greater benefit than current unionized employees.

**(x) Pursuant to the current standing provisions in the Municipal Utilities CBA currently in effect the following shall apply to non-bargaining, full-time, employees:**

**(1) Non-bargaining full-time Municipal Utilities employees shall be entitled to vacation credit or prior service credit for tenure with another County appointing authority, the state, or other political sub-division of the State of Ohio. Proof of prior employment by another employer shall be in the form of a notarized letter from the employer stating service dates or**

certified service credit report from Ohio Public Employee Retirement System (OPERS). Such credit shall be restricted to the previous twenty (20) years of service.

Section No. 2: That Codified Ordinance Section 260.06 Holidays is hereby amended as follows:

(d) All other full-time non-bargaining Municipal Utilities employees shall be entitled to the following holidays:

New Year's Day	Labor Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Eve
Christmas Day	
<del>Four</del> Five personal holidays after the first anniversary of employment	

Section No. 3: That 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 which 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 No. 4: That this Ordinance shall be in full force and effect from and after the earliest period allowed by law.

PASSED: 2/27/2023

/s/ Martin E. O'Donnell

President of Council

POSTED: 3/03/2023

APPROVED: 2/28/2023

ATTEST: /s/ Valerie E. Rosmarin

Clerk of Council

/s/ Gregory J. Zilka

Mayor