



Introduced: 08/21/23
Revised:
Adopted:
Effective:

CITY OF PATASKALA

ORDINANCE 2023-4451

AN ORDINANCE AMENDING SECTIONS 8.06(B) AND (C)(1) OF THE CITY OF PATASKALA EMPLOYEE HANDBOOK & POLICY MANUAL (SICK LEAVE USE AND ACCRUAL)

WHEREAS, Section 3.01(a)(4) of the Charter of the City of Pataskala permits Council, by Ordinance or Resolution, to regulate public employment with the City of Pataskala; and

WHEREAS, with Ordinance 2006-3671, Council for the City of Pataskala created, established, and adopted the Employee Handbook & Policy Manual; and

WHEREAS, the last major amendment to the Employee Handbook & Policy Manual took place on September 6, 2022 with Ordinance 2022-4426; and

WHEREAS, the City of Pataskala agreed to change its sick leave policy as part of recently approved collective bargaining agreements with the Fraternal Order of Police, Ohio Patrolmen's Benevolent Association, and the United Steel Workers; and

WHEREAS, Council for the City of Pataskala now wants to again amend and update the City of Pataskala Employee Handbook & Policy Manual to include the sick leave policy changes for those employees not represented by a bargaining unit.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF PATASKALA, COUNTY OF LICKING, STATE OF OHIO, A MAJORITY OF ALL MEMBERS ELECTED OR APPOINTED THERETO CONCURRING, THAT:

Section 1: Section 8.06 (b) (Sick Leave Accrual) of the *Employee Handbook & Policy Manual* shall be amended to increase the bi-weekly sick leave accrual rate for all non-union employees and Directors from 3.076 hours per pay period (80 hours per year) to 4.615 hours per pay period (120 hours per year).

Section 2: Section 8.06 (c)(i) (Use of Sick Leave) of the *Employee Handbook & Policy Manual* shall be amended to read as follows:

- (i) employee's personal illness, pregnancy, *during the first four (4) weeks following the birth of an employee's child or during the first four (4) weeks following the placement of child for adoption by the employee*, injury, exposure to contagious disease which could be communicated to other employees; or.

Section 3: All other sections and subsections of the City of Pataskala Employee Handbook & Policy Manual shall remain unchanged, in effect, and enforceable.

Section 4: It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of Council and that all deliberations of the Council and any of the decision-making bodies of the City of Pataskala which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements of the State of Ohio.

Section 5: This Ordinance shall become effective from and after the earliest period allowed by the Charter of the City of Pataskala.

ATTEST:

Jessica Cumbo, Interim Clerk of Council

Michael W. Compton, Mayor

Approved as to form:

Brian M. Zets, Law Director