

ORDINANCE NO. 129-24

AN ORDINANCE AMENDING SECTION 1 OF SECTION 31.13 OF THE SALARIES AND BENEFITS CODE OF THE CITY OF MEDINA, OHIO RELATIVE TO VACATION FOR EXPERIENCED HIRES.

WHEREAS: Section 31.13, Section 1 of the Salaries and Benefits Code of the City of Medina, Ohio presently reads as follows relating to Vacation:

SECTION 31.13 VACATION

Section 1. Effective December 1, 2020, each full-time employee shall earn and be entitled to paid vacation in accordance with the following schedule:

- A. An employee with less than five (5) years of service shall earn vacation with pay at the rate of 3.077 hours per pay period with a maximum earning of two (2) basic work weeks, and may carry over a maximum of 160 hours of earned vacation.
- B. An employee with five (5) years, but less than eleven (11) years of service shall earn vacation with pay at the rate of 4.615 hours per pay period with a maximum earning of three (3) basic work weeks, and may carry over a maximum of 240 hours of earned vacation.
- C. An employee with eleven (11) years, but less than twenty (20) years of service, shall earn vacation with pay at the rate of 6.154 hours per pay period (with a maximum earning of four (4) basic work weeks, and may carry over a maximum of 320 hours of earned vacation.
- D. An employee with twenty (20) or more years of service shall earn vacation with pay at the rate of 7.692 hours per pay period with a maximum earning of five (5) basic work weeks, and may carry over a maximum of 400 hours of earned vacation.
- E. Employees will not be permitted to carry over vacation into the succeeding calendar year beyond the carryover limits set forth above in this section, in paragraphs A-D.
- F. For employees on a leave of absence, lay-off, or a period of termination service time will not be accumulated during such leave of absence, lay-off, or period of employment termination.
- G. Credited Service. For all employees hired after January 1, 1992 only service as a full-time employee of the City of Medina will be credited for purposes of vacation eligibility.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MEDINA, OHIO:

SEC. 1: That Section 31.13, Section 1 of the Salaries and Benefits Code of the City of Medina, Ohio shall be amended to read as follows pertaining to Vacation, with the addition of NEW sections H, I and J as follows:

SECTION 31.13 VACATION

H. Subject to the discretion of the Board of Control, a new hire with significant relevant experience (generally 5-10 years) shall earn vacation time as follows:

- 1. The new employee shall be granted two (2) weeks vacation upon employment.**
- 2. Such employees shall not accrue vacation for their first year of employment.**
- 3. Upon completing one (1) year of service with the City, such employees shall begin accruing vacation in accordance with sections A through G.**
- 4. An employee hired under this section whose employment with the city is terminated within one (1) year of hire date shall repay the City for any vacation time used that would not have been earned at the normal accrual rate and shall not be eligible for vacation benefits for employment termination under Section 3.**

I. Subject to the discretion of the Board of Control, a new hire with substantial relevant experience (generally ten or more years) shall earn vacation time as follows:

- 1. The new employee shall be granted three (3) weeks vacation upon employment.**
- 2. Such employees shall not accrue vacation for their first year of employment.**
- 3. Such employees from their one (1) year anniversary with the City through ten (10) years with the City shall earn vacation with pay at the rate of 4.615 hours per pay period with a maximum earning of three (3) basic work weeks, and may carry over a maximum of 240 hours of earned vacation.**
- 4. Upon completion of eleven (11) years of service with the City, such employees shall earn vacation in accordance with Sections C through G.**
- 5. An employee hired under this section whose employment with the City is terminated within one (1) year of hire date shall repay the City for any vacation time used that would not have been earned at the normal accrual rate and shall not be eligible for vacation benefits for employment termination under Section 3.**

J. For employees hired after July 1, 2022, the Board of Control shall have the discretion to apply either of the above sections to them as determined by the Board.

SEC. 2: That it is 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 this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with the law.

SEC. 3: That this Ordinance shall be considered in full force and effect at the earliest period allowed by law.

PASSED: _____

SIGNED: _____
President of Council

ATTEST: _____
Clerk of Council

APPROVED: _____

SIGNED: _____
Mayor

Effective date: July 24, 2024