

ORDINANCE NO.: 24-1232

**AN ORDINANCE TEMPORARILY AMENDING THE PERSONNEL POLICY
MANUAL
CONCERNING THE MARCH 14, 2024 EMERGENCY RESPONSE
FOR THE VILLAGE OF RUSSELLS POINT, LOGAN COUNTY, OHIO AND
DECLARING AN EMERGENCY**

WHEREAS, On March 14, 2024, the Village of Russells Point, along with other areas within Logan County, experienced significant impact of property, personnel, and equipment because of the severe weather event; and

WHEREAS, The Village of Russells Point, Logan County, and the Governor of Ohio have all declared a state of emergency related to the March 14, 2024 severe weather event; and

WHEREAS, To preserve the health, safety and welfare of Village residents and businesses, and to preserve the ongoing and very demanding operations undertaken by Village staff to continue to provide services to the community in the wake of the storm, the Village of Russells Point finds it necessary to temporarily amend the Village's Personnel Policy Manual, Section 4.08 – OVERTIME / COMPENSATORY TIME, to appropriately compensate its employees working storm recovery effort overtime hours; and

WHEREAS, Given the number of hours employees are working, it is not reasonable under these unique circumstances that employees will be able to use compensatory time per Section 4.08(A)(2).

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF RUSSELLS POINT, LOGAN COUNTY, OHIO THAT:

SECTION 1: This temporary amendment will expire on March 11, 2025 if not earlier repealed by official action of Council, to Section 4.08:

OVERTIME / COMPENSATORY TIME

SECTION 4.08

- A. Any employee may be required to work in excess of the normal workday or workweek schedule to fulfill the operational demands of the village. All employees who are not exempt from overtime provisions of the Fair Labor Standards Act (FLSA) shall be credited with compensatory time or paid at the rate of one and one-half (1½) times the employee's regular hourly rate of pay for all hours worked in excess of 40 hours in any workweek. Payout and crediting of compensatory time will be determined as follows:
1. If the employee has worked ten (10) or less overtime hours in a pay period, the employee shall be paid.

2. If the employee has worked over ten (10) overtime hours in a pay period, the employee shall be paid for ten (10) hours of overtime and credited with compensatory time for the remaining overtime hours. **This subsection does not apply to overtime hours worked by any Village employee related to the March 14, 2024 severe weather event emergency recovery efforts. Employees must specifically designate which overtime hours worked are related to the severe weather event emergency recovery efforts.**

The village may declare FLSA 207(K) partial exemption work periods for law enforcement personnel. If such exemption is declared, law enforcement personnel will be credited with compensatory time for overtime hours in accordance with the FLSA 207(K) schedule. Employees may accrue a maximum of 40 hours of compensatory time (i.e., 26 2/3 hours overtime at time and one-half (1½)). Once the employee has exceeded the 40 hours of accrued compensatory time, any subsequent vacation and floating holiday leave requests will be denied until such time as the compensatory time is reduced to 40 hours. The village fiscal officer shall provide a Notice of Excessive Compensatory Time (Form 21) to employees who have exceeded the 40 hour maximum compensatory leave time balance.

SECTION 2: 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 Village of Russells Point 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 3: This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety in the Village of Russells Point, specifically to provide for its community in response to March 14, 2024 severe weather emergency recovery efforts and retroactively goes into effect on March 14, 2024.

Passed in Council this _____ day of _____ 2024.

Robin Reames, Mayor

ATTEST: _____

Vanessa Stidam, Fiscal Officer

APPROVED:

Approved as to form this ____ day of _____ 2024.

Lynnette Dinkler, Esq.
Village Solicitor