

**VILLAGE OF HOLLAND, LUCAS COUNTY, OHIO
ORDINANCE NO. 23-2022**

AN ORDINANCE AMENDING SECTION 105.01 AND CREATING NEW SECTIONS 105.063, 105.19 AND 105.22 OF THE VILLAGE OF HOLLAND CODIFIED ORDINANCES.

WHEREAS, the Council of the Village of Holland, Ohio finds that changes need to be made in Section 105.01 and new Sections 105.063, 105.19 and 105.22 of the Codified Ordinances of the Village of Holland, Ohio be created,

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF HOLLAND, OHIO, THAT:

SECTION 1. Section 105.01 of the Codified Ordinances of the Village of Holland is hereby amended by interlineation and shall read as follows.

105.01 COMPENSATION

The compensation for the following officers and employees of the Village of Holland shall be as set forth below. All other positions and portions of 105.01 remain unchanged.

| | | Hourly Rates |
|----------------------------|-----------------|---------------------------|
| Position | Comments | Effective 1/1/2023 |
| Police Chief | After 2 years | 36.86 |
| | After 1 year | 36.36 |
| | Starting | 35.86 |
| Police lieutenant | After 2 years | 34.67 |
| | After 1 year | 34.17 |
| | Starting | 33.67 |
| Police sergeant | After 2 years | 32.67 |
| | After 1 year | 32.17 |
| | Starting | 31.67 |
| Police Officer | After 5 years | 30.67 |
| | After 4 years | 29.14 |
| | After 3 years | 27.92 |
| | After 2 years | 26.69 |
| | After 1 year | 25.47 |
| | Starting | 24.24 |
| Auxiliary Police Officer | After 5 years | 21.95 |
| | After 4 years | 21.36 |
| | After 3 years | 20.76 |
| | After 2 year | 20.18 |
| | After 1 year | 19.58 |
| | Starting | 18.99 |
| Maintenance Superintendent | After 2 years | 30.89 |
| | After 1 year | 30.39 |
| | Starting | 29.89 |

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| | | |
| Assistant maintenance superintendent | After 2 years | 29.45 |
| | After 1 year | 28.95 |
| | Starting | 28.45 |
| | | |
| Maintenance worker 1 | After 5 years | 27.45 |
| | After 4 years | 25.95 |
| | After 3 years | 24.73 |
| | After 2 years | 23.50 |
| | After 1 year | 22.28 |
| | Starting | 21.06 |
| | | |
| Maintenance worker 2 | After 5 years | 18.28 |
| | After 4 years | 17.69 |
| | After 3 years | 17.09 |
| | After 2 years | 16.50 |
| | After 1 year | 15.91 |
| | Starting | 15.31 |
| | | |
| Part time maintenance | | 12.38 |
| | | |
| Seasonal part time maintenance | | Current minimum wage |
| | | |
| Clerk-Treasurer | After 5 years | 29.45 |
| | After 4 years | 27.93 |
| | After 3 years | 26.71 |
| | After 2 years | 25.48 |
| | After 1 year | 24.26 |
| | Starting | 23.03 |
| | | |
| Administrative Assistant | After 5 years | 26.99 |
| | After 4 years | 25.50 |
| | After 3 years | 24.27 |
| | After 2 years | 23.05 |
| | After 1 year | 21.82 |
| | Starting | 20.60 |
| | | |
| Office Assistant full-time | After 5 years | 20.25 |
| | After 4 years | 19.75 |
| | After 3 years | 19.25 |
| | After 2 years | 18.75 |
| | After 1 year | 18.25 |
| | Starting | 17.75 |
| | | |
| Office assistant – part time | After 5 years | 17.40 |
| | After 4 years | 16.17 |

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| | After 3 years | 14.86 |
| | After 2 years | 14.26 |
| | After 1 year | 13.68 |
| | Starting | 13.07 |
| | | |
| Village attorney | | 80.36 |
| | | |
| | | Monthly Rates |
| Position | Comments | Effective 1/1/2023 |
| Mayor | | 1,252.04 |
| | | |
| President of Council | | 443.19 |
| | | |
| Council member | | 405.71 |
| | | |
| Plan Commission | | 45.00 |

SECTION 2. Section 105.063 of the Codified Ordinances of the Village of Holland is hereby created to read as follows:

105.063 SICK LEAVE CASH OUT (YEARLY)

Employees may cash out up to a total of 40 hours each calendar year of sick time if they have not taken more than 5 days of sick time (40 hours) during the prior calendar year, and the employee maintains a minimum accumulated balance of 960 hours of sick time, after such payment, in their sick time bank to be eligible for a payout. An employee must submit a request for a cash out of sick time hours to their immediate supervisor, who will forward the request to the Clerk-Treasurer. The request must be submitted by January 15th for the prior calendar year, with approved payment being made no later than the first pay period in February. For purposes of this section, a calendar year is January 1st through December 31st. This policy is effective beginning on January 1, 2023 and employees may make a request for cash out payments beginning January 2024.

SECTION 3. Section 105.19 of the Codified Ordinances of the Village of Holland is hereby created to read as follows:

105.19 PARENTAL LEAVE OF ABSENCE

Employees employed by the Village of Holland may request up to a maximum of twelve (12) weeks paid parental leave of absence, to the extent of such employee’s accumulated vacation, sick and compensatory leave, or a combination thereof. If an employee does not have twelve (12) weeks of accumulated time or if the employee requests and is approved for time off in excess of twelve (12) weeks, the employee may request unpaid parental leave. All parental leave of absences, regardless if the leave is paid or unpaid, must be submitted to the Mayor, who shall approve or deny the request and forward it to the Clerk-Treasurer. Employees shall continue to earn their seniority and receive their healthcare benefits while specifically on an approved parental leave of absence. All parental leave of absences, regardless if it is paid or unpaid, will not affect an employee's longevity pay. Parental leave shall be leave for the purpose of the care of a newly born or adopted child or foster child of the employee.

SECTION 4. Section 105.22 of the Codified Ordinances of the Village of Holland is hereby created to read as follows:

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105.22 MAINTENANCE DEPARTMENT SUPPLEMENTAL COMPENSATION

Each employee in the Maintenance Department, including the Maintenance Superintendent and Assistance Maintenance Superintendent, shall receive four stipends, equal to \$250 each, payable at the final payrolls for the months of March, June, September and December. These stipends shall be paid in addition to any and all overtime or compensatory time earned for each after-hours call out. Employees must be employed at the time of the payments and there are no partial payments. This policy is effective beginning in calendar year 2023 for the months listed above.

SECTION 5. 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 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 all legal requirements, including Section 121.22 of the Ohio Revised Code.

Vote on passage: ____ Ayes ____ Nays ____ Abstain

Passed this _____ day of _____, 2022.

Ryan Spangler, President of Council

Attest:

Approved:

Jacquelyn Krasula, Clerk-Treasurer

Lee Irons, Mayor