

VILLAGE OF HOLLAND, LUCAS COUNTY, OHIO
ORDINANCE NO. 52-2024

AN ORDINANCE AMENDING SECTIONS 105.01, 105.03(c), 105.04, 105.05, 105.06, 105.061, 105.062, 105.063, 105.07, 105.08, 105.09(a), 105.10, 105.11, 105.12, 105.15, 105.16, 105.17, 105.18, 105.19, 105.20 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 Sections 105.01, 105.03(c), 105.04, 105.05, 105.06, 105.061, 105.062, 105.063, 105.07, 105.08, 105.09(a), 105.10, 105.11, 105.12, 105.15, 105.16, 105.17, 105.18, 105.19, 105.20 and 105.22 of the Codified Ordinances of the Village of Holland, Ohio,

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. All other portions of 105.01 remain unchanged.

105.01 COMPENSATION

The compensation for the following officers and employees of the Village of Holland shall be as set forth below.

Position	Comments	Hourly rate effective 1/5/2025
Police Chief	After 4 years	\$44.25
	After 3 years	42.95
	After 2 years	41.71
	After 1 year	40.52
	Starting	39.33
Police Lieutenant		Position deleted
Police Sergeant	After 4 years	37.78
	After 3 years	37.26
	After 2 years	36.74
	After 1 year	36.23
	Starting	35.71
Police Corporal		Police wage plus \$1/hour
Police Officer	After 4 years	33.64
	After 3 years	32.09
	After 2 years	30.79
	After 1 year	29.50
	Starting	28.20
Maintenance Superintendent	After 4 years	33.95

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	After 3 years	33.43
	After 2 years	32.91
	After 1 year	32.40
	Starting	31.88
Assistant Maintenance Superintendent	After 4 years	32.40
	After 3 years	31.88
	After 2 years	31.36
	After 1 year	30.84
	Starting	30.33
Maintenance Worker 1	After 4 years	29.50
	After 3 years	27.95
	After 2 years	26.65
	After 1 year	25.36
	Starting	24.06
Maintenance Worker 2	After 4 years	20.08
	After 3 years	19.20
	After 2 years	18.32
	After 1 year	17.44
	Starting	16.56
Village Administrator	After 4 years	47.00
	After 3 years	46.00
	After 2 years	45.00
	After 1 year	44.00
	Starting	43.00
Clerk-Treasurer	After 4 years	33.02
	After 3 years	31.41
	After 2 years	29.91
	After 1 year	28.46
	Starting	27.01
Administrative Assistant*	After 4 years	27.53
*add \$2.50 per hour if also responsible for zoning admin duties	After 3 years	26.24
	After 2 years	25.00
	After 1 year	23.81
	Starting	22.61
Office Assistant	After 4 years	24.01
	After 3 years	22.87

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	After 2 years	21.84
	After 1 year	20.80
	Starting	19.77
Position	Comments	Hourly rate effective 1/1/2025
Village Attorney		\$85.67
Position	Comments	Monthly rate effective 1/1/2025
Plan Commission Member		\$47.97
Member of Council		432.51
President of Council		39.83 per month plus council pay
Mayor		1,334.74

SECTION 2. Section 105.03(c) of the Codified Ordinances of the Village of Holland is hereby amended to read as follows. All other portions of Section 105.03 remain unchanged.

105.03 UNIFORM ALLOWANCE FOR POLICE.

- (c) Auxiliary and/or part-time officers shall be provided uniforms in accordance with administrative rules adopted by the Mayor.

SECTION 3. Section 105.04 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.04 UNIFORM SUPPLIES FOR MAINTENANCE EMPLOYEES.

The Maintenance Superintendent and each full-time maintenance employee shall have uniforms furnished by the Village of Holland at its expense. Uniform shirts provided by the Village are to be worn at all times while performing work activities. Full-time maintenance employees shall also be provided with a uniform allowance of two hundred fifty (\$250) dollars per year to be used for boots, pants and outerwear. New full-time maintenance employees will be eligible for their first reimbursement after 90 days of employment. The uniform allowance will be reimbursed to the employee with proof of purchase and authorization by the Maintenance Superintendent or the Village Administrator.

SECTION 4. Section 105.05 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.05 HOLIDAYS

Each full-time employee is entitled to eight (8) hours of holiday pay for New Years Day, Martin Luther King Day, Presidents Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Columbus

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Day, Thanksgiving Day, the day after Thanksgiving and Christmas of each year. In the event that any of the aforesaid holidays fall on a Saturday, the Friday immediately preceding shall be observed as the holiday. In the event that any of the aforesaid holidays fall on a Sunday, the Monday immediately succeeding shall be observed as the holiday. If an employee's work schedule is other than Monday through Friday, the employee is entitled to use holiday pay on a day of their choosing. In addition to the aforesaid holidays, each full-time employee of the Village of Holland shall be entitled to a consecutive eight (8) hours of holiday pay on a day of their choice during each calendar year; provided, however, that the election of the employee to use this floating holiday shall be subject to the approval of their supervisor.

When an employee leaves employment for any reason, any holidays observed after the employee's last day of employment shall not be paid out. Employees who leave employment at any time during the year are eligible to be paid for any unused holiday time through their termination date, plus their floating holiday if it has not yet been used.

SECTION 5. Section 105.06 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.06 SICK LEAVE.

Each full-time employee shall be entitled to two and three tenths (2.3) hours of sick leave for each forty (40) hours worked. No sick time is accumulated for overtime hours. Employees may use sick leave, in increments of one-quarter (.25) hour, upon approval of the Mayor or the Mayor's designee, for absence due to personal illness, pregnancy, injury, exposure to contagious disease that could be communicated to other employees, doctor appointments and illness, injury, or death in the employees' immediate family. Fathers are allowed up to four (4) days of immediate sick time to take off upon the birth or adoption of a child, up to their available sick time balances. Unused sick leave shall be cumulative to a limit of two thousand four hundred (2,400) hours. When sick leave is used, it shall be deducted from the employee's credit on the basis of one (1) hour per every hour absent from previously scheduled work. In the event that more than two (2) consecutive days of sick leave are used at any given time, or more than five (5) usages in one (1) year, the employee may be required to furnish a satisfactorily written signed physician's statement to justify the use of sick leave. If medical attention is required, a certificate stating the nature of the illness or condition from a physician may be required, prior to returning to work, to justify the use of sick leave. Falsification of either a written statement or a practitioner's certificate, or excessive misuse of sick time shall be grounds for disciplinary action, including termination.

The previously accumulated sick leave of the employee, who has been separated from public service, shall be placed to their credit upon re-employment in the service of the Village of Holland, Ohio provided that such re-employment takes place within ten (10) years of the date on which the employee was last terminated from public service. An employee who transfers to the Village of Holland, Ohio from another public agency shall be credited with the unused balance of the accumulated sick leave up to the maximum of the sick leave accumulation permitted in the Village of Holland.

Nothing in this section shall be construed as to require the Village of Holland to approve the use of sick leave by an employee when the Village is reasonably certain that the employee was not ill or was not absent for the other reasons permitted by this section. Examples of when the Village may not approve a sick leave are: concerted use of sick leave by an employee singly or in concert with others as a means

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of withholding services; a chronic abuse of sick leave in an established pattern; or other situations where history and facts do not substantiate the legitimate use of sick leave. The Village may investigate all usage of sick leave and may withhold full payment of said sick leave until the investigation is completed.

Should the Village determine that an employee has not used sick leave properly, payment may be denied and discipline imposed. Employees who do not report for work due to sickness, and who have exhausted their sick leave days, are subject to disciplinary action for being absent without approved leave. The Village is authorized to approve leave without pay to employees in this situation where it is determined that such action is in the best interest of the Village.

Employees seeking to use sick leave shall notify their supervisor, or in their absence another responsible person, prior to their regular starting time whenever possible. Failure to do so may result in the employee being counted as missing – no sick leave benefit will be paid and the employee will be subject to disciplinary action.

Sick leave is not authorized for part-time employees.

SECTION 6. Section 105.061 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.061 PAYMENT FOR UNUSED SICK LEAVE UPON RETIREMENT OR DEATH.

Each full-time employee upon death or upon retirement from the service of the Village of Holland and with ten (10) or more years of full-time service with the Village of Holland shall be paid in cash for one-fourth (1/4) the value of their accrued but unused sick leave credit earned while employed with the Village of Holland. The payment shall be based on the employee's rate of pay at the time of retirement. The aggregate value of accrued but unused sick leave credit that is paid shall not exceed the value of thirty (30) days of accrued but unused sick leave. To qualify, the employee must be eligible to start receiving retirement checks within 90 days of his termination of employment with the Village of Holland.

As used in this section, "retirement" means disability or service retirement under any state or municipal retirement system in this state.

SECTION 7. Section 105.062 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.062 BONUS COMP TIME FOR EXEMPLARY ATTENDANCE.

In January of each year, the Mayor or Village Administrator shall review the attendance records and sick time usage of all full-time employees for the preceding calendar year. Any full-time employee who has had an exemplary attendance record and did not use any sick time hours in the preceding calendar year, is eligible to receive 24 hours of bonus compensatory time. Upon written approval of the Mayor, the Clerk-Treasurer shall add the 24 hours of bonus compensatory time to the accrual balances of each approved employee. Full-time employees must have been employed the entire calendar year under review to be eligible for this bonus.

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SECTION 8. Section 105.063 of the Codified Ordinances of the Village of Holland is hereby amended 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, the employee has been employed by the Village for the full previous calendar year at the time of payout, 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, the 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 9. Section 105.07 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.07 VACATION.

The Village recognizes the importance of vacation time in providing rest, recreation and personal enrichment.

Effective 1/1/2025, full-time employees in their initial year of employment will be granted a prorated amount of vacation, equal to 3.5 hours per full month of service (to a maximum of 40 hours) based on their date of hire. They will be able to use their vacation only after successfully completing a 90-day introductory period. Employees starting after October 1 will have their initial vacation allotment carried over to the next calendar year. After their initial year of employment, full-time employees are granted their annual allotment of vacation at the beginning of the calendar year according to the schedule shown below.

Years of Service	Annual Accrual
First year (available after 90 days)	Up to 40 hours (prorated based on date of hire)
Beginning the 1 st full calendar year	80 hours (2 weeks)
Beginning the 6 th full calendar year	120 hours (3 weeks)
Beginning the 12 th full calendar year	160 hours (4 weeks)
Beginning the 20 th full calendar year	200 hours (5 weeks)

Employees may use vacation time in increments of one-quarter (.25) hour upon approval of the employee's supervisor.

Employees may roll over up to 40 hours of unused vacation into the next year; provided, the Mayor may, in special and meritorious cases, permit such employee to accumulate and carry over more than 40 hours of vacation leave to the following calendar year.

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Part-time employees who are regularly scheduled for at least 20 hours per week will be eligible to start accruing a pro-rated amount of vacation pay based on their actual hours worked after completing one full year of service. Beginning the first full week after a part-time employee's 1 year anniversary date, a part-time employee will begin accruing a pro-rata share of vacation time based upon the actual number of hours worked per week, up to a maximum of 40 hours of vacation. No vacation time will be accrued for overtime hours. For example, an employee who is scheduled for 30 hours per week will earn $\frac{3}{4}$ of the amount of vacation a full-time employee earns, while an employee scheduled for 20 hours per week will earn half the amount of a full-time employee. Vacation time may be carried over from year to year or be cashed out annually with the same limits as a full-time employee.

An employee is entitled to compensation at their current rate of pay for the remaining balance of their earned but unused vacation leave for the current year as is credited at his time of separation. Any employee who is terminated or severs their employment with the Village of Holland must have worked a minimum of 120 days past January 1 to be eligible for a vacation disbursement check after termination of employment.

SECTION 10. Section 105.08 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.08 GRIEVANCE PROCEDURE

Any regular employee of the Village of Holland, Ohio, may invoke the grievance procedure, as established by this Section, to seek redress for alleged wrongs relating to interpretation of Section 105 of the Holland Codified Ordinances, policies in the Employee Handbook or disciplinary actions. The steps of this procedure shall, upon being invoked be as follows:

Step One. The employee shall inform in writing their immediate supervisor of the nature and details of the grievance within five (5) calendar days after the date on which the incident giving rise to the grievance occurred. The supervisor shall, within seven (7) calendar days counsel the employee in a private manner which will not embarrass the employee. Every effort will be made to settle the grievance in a manner satisfactory to both parties.

Step Two. If the grievance is not settled during Step One, or if the employee has no immediate supervisor other than the Village Administrator, the employee shall inform in writing the Mayor within five (5) calendar days after the date on which the incident giving rise to the grievance occurred, or of receipt of supervisor's response in step one. The Mayor within ten (10) calendar days of receipt of notification shall counsel the employee in a private manner which will not embarrass the employee. Every effort will be made to settle the grievance in a manner satisfactory to both parties.

Step Three. If the grievance remains unsettled, the employee shall, within five (5) calendar days of the Mayor's response, file a written description of the nature and details of the grievance with the Mayor and with the Village Administrator. The Mayor shall, within ten (10) calendar days after receiving the written grievance, provide a written reply to the employee, and a copy shall be filed with the Village Clerk. Said written reply shall specify the findings and conclusions of the Mayor.

Step Four. If the grievance remains unsettled, the employee shall, within five (5) calendar days of the response of Mayor, notify in writing the Village Administrator and Clerk, requesting the grievance

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be referred to the Grievance Committee of the Village Council for final determination. Upon written notification by the employee, the Village Clerk shall submit copies of all written material filed with the Village Clerk during Step Three and Four, to the members of the Grievance Committee of Village Council. The Committee shall set a hearing, hear and consider the grievance within thirty (30) calendar days after receiving the written material. The Grievance Committee of the Village Council shall consist of two (2) members of council and one (1) member elector appointed by the Mayor and confirmed by council for a one (1) year term. This shall be done at the same time as the appointment of other committees by the Mayor. Meetings of this Committee are hereby declared not to be meetings of a public body and all meetings thereof shall be held in closed session unless the grieving employee requests otherwise. The findings of the grievance committee and utilization of the grievance process shall not jeopardize employment status, however, the written findings from steps 3 and 4 shall be kept in the employees personnel file and may be used for evaluation and any other purpose allowed by law.

SECTION 11. Section 105.09(a) of the Codified Ordinances of the Village of Holland is hereby amended to read as follows. All other portions of Section 105.09 remain unchanged.

105.09 FULL TIME HOURS OF EMPLOYMENT

- (a) Full-time employees are those who are regularly scheduled to work at least forty (40) hours per week including applicable sick leave, vacation time and holiday pay provision of this Chapter.

SECTION 12. Section 105.10 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.10 ASSIGNMENT OF EMPLOYEES

- (a) The Mayor or their designee may assign any employee to perform any duties for which the employee is qualified, in lieu of or in addition to their regular classification.
- (b) Such employee may perform duties out of their regular classification for periods up to one hundred twenty (120) days without being appointed to such classification by Council.
- (c) Such employee shall be paid for work they perform in either classification, as the Mayor deems appropriate.
- (d) Such employee shall be paid at the higher of the two (2) positions or at its overtime rate if applicable, if they perform exclusively in other than their regular classification.

SECTION 13. Section 105.11 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.11 OVERTIME

- (a) The Mayor, their designee, the Police Chief or Maintenance Superintendent may require any full-time employee to work overtime as the interests of the Village of Holland may require.

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- (b) Any employee that works overtime as defined by the Federal Fair Labor Standards Act shall be compensated in accordance therewith except that the Village Attorney, Police Chief, Village Administrator and all elected officials shall be deemed exempt from the Act and shall not be entitled to compensation in excess of their standard rate. All paid time shall be considered hours of work for the purpose of calculating overtime pay.
- (c) Overtime shall be equalized among employees within each department (e.g., Police, Maintenance) to the extent practical and employees shall be offered overtime on a rotating basis. The Mayor or their designee shall adopt such administrative policies as are necessary to carry out this paragraph.
- (d) Notwithstanding the provisions of paragraph (b) above; whenever the Police Chief works in excess of forty (40) hours per week and such extra work is for the purpose of providing police protection of the Village in circumstances when no other police officer is on duty or reasonably available to be called in, or unless specifically requested by the Mayor, then the Police Chief shall be entitled to compensation at a rate of one and one-half (1 1/2) his then current hourly rate. The necessity of such extra work by the Police Chief shall be documented along with the payroll when submitted to the Clerk-Treasurer.
- (e) The Mayor or their designee may adopt administrative policies to allow employees to select compensatory time off in lieu of overtime compensation.
- (f) The Mayor or their designee may adopt administrative policies to allow for adjustments in an employee's work schedule.

SECTION 14. Section 105.12 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.12 RESIDENCY

Except as otherwise provided in the Charter, or by Ohio law, all persons holding non-elective office or employment with the Village are not required to live within the Village limits. In the selection of employees, all qualifications being equal, first consideration shall be given to residents of the Village of Holland, Ohio.

SECTION 15. Section 105.15 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.15 PROBATIONARY APPOINTMENT IN THE POLICE DEPARTMENT.

All new full-time appointments to the police department shall serve a probationary period of one (1) year. At the next regular council meeting thereafter, the Mayor shall report on their performance and shall recommend that they be permanently appointed, removed, or that the probation be extended for an additional six (6) months at the pay level to which the probationer was entitled at the time of hire. Completion of this probationary period should not be construed as creating a contract guaranteeing

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employment. Employment continues to be “at will”, meaning that you or the Village may end your employment at any time for any lawful reason.

SECTION 16. Section 105.16 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.16 LATERAL TRANSFER FOR FULL-TIME POLICE OFFICER.

A lateral transfer full-time police officer is defined as a police officer who works full-time for another police agency and transfers into the Holland Police Department as a police officer. In order for an officer to qualify for a lateral transfer for a full-time police officer position with the Village of Holland, the officer must have a minimum of two (2) years of continuous experience as a paid, full-time certified Ohio Peace Officer at a comparable law enforcement agency as determined by the Chief of Police and the Mayor. The lateral transfer police officer must have worked for a law enforcement agency as a sworn full-time police officer where they had the authority to enforce laws, investigate crimes, make arrests, respond to calls for service, carry a firearm, and use discretion as a part of their assigned duties. Time served as a part-time police officer, reserve police officer, or other type of unpaid peace officer will not be used to calculate years of service for a lateral transfer full-time police officer. The lateral transfer police officer must also be in compliance with Section 105.13 of this Chapter.

A lateral transfer full-time police officer will be compensated pursuant to the officer’s years of full-time service with another agency as listed under Section 105.01, not to exceed a starting pay step higher than “Police Officer After 5 Years.” The Chief of Police shall provide satisfactory proof of the lateral transfer police officer’s prior years of service to the Mayor. As already stated in Section 105.01, “The Mayor, upon confirmation of council, shall have the authority to upgrade an employee to a more seniority pay grade.” This Section caps the seniority pay grade to no higher than “Police Officer After 4 Years.”

A lateral transfer police officer must successfully pass a thorough background investigation, along with any other pre-employment screening measures utilized by the Holland Police Department. Years of service accumulated prior to lateral transfer will not count towards years of service when determining seniority within the Holland Police Department.

Only years of service worked for the Village of Holland will be used to calculate longevity pay, as stated in Section 105.21. No lateral transfer years of service will be counted.

Unless otherwise stated in this Section (105.16), all other Sections of Chapter 105 are applicable as stated in their respective Sections. This section is effective November 15, 2022 and is not retroactive.

SECTION 17. Section 105.17 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.17 BEREAVEMENT PAY.

In the event of death of a parent, child, spouse, domestic partner, grandparent, grandchild, brother, sister, or in-law of a full-time employee for the Village of Holland, such employee shall be entitled to leave of three (3) days with pay. Bereavement pay will be at the employee's regular straight-time hourly rate of pay for the hours he/she would have worked.

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SECTION 18. Section 105.18 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.18 JURY DUTY PAY.

Any full-time employee who is summoned, and reports for jury duty, shall be paid by the Village an amount equal to the amount of wages (excluding any bonuses or premiums) the employee would have otherwise earned by working during straight-time hours for the Village of Holland on that day.

In order for the employee to receive pay, they must give the Village prior notice that they have been summoned for jury duty, and must secure a certificate from the Clerk of Courts in which they served evidencing the fact of having been required to serve or having been summoned for jury duty on the days for which jury pay is required.

Jury duty can last from a portion of a single day to several months or more. During this time employees will be considered on a leave of absence and will be entitled to continue to participate in insurance and other benefits as if they were still working. While serving on jury duty, employees are expected to call in to their supervisor periodically to keep them apprised of the employee's status.

SECTION 19. Section 105.19 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.19 MEDICAL OR PARENTAL LEAVE OF ABSENCE.

Employees employed by the Village of Holland may request up to a maximum of twelve (12) weeks paid medical or 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 medical or parental leave. All leave of absences, regardless if the leave is paid or unpaid, must be submitted to the employee's supervisor at least 30 days in advance unless the medical issue is unforeseeable. The Mayor or the Administrator 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 medical or parental leave of absence. All medical or parental leave of absences, regardless if it is paid or unpaid, will not negatively affect an employee's longevity pay. Parental leave shall be leave for the purpose of the care of a newly born, adopted child or foster child of the employee.

SECTION 20. Section 105.20 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.20 TRAVEL.

The Village will reimburse employees or elected officials for reasonable business and travel expenses incurred in the course of Village business. Unless a Village vehicle is available for use, Village officials and employees will be reimbursed for use of their personal vehicle for Village business at the rate established by the Internal Revenue Service (IRS).

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Meals and lodging rates for employees while out of town for training or other Village business will be paid at an amount not to exceed the per diem rate set by the United States General Services Administration (GSA) for the city to which the employee is traveling. Reimbursements will not be allowed for alcoholic beverages. Upon return from travel, a Mileage and Miscellaneous Reimbursement Request form must be completed and submitted to the Administrator or Mayor. Itemized receipts must be attached to the reimbursement request form. No reimbursements will be made without an itemized receipt. A purchase order must be issued to the employee prior to travel.

SECTION 21. Section 105.22 of the Codified Ordinances of the Village of Holland is hereby amended to read as follows:

105.22 MAINTENANCE DEPARTMENT SUPPLEMENTAL COMPENSATION.

Each full-time 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 2025.

SECTION 22. All portions of this Codified amendment are effective 1/1/2025, unless otherwise specified herein.

SECTION 23. 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 _____, 2024.

Scott Brown, President of Council

Attest:

Approved:

Leslie Ferman, Acting Clerk-Treasurer

Ryan Spangler, Mayor