

## ORDINANCE NO. 10-85 AC CMS

### AN ORDINANCE APPROVING AMENDMENTS TO THE CITY OF OBERLIN EMPLOYEE POLICY MANUAL AND DECLARING AN EMERGENCY

WHEREAS, The City of Oberlin Adopted an Employee Manual known then as the Human Resources Policy Manual on October 7, 2003; and

WHEREAS, The Manual has been amended on four occasions, in 2004, 2007 and 2008, to update information and to ensure that the City's human resources practices are in compliance with current law; and

WHEREAS, an internal review and update process has been underway for more than two (2) years to revise and update human resources and employee policies and procedures to support the smooth and efficient operations of the City of Oberlin while supporting the employees who serve our community well.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Oberlin, County of Lorain, State of Ohio, five-sevenths (5/7ths) of all members elected thereto concurring:

SECTION 1. That the attached revised Employee Policy Manual for the City of Oberlin, Ohio, is hereby approved.

SECTION 2. It is hereby found and determined that all formal actions of this Council concerning or relating to the adoption of this ordinance were adopted in an open meeting of this Council and that all deliberations of this Council and of any of its committees that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

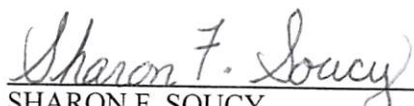
SECTION 3. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the citizens of the City of Oberlin, or to provide for the usual daily operation of a municipal department, to wit:

“to authorize an updated Employee Policy Manual as soon as possible in order to ensure the orderly and efficient operation of the municipality”, and shall take effect immediately upon passage.

PASSED: 1<sup>st</sup> Reading – December 6, 2010  
2<sup>nd</sup> Reading – December 20, 2010  
3<sup>rd</sup> Reading – January 3, 2011 (Amended) – Approved in 30 days

ATTEST:

  
BELINDA B. ANDERSON, CMC  
CLERK OF COUNCIL

  
SHARON F. SOUCY  
ACTING PRESIDENT OF COUNCIL

POSTED: 01/04/2011

EFFECTIVE DATE: 02/02/2011