

RESOLUTION RECORD  
VILLAGE OF NEWBURGH HEIGHTS, OHIO

**RESOLUTION: 21-20**

Introduced by: Mayor Elkins

**A RESOLUTION TO PROVIDE THAT ALL VILLAGE EMPLOYEES  
WILL NOT FORFEIT THEIR 2021 EARNED BUT UNUSED VACATION  
DAYS AND WILL BE PAID FOR THE VACATION TIME IN LIEU OF  
FORFEITURE, AND DECLARING AN EMERGENCY.**

WHEREAS, the Covid-19 pandemic has contributed to scheduling challenges for Village departments; and

WHEREAS, hiring challenges have contributed to the inability of existing personnel to take available vacation time; and

WHEREAS, the Village intends to compensate employees for earned but unused vacation time for 2021;

NOW THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE VILLAGE OF NEWBURGH HEIGHTS, COUNTY OF CUYAHOGA AND STATE OF OHIO THAT:

Section 1. All Village employees shall not forfeit vacation time during 2021 that has been earned but that is unused prior to the date of December 31, 2021.

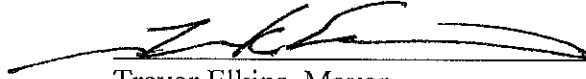
Section 2. All Village employees shall be paid time at their regular hourly rate for all unused vacation time that was accrued in 2021.

Section 3. All Village employees shall be paid for their unused 2021 vacation time on the first pay date in February 2022.

Section 4. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were taken in open meetings of this Council, and that all deliberations of this Council were in meetings open to the public and in full compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

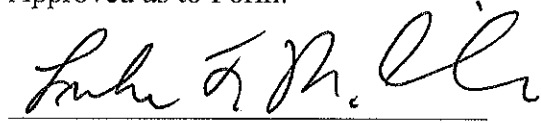
Section 5. This Ordinance is hereby determined to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare of the Village and its residents, the emergency being the need to provide assurances to Village employees that they will enjoy the economic benefits of earned vacation time. Therefore, provided it receives two-thirds (2/3) of the vote of all members of Council elected thereto, said Ordinance shall be in full force and effect immediately upon its adoption by the Council and approval by the Mayor, otherwise from and after the earliest period allowed by law.

PASSED: December 7, 2021



Trevor Elkins, Mayor  
Village of Newburgh Heights, Ohio

Approved as to Form:



Solicitor



Cathleen Nagorski  
Fiscal Officer  
Village of Newburgh Heights, Ohio

1<sup>ST</sup> Reading: 12/7/21  
2<sup>ND</sup> Reading: 12/7/21  
3<sup>RD</sup> Reading: 12/7/21