

**ORDINANCE RECORD**

**VILLAGE OF NEWBURGH HEIGHTS, OHIO**

**ORDINANCE NO. 2022-65**

INTRODUCED BY: Council Pro Tempore Dunman

**AN ORDINANCE AMENDING PERSONNEL POLICY MANUAL SECTION 401 ENTITLED "EMPLOYEE BENEFITS" TO MAKE ALL FULL-TIME EMPLOYEES IMMEDIATELY ELIGIBLE UPON HIRE FOR HEALTH AND HOSPITALIZATION INSURANCE BENEFITS, AND DECLARING AN EMERGENCY**

WHEREAS, the Village is in competition with other municipalities and employers for quality applicants for employment vacancies; and

WHEREAS, the Village wishes to become more competitive by offering health and hospitalization benefits to all full-time employees immediately upon their hiring;

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

Section 1. Council hereby amends Personnel Policy Manual Section 401, which shall be in its entirety in the form attached hereto as Exhibit A, and which exhibit is incorporated herein by reference as if fully rewritten.

Section 2. Personnel Policy Manual Section 401 in existence immediately prior to the passage of this ordinance is hereby amended.

Section 3. Council hereby waives the 90-day waiting period for eligibility for health and hospitalization insurance benefits for all full-time employees hired within the past ninety days of the effective date of this ordinance

Section 4. That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council that resulted in such formal action occurred in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 5. This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of public peace, health and safety of the inhabitants of the Village of Newburgh Heights, such emergency being the need to offer competitive benefit packages to prospective employees in order to attract top quality applicants and employees; wherefore, provided it receives the affirmative vote of four (4) or more of the members elected or appointed to this Council, this Ordinance shall take effect and be in force immediately upon its passage; otherwise, it shall take effect and be in force from and after the earliest time allowed by law.

PASSED: October 4, 2022

Approved as to Form

[Signature]  
Solicitor

[Signature]  
Gigi Traore, Mayor  
Village of Newburgh Heights, Ohio

[Signature]  
Cathleen Nagorski, Fiscal Officer  
Village of Newburgh Heights, Ohio

1<sup>ST</sup> Reading: 10/4/22  
2<sup>ND</sup> Reading: 10/4/22  
3<sup>RD</sup> Reading: 10/4/22

## EXHIBIT A

### 400 EMPLOYEE BENEFITS

Eligible employees of the Village of Newburgh Heights are provided a wide range of benefits. A number of the programs (such as Social Security, pension, workers' compensation, state disability, and unemployment insurance) cover all employees in the manner prescribed by law.

Benefits eligibility is dependent upon a variety of factors, including employee classification. Your Department Head can identify the programs for which you are eligible. Details of many of these programs can be found elsewhere in the employee PPM.

The following benefit programs may be available to eligible employees from time to time, in the sole discretion of the Village:

- Group Life Insurance
- Health & Hospitalization Insurance
  - Vision Insurance
  - Dental Insurance
- Vacation Benefits
- Holidays
- Workers Comp and Unemployment Insurance
- Sick Leave Benefits (Short-Term Disability)
- Time Off to Vote
- Bereavement Leave
- Family Leave ([PPM Section 701](#))
- Jury Duty Leave
- Witness Duty
- Leave Without Pay ([PPM Section 703](#))
- Military Leave ([PPM Section 705](#))
- Uniform Allowance
- Paid Parental Leave ([PPM Section 709](#))

All full-time employees shall be eligible for health and hospitalization benefits immediately as of the first date of employment. Such health and hospitalization benefits shall be the same as are customarily offered by the Village to its employees. Nothing herein shall be construed to prevent or prohibit the Village from exercising its discretion as to the level of health and hospitalization benefits provided to employees, which the Village may alter or amend from time to time in the Village's sole and absolute discretion, except as otherwise prohibited by agreement or law.