

ORDINANCE NO. 102-22

AN ORDINANCE APPROVING THE UPDATE TO THE PERSONNEL POLICY MANUAL FOR THE CITY OF AVON AND DECLARING AN EMERGENCY

WHEREAS, Council, on December 22, 2008, passed Ordinance No. 176-08 adopting the City's Personnel Policy Manual; and

WHEREAS, the Administration has undertaken and completed an extensive review of the Personnel Policy Manual and has prepared a summary of changes that were made to the Personnel Policy Manual since 2009 to ensure the manual is consistent with current procedural protocols established for all employees of the City of Avon; and

WHEREAS, Council finds that the proposed updates as set forth in the "Summary of Personnel Policy Manual Changes", should be approved and doing so would be in the best interests of the health, safety and welfare of the citizens of Avon in minimizing the risk of litigation over issues involving the treatment of employees who work for the City.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON, LORAIN COUNTY, OHIO:

Section 1 - That the amendments to the Personnel Policy Manual contained in the "Summary of Personnel Policy Manual Changes", attached hereto as [Exhibit A](#) and incorporated herein by reference, are hereby adopted as part of the official Personnel Policy Manual for the City of Avon.

Section 2 – A copy of the complete Personnel Policy Manual will be attached hereto in its paper form, incorporated herein and remain on file in the Office of the Clerk of Council upon passage of this legislation. Said paper copy of the Manual will be consistent with the amendments identified in Exhibit A. Electronic copies of the Manual will be made available through the Clerk's Office upon passage of this ordinance.

Section 3 - That it is 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 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 4 - That this Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, safety and welfare of the citizens of the City of Avon, the immediate emergency being the necessity to approve the updating of the City's Personnel Policy Manual for the benefit of all City employees before the end of 2022; therefore, this Ordinance shall be in full force and effect immediately upon its passage and approval by the Mayor.

Ordinance No. 102-22 Con't.

PASSED: _____

DATE SIGNED: _____

By: _____
Brian Fischer, Council President

APPROVED BY THE MAYOR _____

Bryan K. Jensen, Mayor

APPROVED AS TO FORM:

John A. Gasior, Law Director

ATTEST:

Barbara J. Brooks, Clerk of Council

POSTED: _____
In Five Places as
Provided by Council

Prepared by:
John A. Gasior, Esq.
Law Director