

ORDINANCE NO. 2015- 24
(substitute)

AN ORDINANCE AMENDING THE EMPLOYEE HANBOOK AND PERSONNEL POLICIES
RELATIVE TO UNIFORM ALLOWANCE, AND DECLARING AN EMERGENCY

BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF NEW LONDON, HURON
COUNTY, OHIO, AS FOLLOWS

Section 1. That the provisions of the New London Employee Handbook and Personnel Policies relative to Uniform Allowance shall be amended to read as follows:

UNIFORM ALLOWANCE

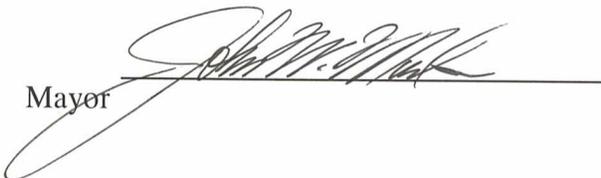
All Full-Time employees assigned to perform services in the water, wastewater, streets, or sanitation departments and who have completed their probation shall be entitled to participate in the Village Uniform Allowance program. In connection with this Program, the Village Administrator and Fiscal Officer shall identify one or more vendors with which the Village is prepared to make clothing purchases from a Village-approved list of clothing. Eligible employees will then be permitted to order eligible clothing items to be charged against the Village's account. Items will be paid for by the Village, will bear a Village-approved logo, and will remain the property of the Village. Expenditures will be limited as follows:

- 1) An Applicable Annual Limit shall be set by Council prior to the beginning of each calendar year. For 2016, the Applicable Annual Limit will be a maximum authorized total expenditure per employee of \$450. (In the event that Council has not taken action to formally reset the Applicable Annual Limit for a given year, the default amount shall be \$450.)
- 2) Items on the Village's approved list may be ordered by the employee so long as the employee remains within the Annual Applicable Limit. Any expenditures beyond the Annual Applicable Limit or not from the approved list must be paid by the employee and will be charged against payroll.

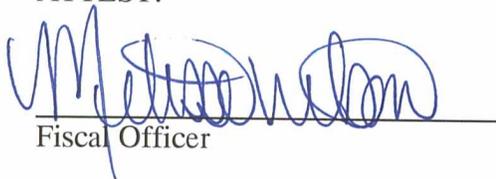
Upon termination of employment, all Village acquired clothing shall be surrendered by the employee to the Village; the Administrator shall have the discretion to determine whether such clothing has continued useful life for the Village's continued use, or whether the same may be retained by the departing employee.

Section 2. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety, and welfare of the citizens of the Village and for the further reason that it is necessary to implement the proposed provision for employees in the next calendar year, and that, provided it receives the majority vote of two-thirds or more of those elected to Council, this Ordinance shall therefore take effect and be in force immediately from and after its passage and approval by the Mayor, and otherwise it shall take effect at the earliest period allowed by law.

PASSED: 12-28-2015

Mayor 

ATTEST:


Fiscal Officer