

ORDINANCE NO. 16-14

AN ORDINANCE AMENDING SECTION 167.36 OF  
THE PAINESVILLE CODE OF 1998 RELATING TO  
CLASSIFICATION AND COMPENSATION PLAN,  
AND DECLARING AN EMERGENCY.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PAINESVILLE, LAKE COUNTY, OHIO:

SECTION I. That Section 167.36 of the Painesville Code of 1998 is hereby amended to read as follows:

**167.36 HOLIDAYS.**

All full-time non-bargaining unit employees shall receive their regular compensation for the following holidays, or part thereof. If a holiday falls on an employee's regularly scheduled day off, he shall celebrate such holiday on his closest regularly scheduled working day after the holiday. If an employee is required to work on such holiday, he/she shall be paid at the rate of eight hours straight time for the holiday, and time and one-half for all hours worked on that holiday, and there shall be no other compensating day off.

(a) The following are the approved holidays:

- (1) The first day of January (New Year's Day).
- (2) The third Monday of January (Martin Luther King, Jr. Day).
- (3) The third Monday of February (Presidents' Day).
- (4) The last Monday of May (Memorial Day).
- (5) The fourth day of July (Independence Day).
- (6) The first Monday of September (Labor Day).
- (7) The eleventh day of November (Veterans' Day).
- (8) The fourth Thursday of November (Thanksgiving Day).
- (9) The twenty-fourth day of December (Christmas Eve)
- ~~(9)~~ (10) The twenty-fifth day of December (Christmas Day).

~~(10)~~ (11) The employee's birthday (Employee shall notify his/her supervisor no less than one week before his/her birth date in order that this day may be approved in advance.)

~~(11)~~ (12) The employee's choice (Employee shall notify his/her supervisor no less than one week nor more than one month before the selected date in order that this day may be approved in advance).

~~(12)~~ (13) A personal holiday, to be taken at the employee's discretion (Employee shall notify his/her supervisor no less than one week nor more than one month before the selected date in order that it might be approved in advance; however except that if the City Manager should declare that day at the beginning of the year to be a given day, then all employees shall celebrate that designated day, unless scheduled to work, and in that case, straight time shall be paid to all employees working and a compensating day off shall be granted in accordance with the provisions set forth herein).

(b) An employee shall forfeit all rights to his/her holiday pay for any such holiday if he/she has an unexcused absence on his/her last regularly scheduled work day preceding such holiday, or on his/her first regularly scheduled work day immediately following such holiday.

(c) In addition to the above, any day may be designated as a holiday by proclamation of the President of Council upon approval of Council.

(d) Any employee regularly employed on a continuous work schedule of less than full time shall be entitled to compensation for the above designated holidays, based on the position's budgeted number of hours prorated against a full-time employee.

~~Union employees, refer to your Collective Bargaining Agreement, Article XVII, Holidays.~~

All bargaining unit employees' holiday benefits are outlined in their respective Collective Bargaining Agreements.

SECTION II. That this Ordinance is passed as an emergency measure for the protection and preservation of the peace, health, safety and general welfare of the inhabitants of the City of Painesville, the emergency being the immediate necessity to amend Section 167.36 of The Painesville Code of 1998 Relating to the Classification and Compensation Plan, and therefore, this Ordinance shall be effective immediately upon its passage.

PASSED: November 3, 2014

ATTEST: Tara Diehl

Tara Diehl  
Clerk of Council

Paul W. Hach II  
Paul W. Hach II  
President of Council