

## RESOLUTION 04, 2017

### **AUTHORIZING THE AUDITOR TO PERMIT THE VILLAGE OF ST. BERNARD EMPLOYEES TO DONATE EARNED COMP TIME AND VACATION TIME FOR THE BENEFIT OF MIKE PAPIA FOR MEDICAL LEAVE PURPOSES, ESTABLISHING GUIDELINES AND PROCEDURES AND DECLARING AN EMERGENCY.**

**WHEREAS**, from time to time, a medical condition may befall a Village employee, and

**WHEREAS**, St. Bernard employee Mike Papia, member of the Service Department since August 16, 1993 has been beset with a medical condition requiring extended time from work exhausting both his vacation time and sick time. *injury*

**WHEREAS**, various Village employees have expressed a desire to voluntarily donate from their earned vacation time or equivalent comp time to be assigned to Mike Papia for medical leave.

**WHEREAS**, the Village of St. Bernard Council must approve all terms and conditions relating to employment compensation and benefits.

**WHEREAS**, Council approves of this donation by Village employees of their earned vacation time and earned comp time to assist fellow employee Mike Papia.

**BE IT RESOLVED BY THE COUNCIL OF THE VILLAGE OF ST. BERNARD, STATE OF OHIO:**

**Section 1.** The Auditor is hereby directed to establish guidelines and procedures to permit all Village of St. Bernard full-time employees to voluntarily donate earned vacation time and/or equivalent comp time to be transferred to Mike Papia for medical leave purposes consistent with the following parameters and regulations to assist the Auditor in the administration of this program.

- (1) Earned vacation time and earned comp time hours may be donated.
- (2) Total amount of days donated is not to exceed fifteen (15) weeks.
- (3) Each "day" donated will be donated regardless of pay rate and Mike Papia will be paid at his current pay rate.
- (4) Employees are permitted to donate their earned vacation time or equivalent comp time in lots of (8) hours or in terms of "days". Fire Department employees who work twenty-four (24) shifts may donate by days equalling 24 hours or by eight-hour lots or one third of a day.
- (5) The Auditor will establish a schedule of days to be donated by pay periods. Each department head will provide to the Auditor a list of those employees who are donating their vacation time and/or comp time. Each day of the pay period will be assigned to a particular employee who will be donating that day.
- (6) Upon completion of that pay period, a new pay period schedule will be established and employees donating vacation days and/or comp time will be assigned to each pay period day.

**Section 2.** This program will end upon Mike Papia's termination, return to work or upon the completion of all donated "days" being used, not to exceed fifteen (15) weeks.

 ORIGINAL

**Section 3.** This Resolution is hereby declared to be an emergency measure necessary to the immediate preservation of the public peace, health and safety. The reason for the emergency is Council's desire that this be accomplished as soon as possible because of Mike Papia's current exhaustion of vacation and sick time. Therefore, this Resolution shall take effect immediately by and upon its passage, and the approval of two-thirds of the members of said Council. However, this Resolution shall take effect on the earliest date provided by law if approved by no more than the majority of the members of Council and in that event the emergency provisions herein are set at naught.

Passed this 7<sup>th</sup> day of September, 2017.

Salvatore DeLuca  
President of Council

ATTEST:

M. Sue Kathman  
Clerk of Council

Approved this 7<sup>th</sup> day of September, 2017.

John R. Estep  
Mayor

I, M. SUE KATHMAN, CLERK OF COUNCIL, VILLAGE OF ST. BERNARD, STATE OF OHIO, DO HEREBY testify that the publication of Resolution No. 04, 2017, was made by posting true copies of the same in the most public places designated by Council: St. Bernard Square Bus Stop; Vine Street and Washington Avenue; Bertus Street Park; Greenlee Avenue and Johnson Alley; Park on Heger Drive; each for a period of fifteen (15) days or more commencing 9.7, 2017.

ATTEST: M. Sue Kathman DATE 9.7.17  
Clerk of Council

Approved as to form Minda Sch Date 9.7.17  
Director of Law