

ORDINANCE NO. 104-17**AN ORDINANCE AMENDING SECTION 31.14 (A) OF THE SALARIES AND BENEFITS CODE OF THE CITY OF MEDINA, OHIO RELATIVE TO SICK LEAVE.**

WHEREAS: Section 31.14 (A) of the Salaries and Benefits Code of the City of Medina, Ohio presently reads as follows:

SECTION 31.14 SICK LEAVE.

(A) Each full-time City employee shall be entitled for each completed eighty (80) hours of service to sick leave of four and six-tenths (4-6/10) hours with pay. Employees may use such sick leave, upon approval of the responsible administrative officer of the employing unit, for absence due to illness, injury, exposure to contagious disease which could be communicated to other employees, and to illness or death in the employee's immediate family. Unused sick leave shall be cumulative up to 120 days, unless more than 120 days are approved by the responsible administrative officer of the employing unit. The previously accumulated sick leave of an employee who has been separated from the City's service may be placed to his credit upon his re-employment in the City service, provided that such re-employment takes place within ten (10) years of the date on which the employee was last terminated from public service. (The responsible administrative officer of the employing unit may require the employee to furnish satisfactory affidavit that this absence was caused by illness due to any of the causes mentioned in this section.)

Any non-union employee shall be permitted to convert two (2) days of sick leave to two (2) days of stress time for each six- (6) month period during which the employee does not utilize sick leave. Six month periods shall be defined as January 1 through June 30 and July 1 through December 31. Taking a stress day shall not constitute utilizing sick leave under this section, but hours are deducted from sick time balance.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MEDINA, OHIO:

SEC. 1: That Section 31.14 (A) of the Salaries and Benefits Code of the City of Medina, Ohio shall be amended to read as follows (with the new addition in bold & underlined):

SECTION 31.14 SICK LEAVE.

(A) Each full-time City employee shall be entitled for each completed eighty (80) hours of service to sick leave of four and six-tenths (4-6/10) hours with pay. Employees may use such sick leave, upon approval of the responsible administrative officer of the employing unit, for absence due to illness, injury, exposure to contagious disease which could be communicated to other employees, and to illness or death in the employee's immediate family. Unused sick leave shall be cumulative up to 120 days, unless more than 120 days are approved by the responsible administrative officer of the employing unit. The previously accumulated sick leave of an employee who has been separated from the City's service may be placed to his credit upon his re-employment in the City service,

provided that such re-employment takes place within ten (10) years of the date on which the employee was last terminated from public service. (The responsible administrative officer of the employing unit may require the employee to furnish satisfactory affidavit that this absence was caused by illness due to any of the causes mentioned in this section.)

Any non-union employee shall be permitted to convert two (2) days of sick leave to two (2) days of stress time for each six- (6) month period during which the employee does not utilize sick leave. Six month periods shall be defined as January 1 through June 30 and July 1 through December 31. Taking a stress day shall not constitute utilizing sick leave under this section, but hours are deducted from sick time balance. **The stress days under this section must be utilized within six months of when they are earned, and shall only be taken with the advance approval of the supervisor or department head, except where the day is used in an emergency situation.**

SEC. 2: That employees who have accumulated stress days and have them on record currently shall use them prior to the end of this calendar year, December 31, 2017.

SEC. 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 any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with the law.

SEC. 4: That this Ordinance shall be in full force and effect at the earliest period allowed by law.

PASSED: July 10, 2017 **SIGNED:** James A. Shields
President of Council Pro-Tem

ATTEST: Kathy Patton **APPROVED:** July 11th, 2017
Clerk of Council

SIGNED: Dennis Hanwell
Mayor