

ORDINANCE NO. 10-2025

PROVIDING SHIFT DIFFERENTIAL PAY FOR ELIGIBLE VILLAGE EMPLOYEES

WHEREAS, the Village of Fairfax, Ohio ("Village") needs certain employees to work overnight hours; and

WHEREAS, the Council ("Council") of the Village recognizes that overnight work may be inconvenient or disruptive to employees, and may, therefore, detract from the Village's ability to maintain an adequately staffed work force; and

WHEREAS, the Village intends to comply strictly with applicable state and federal law;

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Fairfax, State of Ohio, that:

SECTION I: Notwithstanding the provisions of any Village pay ordinance, Village employees who are paid hourly, and who are not salaried, shall be compensated at a rate five percent (5%) higher than their regular rate of pay for hours worked between 11:00 p.m. and 7:00 a.m. (the "Shift Differential").

SECTION II: The Shift Differential shall only apply to hours worked between 11:00 p.m. and 7:00 a.m., even if the employee works other hours during the same shift before 11:00 p.m. or after 7:00 a.m. Hours worked before 11:00 p.m. or after 7:00 a.m. shall be subject to the regular rate of pay unless another rate, such as an overtime rate, applies.

SECTION III: Notwithstanding Sections I and II above, if and to the extent an employee works overtime hours between 11:00 p.m. and 7:00 a.m., the overtime rate shall apply to such work instead of the Shift Differential. Nothing in this Ordinance shall be construed to supersede any overtime or other pay obligations the Village has under state or federal law; the Shift Differential shall not apply to the extent inconsistent with such law in any particular circumstance.

SECTION IV: This Ordinance shall take effect from and after the earliest period allowed by law.

Passed this 21st day of April, 2025.



Mayor

ATTEST:


Lisa D. Kammerer

Fiscal Officer

CERTIFICATE

I hereby certify this to be a true and correct copy of Ordinance No. 10-2025 adopted at a meeting of the Council of the Village of Fairfax on this 21st day of April, 2025.

Lisa D. Kammerer

Fiscal Officer

