

ORDINANCE NO. 30-2025

AMENDING ORDINANCE NO. 18-2004, AS AMENDED BY ORDINANCE NO. 40-2006 OR OTHERWISE, PROVIDING FOR EMPLOYEE PERSONAL DAYS AND DECLARING AN EMERGENCY

WHEREAS, the Council ("Council") of the Village of Fairfax ("Village") previously adopted Ordinance No. 18-2004, as amended by Ordinance No. 40-2006 or otherwise, setting forth provisions for employee fringe benefits including personal days; and

WHEREAS, to maintain an adequately staffed work force, Council finds it necessary and appropriate to increase the number of personal days and change the period in which such personal days are available; and

WHEREAS, Council further finds it necessary to make such changes before the beginning of the new calendar year starting January 1, 2026, given the calendar year cycle on which such personal days are currently provided;

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

SECTION I: Effective January 1, 2026, Section IV of Ordinance No. 18-2004, as amended by Section III of Ordinance No. 40-2006 or otherwise, is and shall be amended further to read as follows:

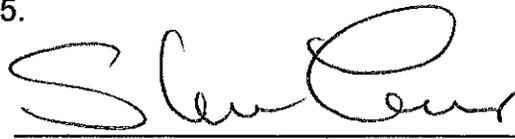
Personal Days

Each regular full-time employee shall be provided two (2) personal days with pay after one continuous year of service. Each anniversary year thereafter, the employee will be provided two (2) personal days with pay during each anniversary year. Personal days may not be accumulated from anniversary year to anniversary year, and, if unused, are forfeited at the end of the applicable anniversary year. No employee shall be entitled to monetary compensation for unused personal days. An employee's anniversary year is the recurring 12-month period beginning on the date his or her uninterrupted employment with the Village begins.

SECTION II: The existing Section IV of Ordinance No. 18-2004, as amended by Section III of Ordinance No. 40-2006 or otherwise, is hereby repealed as of January 1, 2026.

SECTION III: This Ordinance shall be an emergency measure necessary for the preservation of the public peace, health, safety, and welfare and shall be effective immediately. The reason for said declaration of emergency is the immediate need to provide appropriate fringe benefits to maintain an adequately staffed workforce at all times, and to effectuate such changes prior to the beginning of a new calendar year on January 1, 2026.

Passed this 15th day of December, 2025.



Mayor

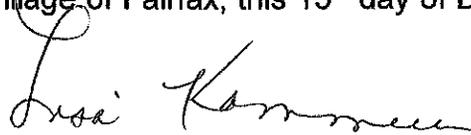
ATTEST:



Fiscal Officer

CERTIFICATE

I hereby certify this to be a true and correct copy of Ordinance No. 30-2025 adopted at a meeting of the Council of the Village of Fairfax, this 15th day of December, 2025.



Fiscal Officer