

## **ORDINANCE NO. 8-2025**

### **AMENDING ORDINANCES NO. 18-2004 AND 40-2006, AS AMENDED, PROVIDING FOR EMPLOYEE VACATION**

**WHEREAS**, the Council ("Council") of the Village of Fairfax ("Village") previously adopted Ordinances No. 18-2004 and 40-2006, as amended, providing for employee vacation time; and

**WHEREAS**, Council finds it necessary and appropriate to modify vacation eligibility and other provisions relating to employee vacation time; and

**WHEREAS**, time is of the essence to provide Village personnel with appropriate vacation time and eligibility for the purpose of maintaining an adequately staffed Village work force;

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

**SECTION I:** Section I of Ordinance No. 18-2004, as amended by Ordinance No. 40-2006 or otherwise, is and shall be amended further to read as follows:

#### Section I: Vacation

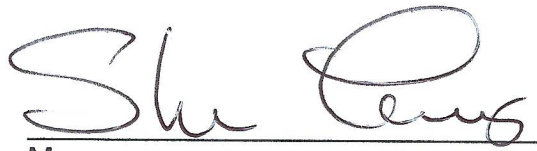
- (A) Each regular full-time employee of the Village of Fairfax shall receive forty (40) hours of vacation time after the first completed six (6) months of continuous service. Upon the completion of one (1) continuous year of service, each such employee shall receive eighty (80) hours of vacation time. Upon the completion of five (5) years of continuous service, each such employee shall receive one hundred twenty (120) hours of vacation time. Upon the completion of ten (10) years of continuous service, each such employee shall receive one hundred sixty (160) hours of vacation time. Upon the completion of twenty (20) years of continuous service and thereafter, each such employee shall receive two hundred (200) hours of vacation time.
- (B) Vacation time provided in subsection (A) above shall accrue for every continuous year worked as measured by the employee's service anniversary, but shall not accumulate from one service anniversary to another. Any unused vacation time is forfeited if not used by the end of the employee's service anniversary year, and no employee shall be entitled to monetary compensation for the same. The dates and times at which vacation time may be used shall be within the control and at the discretion of the employee's Department Head, or in the case of the Department Head's vacation, at the control and discretion of the Mayor, or

as otherwise provided in the Village Employee Handbook to the extent not inconsistent with this Ordinance.

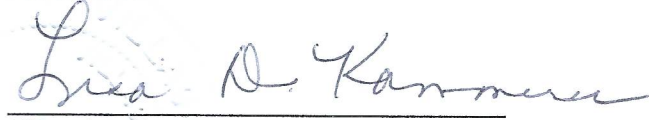
**SECTION II:** The existing Section I of Ordinance No. 18-2004, as amended, is hereby repealed, provided, however, that existing, unused vacation time accrued under that section, and that otherwise remains eligible for use, remains accrued and eligible for use according to the rules prescribed in Section I(B) of Ordinance No. 18-2004, as adopted in Section I above. Such vacation time shall not cause any employee's total vacation time for his or her current service anniversary year to exceed the caps set forth in Section I(A) of Ordinance No. 18-2004, as adopted in Section I above. All other provisions of Ordinance No. 18-2004 and 40-2006, as amended, remain in full force and effect.

**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 maintain an adequately staffed Village work force.

Passed this 21<sup>st</sup> day of April, 2025.

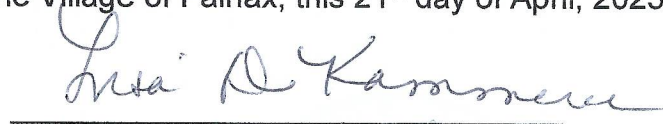
  
\_\_\_\_\_  
Mayor

ATTEST:

  
\_\_\_\_\_  
Fiscal Officer

**CERTIFICATE**

I hereby certify this to be a true and correct copy of Ordinance No. 8-2025 adopted at a meeting of the Council of the Village of Fairfax, this 21<sup>st</sup> day of April, 2025.

  
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Fiscal Officer