

Village of Mantua, Ohio  
**ORDINANCE 2016-7**

**AN ORDINANCE RETROACTIVELY AMENDING THE VILLAGE OF MANTUA  
EMPLOYEE HANDBOOK RELATING TO ON-CALL COMPENSATION FOR  
SERVICE DEPARTMENT EMPLOYEES, AND DECLARING AN EMERGENCY.**

**WHEREAS**, this Council has previously passed Ordinance 2010-24, the Village of Mantua Employee Handbook which contains the Village's policies and guidelines relating to employees; and

**WHEREAS**, the Service Committee has recommended awarding additional pay for on-call service department employees, which requires amendment of the Employee Handbook.

**NOW, THEREFORE, BE IT ORDAINED**, by the Council of the Village of Mantua, Portage County, Ohio, two-thirds or more of the members elected thereto concurring, that:

**SECTION 1.** Existing Section 4.4.3 of Ordinance 2010-24 is hereby repealed.

**SECTION 2.** Section 4.4.3 of Ordinance 2010-24 is hereby enacted as follows:

Comp time, vacation time, hours paid for being "on call" but not at workplace, leaves of absence, holidays and sick time taken shall not be considered as hours worked in calculation of overtime compensations.

**SECTION 3.** Section 4.8 of Ordinance 2010-24 is hereby enacted as follows:

4.8 ON-CALL SERVICE DEPARTMENT EMPLOYEES  
Effective January 21, 2016, Hourly Service Department employees who are on call for the water and waste water SCADA alarms will receive one hour of straight-time pay at their regular rate for each 24-hour period on call. Salaried employees have had this time factored into their monthly rate. Only one Service Department employee will be on call at any time.

**SECTION 4.** All other provisions of Ordinance 2010-24, the Village of Mantua Employee Handbook, shall remain in full force and effect.

**SECTION 5.** It is hereby found and determined that all formal action of this Council concerning and relating to the passage if this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in a meeting open to the public in compliance with all legal requirements, including section 121.22 of the Ohio Revised Code.

**SECTION 6.** This Ordinance is hereby declared an emergency measure, and shall have retroactive effect to January 21, 2016, in order to establish a policy for compensating on-call service department employees from the date that the updated alarm system was brought on-line, and shall become immediately effective upon approval by at least two thirds of the members elected to the Mantua Village Council.

Passed in Council this 16th day of February, 2016.

Village of Mantua, Ohio  
**ORDINANCE 2016-7**

ATTEST:

\_\_\_\_\_  
Mayor Linda Clark

\_\_\_\_\_  
Jenny August, Clerk

I hereby certify the above Ordinance was posted at the five (5) public notice locations in the Village of Mantua, Ohio, on the \_\_\_\_ day of \_\_\_\_\_, 2016.

\_\_\_\_\_  
Clerk

Approved as to Legal Form:

\_\_\_\_\_  
Michele Stuck, Solicitor