

**ORDINANCE NO. O-2013-3**

**AN ORDINANCE AMENDING THE EMPLOYEE HANDBOOK ENACTED BY  
ORDINANCE O-2012-37 AND DECLARING AN EMERGENCY.**

**WHEREAS**, the Safety, Personnel and Rules Committee of the Village Council has determined revisions are desirable to the Employee Handbook previously enacted by the Village Council and has recommended specific revisions; and

**WHEREAS**, the Council of the Village of Windham, Ohio has determined that the proposed revisions to the Village of Windham Employee Handbook are appropriate and has determined amend the Handbook.

**NOW THEREFORE BE IT ORDAINED** by the Council of the Village of Windham, Ohio two thirds or more of the members thereto concurring that:

**SECTION 1:** The Village of Windham Employee Handbook shall be amended as of 01/22/13 in substantial conformity with the Handbook set forth in the attached Exhibit "A".

**SECTION 2:** It is found and determined that all formal actions of this Council concerning and relating to the adoption of this ordinance were adopted in 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 meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Revised Code of the State of Ohio.

**SECTION 3:** This Resolution is declared to be an emergency measure, effective immediately upon passage by Council and approval by the Mayor, necessary to preserve the public health, safety, morals and general welfare of the citizens of the Village of Windham, and for the further reason that the Village of Windham needs to have an Employee Handbook in effect which accurately reflects the expectations of the Village Council for Village employees.

Passed in Council as an Emergency on the 22<sup>nd</sup> day of January, 2013.

Vote of Council:      Ayes: Mr. Snyder, Mr. Garrett, Ms. Blewitt, Mrs. Barrett, Mrs. Miranda,  
Mrs. Prem              Nays: None.

ATTEST:

APPROVED:

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Lloyd Billman, Fiscal Officer

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Mayor Robert Donham II

Approved as to Form:

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Thomas Reitz, Solicitor