



RESOLUTION P2017-05

**RESOLUTION REVISING SYMMES TOWNSHIP PERSONNEL POLICY
MANUAL ARTICLE IV EMPLOYEE BENEFITS**

WHEREAS, Article IV of the Symmes Township Personnel Manual states all of the employee benefits for full-time and part-time regular employees of the Township; and

WHEREAS, the Township Administrator is recommending changes to the existing policies to make Symmes Township more competitive and on an equal playing field as all the other Townships and the Board of Trustees have reviewed and discussed these changes in a work session; and

WHEREAS, the Board of Township Trustees of Symmes Township, Hamilton, County, Ohio wishes to revise Section A Health Related Insurance, Section B Short-Term Disability and Life Insurance, Section C Physical Examinations, Section D Paid Vacation, Section E Personal Days, Section F Sick Leave, Section I Parental/Adoption Leave, Section H Family Medical Leave, Section I Military Leave, Section J Absence Without Leave, Section K Unpaid Leave of Absence, Section L Jury Duty & Witness in Court Leave, Section N Retirement Benefits, Section O Expense Reimbursement, Section P Uniforms/Shoes, Section O Park Shelter Privileges, and Section R Longevity Pay.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Symmes Township, Hamilton County, Ohio:

- Section 1.** That all other sections that have been previously adopted are hereby revised.
- Section 2.** That the Symmes Township Personnel Policy Manual shall be adjusted to reflect the change adopted herein per Attachment A.
- Section 3.** That Section A Health Related Insurances, Section E Paid Vacation, and Section F Personal Days be effective retroactively to January 1, 2017 and that all employees eligible receive the additional one week of vacation (for all employees who have 15 years or more of government service) and two personal days. If any employees have already used a personal day, then only 1 additional day will be given for 2017.
- Section 4.** That all office personnel shall receive reimbursement for their purchases made for pants to comply with the new uniform policy up to \$150.00 the first year.

Section 5. Upon majority vote does hereby dispense with the requirement that this Resolution be read on two separate days and hereby authorizes the adoption of this Resolution upon its first reading.

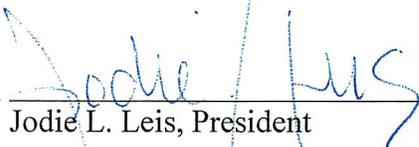
Section 6. This Resolution shall take effect and be enforced from and after the earliest period allowed by law.

Section 7. Finds and determines that all formal actions of this Board concerning and relating to the passage of this resolution were taken in open meetings of this Board, and that all deliberations of this Board and any of its committee that resulted in such formal actions were taken in meetings open to the public, in compliance with all legal requirements, including (without limitation) Ohio Revised Code §121.22, except as otherwise permitted thereby.

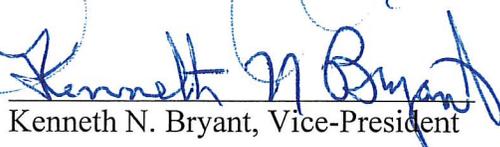
ADOPTED AUGUST 1, 2017 – RESOLUTION P2017-05

Vote Record: Mr. Beck Aye Mr. Bryant Aye Mrs. Leis Aye

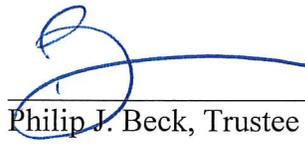
BOARD OF TRUSTEES:



Jodie L. Leis, President



Kenneth N. Bryant, Vice-President



Philip J. Beck, Trustee

ATTEST:



Carol A. Sims, Fiscal Officer

APPROVED AS TO FORM:



Kevin McDonough, Law Director