

## **RESOLUTION NO. 2023.014**

### **RESOLUTION TO AMEND RESOLUTION 2005.08 TITLED “A RESOLUTION BY THE COUNCIL OF THE VILLAGE OF BLANCHESTER ADOPTING A PERSONNEL POLICY”**

**WHEREAS**, the Village of Blanchester passed Resolution No. 2005.008 to establish the Employee Handbook for the Village of Blanchester (“Employee Handbook”); and

**WHEREAS**, the current provisions set forth in Articles II and Article III of the Employee Handbook are no longer in the best interest of the Village of Blanchester;

**WHEREAS**, the Village of Blanchester desires to amend Resolution No. 2005.008 pursuant to Ohio Revised Code Section 731.19; and

**NOW THEREFORE BE IT RESOLVED**, by the Council of the Village of Blanchester, Clinton County, Ohio that:

#### **SECTION 1.**

Resolution No. 2005.008, titled “A Resolution By The Council of The Village of Blanchester Adopting A Personnel Policy” is hereby amended as shown in the attached Exhibit A.

#### **SECTION 2.**

Existing Resolution No. 2005.008 is hereby repealed.

#### **SECTION 3.**

The Village of Blanchester finds and determines that all formal actions of this Village concerning and relating to the adoption of this Resolution were taken in an open meeting of the Village of Blanchester and that all deliberations of this Village of Blanchester that resulted in those formal actions were in meetings open to the public, in compliance with all legal requirements.

#### **SECTION 4.**

That the Village by at least a three/fourths vote hereby dispenses with the requirement that this Resolution be read on three separate days and hereby authorizes the adoption of the Resolution upon its first reading. That this Resolution shall be effective at the earliest date allowed by law.

#### **SECTION 5.**

This Resolution shall be in full force and effect from and immediately upon its adoption.

Mr. Parks moved the adoption and Mr. Gephart seconded the motion and the roll being called upon its adoption the vote resulted as follows:

Councilman Brumbaugh Yea

Councilman McCollister Absent

Councilman Garner Yea

Councilman Parks Yea

Councilman Hopkins Yea

Councilman Gephart Yea

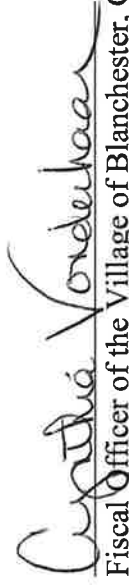
Adopted this 14<sup>th</sup> day of September, 2023.

  
Mayor John M. Carman

Fiscal Officer's Certificate:  
The State of Ohio, County of Clinton, ss:

I Cynthia Vonderhaar Fiscal Officer of the Village of Blanchester, Clinton County, and in whose custody the Files, Journals, and Records are required by the laws of the State of Ohio to be kept, do hereby certify that the foregoing Resolution is taken and copied from the original now on file with said Village, that the foregoing has been posted as required, has been compared by me with the said original and that the same is true and correct copy thereof.

Witness my signature, this 14<sup>th</sup> day of September, 2023.

  
Fiscal Officer of the Village of Blanchester, Clinton County, Ohio.

VILLAGE OF BLANCHESTER  
FISCAL OFFICER  
CYNTHIA VONDERHAAR

OFFICIAL SEAL

**EXHIBIT A (Resolution 2023.014)**

**ARTICLE II – DEFINITIONS**

**Section 2.33**

*Relatives*

1. Parents and step-parents;
2. Grandparents;
3. Spouse;
4. Children and step-children, whether dependent or not;
5. Siblings;
6. Any other individual related to an official or employee by blood or marriage is a “relative” if he or she lives in the same household with the official or employee.

**ARTICLE III – EMPLOYEE SELECTION**

**Section 4**

*Appointment of Relatives*

No public official or employee of the Municipality of Blanchester shall hire, vote to authorize the employment of, or recommend, nominate, or otherwise use the power and influence of their position to participate in the hiring of a relative. Nothing in this section shall prohibit a relative of a public official of the Municipality of Blanchester from applying to a position for which the public official does not exercise any hiring authority or voting power over provided that the official has not recommended, nominated, or otherwise used the power or influence of their position to influence the hiring process. Nothing within this section authorizes a relative to be hired into a position in which the public official has direct control over their promotion within the given department.

Employees shall be defined as all full-time employees and all part-time employees, consultants and members of Council-appointed bodies having direct oversight on expenditure.

**Section 4.1**

Exceptions to this section are limited to:

- (1) Existing appointments;
- (2) Existing appointment where neither individual is employed in a supervisory or management position and where neither individual is or may be directly influenced by the other individual. The determination of such influence shall be at the discretion of Village Council or Board of Public Affairs. To be eligible for this second exemption, employee must make application to Village Council or Board of Public Affairs prior to any event which would require exemption to allow continued employment. Failure to notify may result in the discharge of both parties.