

ORDINANCE NO. 2021-019

AN ORDINANCE AUTHORIZING FIVE (5) DAYS TO BE ADDED TO EACH FULL-TIME EMPLOYEES' PAID TIME OFF BANK TO RECOGNIZE THE CITY'S WORKFORCE FOR IT'S EXTRAORDINARY EFFORTS IN THE FACE OF THE PANDAMIC, AND DECLARING AN EMERGENCY.

WHEREAS, the Administration and City Council appreciate all the hard work and changing circumstances that City employees have undertaken during the COVID-19 pandemic; and

WHEREAS, City Council would like to show its appreciation to City employees by providing additional paid time off to each full-time employee.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Kent, Portage County, Ohio, that:

**SECTION 1.** Council authorizes that each full-time employee who works a 40-hour week be given five (5) additional paid days off and firefighters who work 24/48 shifts will be given 49 hours to coincide with their 49-hour work week. This time off shall not generate overtime situations, if at all possible. This additional time shall be used in 2021 and will not be eligible for either cash out benefits or carry over. The City manager shall issue any policy or directive needed for the use of this additional time.

**SECTION 2.** That it is found and determined that all formal actions of this Council concerning and relating to the adoption of 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 meetings open to the public in compliance with all legal requirements of Section 121.22 of the Ohio Revised Code.

**SECTION 3.** That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare of the residents of this City, for which reason and other reasons manifest to this Council this Ordinance is hereby declared to be an emergency measure and shall take effect and be in force immediately after passage.

PASSED: February 17, 2021  
Date

J. Fiala  
Jerry T. Fiala  
Mayor and President of Council

EFFECTIVE: February 17, 2021  
Date

ATTEST: Amy Wilkens  
Amy Wilkens  
Clerk of Council

I, AMY WILKENS, CLERK OF COUNCIL FOR THE CITY OF KENT, COUNTY OF PORTAGE, AND STATE OF OHIO, AND IN WHOSE CUSTODY THE ORIGINAL FILES AND RECORDS OF SAID COUNCIL ARE REQUIRED TO BE KEPT BY THE LAWS OF THE STATE OF OHIO, HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND EXACT COPY OF ORDINANCE No. 2021-019, ADOPTED BY THE COUNCIL OF THE CITY OF KENT ON February 17, 2021.

(SEAL)

Amy Wilkens  
AMY WILKENS  
CLERK OF COUNCIL