

CITY OF BEDFORD, OHIO

ORDINANCE NO. 054-23

AN ORDINANCE ADOPTING THE CITY OF BEDFORD EMPLOYEE HANDBOOK AND DECLARING AN EMERGENCY

WHEREAS, the Administration has worked with the City's Labor Council to research and update all of the existing HR policies to create a singular comprehensive Employee Handbook and recommends that Council adopt the same.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Bedford, County of Cuyahoga, and the State of Ohio:

Section 1. The Council for the City of Bedford hereby adopts The City of Bedford Employee Handbook and the City Manager is hereby authorized to implement its terms. Further, the City Manager is hereby authorized to amend the handbook from time to time as the Administration deems appropriate.

Section 2. That actions of this Council concerning and relating to the passage of this legislation were adopted in an open meeting of this Council and that all deliberations of this Council and 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 Ohio Revised Code.

Section 3. That any ordinance or policy in conflict with said handbook are hereby repealed and amended in accordance with the terms of the handbook.

Section 4. This ordinance is hereby declared to be an emergency measure immediately necessary for public peace, health, safety, and welfare and for the further reason that the Bedford City Council wants to immediately adopt the employee handbook.

WHEREFORE, this Ordinance shall take effect and be in force from and after the earliest date permitted by law.

\_\_\_\_\_  
Stanley C. Koci, Mayor-President of Council

\_\_\_\_\_  
Tracy M. Simons, CMC, Clerk of Council

Prepared and approved as to legal content by: \_\_\_\_\_  
John J. Montello, Law Director

PASSED: June 26, 2023