

VILLAGE OF ELMORE, OTTAWA COUNTY, OHIO

ORDINANCE NO. 14-2025

**AN ORDINANCE REGULATING EMPLOYMENT OF FAMILY MEMBERS
WITHIN THE VILLAGE OF ELMORE, OHIO.**

WHEREAS, an absolute ban on employment of related individuals by the Village is not in the best interest of the Village; and,

WHEREAS, current policy forbids such employment in the Village; and,

WHEREAS, it is desirable to repeal the former policy to provide for a more nuanced approach to the issue,

Now therefore, be it ORDAINED by the Council of the village of Elmore that:

Section 1. Sections 12.1.2, 12.1.3, and 12.1.4 (relating to nepotism) of the current Employee Manual are hereby repealed.

Section 2. Relationships, family, family relationships, or related individuals include a spouse, child, grandchild, parent, grandparent, sibling, a brother-in-law, sister-in-law, father-in-law, mother-in-law, stepparent, stepchild, stepsibling, and any legal guardian who stands in the place of a parent to the employee.

Section 3. The purpose of this ordinance is to affirm the Village's policy of permitting the employment of qualified individuals, regardless of family relationship, while reserving the right of Council and administration to address situations that may create actual or perceived conflicts of interest, supervision issues, or other undesirable consequences.

Section 3. Members of the family of Village officials or employees may be hired and employed by the Village. The existence of a family relationship shall not, by itself, disqualify any applicant or employee from Village service but may be considered as part of the employment process

Section 4.

A. In the event that a family relationship among employees or officials results in:

1. A direct supervisory relationship,
 2. An actual conflict of interest,
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- 3. The appearance of improper favoritism, or
- 4. Other circumstances deemed to be detrimental to the best interests of the Village,

then the department head shall make a recommendation to the Mayor who shall bring the matter to the attention of Council with such recommendations as the Mayor deems proper for Council's consideration..

B. Council's action may include, but is not limited to, reassignment of duties, transfer of position, modification of reporting structure, or other measures including termination.

Section 5. Nothing in this ordinance shall be construed to create a right to employment or to limit the authority of Council or the Village Administrator to make employment decisions consistent with the best interests of the Village.

Section 6. If any provision of this ordinance is held invalid, the remaining provisions shall continue in full force and effect.

Section 7. 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 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.

VOTES:

To pass

Yeas 6 Nays 0

Date: 11/24/25


PRESIDENT OF COUNCIL

Approved: 
MAYOR


FISCAL OFFICER

FISCAL OFFICER'S CERTIFICATE AS TO PUBLICATION.

This is to certify that publication of the foregoing Ordinance was duly made as provided in the Ohio Revised Code by publication in a newspaper of general circulation in Elmore, Ohio on the following date(s):

12/06/25



FISCAL OFFICER

FISCAL OFFICER'S CERTIFICATE AS TO AUTHENTICITY

I hereby certify that the foregoing Ordinance is a true copy of the aforesaid Ordinance No. 14-2025, together with a true and accurate record of adoption by the Village of Rocky Ridge, Ohio.



FISCAL OFFICER