

**AN ORDINANCE AMENDING SECTION 153.03 OF THE CODIFIED ORDINANCES TO EXTEND THE PROBATIONARY PERIOD FOR EMPLOYEES IN THE FIRE DEPARTMENT.**

WHEREAS, Section 153.03 of the Codified Ordinances establishes a probationary period for Village employees; and

WHEREAS, the Fire Chief has recommended that the probationary period applicable to employees in the Fire Department be extended for a period of one (1) year in length with the option to extend that period for an additional six (6) months; and

WHEREAS, Council concurs with this recommendation and desires to amend Section 153.03 accordingly.

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Richfield, County of Summit, State of Ohio that:

SECTION 1. Section 153.03, "Employment Policy" of Chapter 153, "Employment Provisions" of the Administrative Code of the Codified Ordinances of the Village of Richfield is hereby amended as follows:

**"153.03 EMPLOYMENT POLICY.**

(a) Beginning January 1, 1981, to qualify for all compensation and benefits hereinafter provided, each full-time employee shall have completed and submitted an employment application form before the commencement of employment. Each department head may review the employment application forms of all qualified applicants and make recommendations to the Mayor before employment in that department. The Mayor may give credit for previous experience toward starting salary schedules. The employment application form of each person employed, bearing the approval of the Mayor, shall be kept in the personnel file of such employee.

(b) An employee of the Village who is appointed, promoted or transferred shall be on a probationary status for a period of no less than 60 days but not more than six months from the date of the appointment, promotion or transfer. At the termination of an employee's probationary period, his appointment, promotion or transfer shall be confirmed by the Mayor in writing. If the employee does not successfully perform the duties assigned to him, he may be dismissed, demoted or transferred to his former position pursuant to the Charter.

(c) Police personnel who are appointed shall be on a probationary status for no less than six months from the date of such appointment. At the termination of the police personnel's probationary period, ~~his~~the personnel's appointment or removal shall be pursuant to the Charter.

(d) Fire personnel who are appointed shall be on a probationary status for no less than one (1) year from the date of such appointment, which status may be extended by the Village for as much as an additional six (6) months."


SECTION 2. That any ordinances or resolutions in conflict with the foregoing are hereby repealed.

SECTION 3. 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 or subcommittees 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.

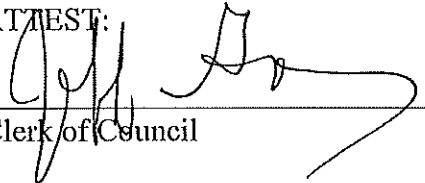
SECTION 4. This Ordinance shall be in full force and effect after the earliest period allowed by law.

PASSED: 3-5-24

  
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President of Council

  
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Mayor

Dated: 3/8/2024

ATTEST:  
  
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Clerk of Council