**ORDINANCE NO. 6-2024**

**PROVIDING FOR EMPLOYEE INCENTIVE PAY AND DECLARING AN EMERGENCY**

 **WHEREAS,** the Village of Fairfax’s (“Village’s”) employees provide essential and unique services necessary for the Village to fulfill its mission in a cost-effective and professional manner; and

 **WHEREAS,** retention of personnel on a long-term basis, as appropriate, is therefore important to the operation of the Village and its residents and taxpayers; and

 **WHEREAS,** providing incentive pay, from time-to-time and as the Village’s financial position warrants, serves the goal of retaining personnel and the additional important goal of encouraging high-level performance beyond the norm; and

 **WHEREAS,** while the Village does not anticipate that providing incentive pay on a regular or scheduled basis will be necessary or prudent, the Village concludes nonetheless that incentive pay is warranted for extraordinary accomplishments, unusual circumstances, or other circumstances that, in the Council of the Village of Fairfax’s (“Council’s”) sole discretion, merit additional compensation to reward and incentivize personnel to remain with the Village and achieve a high level of performance beyond the norm; and

 **WHEREAS,** this Council has the legal authority to make such discretionary compensation decisions; and

 **WHEREAS,** such decisions are based on specific, isolated circumstances without establishing precedent of any kind or otherwise commenting on employee evaluation or disciplinary matters; and

**WHEREAS,** upon the recommendation of the Mayor, the recent performance of certain personnel in the Village Maintenance Department merits incentive pay based on their extraordinary hard work and accomplishments while the Maintenance Department has been operating short-handed due to the long-term absence of other personnel; and

**WHEREAS,** to have the desired effect, it is important that such incentive pay be made without undue delay;

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the Village of Fairfax, State of Ohio, that:

**SECTION I**: The Village hereby establishes an incentive pay program for employed personnel, to be implemented on an individual basis by resolution when both prudent and warranted, at the sole discretion of this Council based on the incorporation of the recitals set forth above.

 **SECTION II:** Based on the significant and extraordinary accomplishments of the following personnel, as detailed above, the following personnel shall be paid a one-time incentive payment of $280.50: Tim Bronson; Austin Riffle; Ken Evans; and Joe Huskey.

 **SECTION III:** The Village shall make the foregoing payments, subject to applicable withholding, with the next regular pay scheduled for such personnel.

**SECTION IV**: This Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, safety, and general welfare and shall be effective immediately. The reason for said declaration of emergency is the immediate need to incentivize the Village’s employed personnel in recognition of recent events and ongoing work.

Passed this 17th day of June, 2024.

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 Mayor

ATTEST:

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Fiscal Officer

**CERTIFICATE**

I hereby certify this to be a true and correct copy of Ordinance No. 6-2024 adopted at a meeting of the Council of the Village of Fairfax, this 17th day of June, 2024.

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 Fiscal Officer