

**AN ORDINANCE AMENDING ORDINANCE NO. 2021-13  
REGARDING THE HIRING AND TERMINATION OF EMPLOYEES.**

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BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF BELLAIRE, COUNTY OF BELMONT, STATE OF OHIO:

**SECTION 1:** Ordinance No. 2021-13 shall be amended as follows:

- A. The Chief of Police - if for the Police Department, and the Mayor, Village Administrator and Maintenance Supervisor - if for the Service and Administration Departments (all collectively referred to as the "Management Team") are responsible for searching, advertising and obtaining any and all new potential candidates to fill open positions as needed and in accordance with the Village budget. All Candidates must be interviewed and informed of work schedule expectations, six-month probationary period requirement and the benefit package associated with the position, if any.
- B. For full-time candidates, the Management Team shall submit all preferred employee candidate's resumes and applications to the Personnel Committee for scheduling of a final interview. The Personnel Committee will conduct a final candidate interview and then provide recommendations to the full Council for review and hiring consideration. Council shall approve the hiring of all full-time employees, except for appointed positions required by the Ohio Revised Code.
- C. The Management Team has the authority to hire any part-time employee in their respective department as needed and within the Village Budget without Council review and approval.
- D. If it becomes necessary to terminate a full-time employee, the Management Team must present to the Personnel Committee an explanation of just cause for termination. The Personnel Committee will provide recommendations to the full Council for final review and termination determination. Council shall approve the termination of all full-time employees
- E. In the event of an occurrence whereby a full-time employee is subject to termination, their direct Management Team Member has the authority to immediately suspend the employee without pay, until such time the Personnel Committee and full Council have reviewed the situation and made a final determination about termination.
- F. The Management Team has the authority to terminate any part-time employee for just cause over their respective departments.

G. Ineligible candidates to work for the Village are (1) any person who does not possess a valid drivers' License, or (2) who has a criminal background incompatible with the responsibilities of the position, or (3) any relative of current employees and elected officials that may present a conflict of interest.

**SECTION 2:** That all other Ordinances or Resolutions, or portions thereof, which are in conflict with this Ordinance are hereby repealed.

**SECTION 3:** 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 including section 121.22 of the Ohio Revised Code.

**SECTION 4:** That this Ordinance shall take effect and be in force from and after the earliest period allowed by law.

Adopted at a regular meeting of the Council of the Village of Bellaire held this 18 day of July, 2024 by the \_\_\_\_\_ yea votes of its eligible members.

**ATTESTED:**

Marla L. Krupnik  
Marla Krupnik, Fiscal Officer

Edward L. Marling  
Edward L. Marling, Mayor

Date: 7-18-2024

Date: 7-18-2024

**CERTIFICATE OF POSTING**

I, Mary Hagg, Clerk of Council, do hereby certify that the foregoing Resolution was published by posting the same in five (5) public places within the Village of Bellaire, Ohio as provided by Ordinance No 1229, for a period of not less than fifteen (15) days, said Ordinance having been first posted on 07/19/24.

