

ORDINANCE NO. 028-15

**AN ORDINANCE APPOINTING LISA L. NAGEL AS THE
NAPOLEON CITY LAW DIRECTOR OF NAPOLEON, OHIO;
AND, DECLARING AN EMERGENCY**

WHEREAS, the Personnel Committee has met and conducted interviews over the past several weeks;

WHEREAS, the Personnel Committee has presented the written recommendation that Lisa L. Nagel be selected as the new City Law Director;

WHEREAS, the Napoleon City Council does hereby accept the recommendation of the Personnel Committee and does hereby appoint Lisa L. Nagel as the new Law Director for the City of Napoleon; **Now Therefore:**

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NAPOLEON,
OHIO:**

Section 1. That, this Council appoints Lisa Nagel, to the full time regular employment position of Napoleon City Law Director, effective on or about August 31st, 2015 or as otherwise agreed upon by Council President and Lisa L. Nagel. If the start date is different than August 31st, 2015 the different date shall be provided, in writing, to the Clerk of Council.

Section 2. That, effective on or about August 31st, 2015, Lisa Nagel's bi-weekly salary shall be \$2692.31, (prorated as necessary according to City pay periods). Upon satisfactory performance review, as undertaken by and determined by the Personnel Committee, on or about November 7th, 2015, such bi-weekly salary shall increase to \$2,884.62, (prorated as necessary according to City pay periods). Lisa Nagel shall thereafter, including the 2016 performance review, be subject to continued annual performance reviews by the Personnel Committee or City Council and, after each satisfactory review, said salary may be increased by an amount determined by Council.

Section 3. That, notwithstanding any other provision of the City's Personnel Code, the City's Employment Policy Manual, and Section 1 of this Ordinance, the City Law Director, during the course of employment, shall have her professional license fees and local and state bar membership fees paid by the City as well as continuing education fees required for maintaining her license to practice law, so long as such continuing education is related to the duties of Law Director. Additionally, the Law Director will not be required to purchase her own malpractice insurance to act within her scope of duties as Law Director, said coverage shall be provided by the City.

Section 4. That, benefits for the City's Law Director shall accrue and be in accordance with Chapter 197 of the Codified Ordinances (Personnel Code) and the applicable provisions of the City's Employment Policy Manual for full time regular employees, both as may be amended from time to time. However, the City Law Director shall, upon appointment, receive one week of paid vacation which must be used prior to January 1st, 2016 if any of the vacation is not used prior to said date the unused vacation expires with no duty on the City to compensate the Law Director for the unused vacation time ("use it or lose it"). Also, the City Law Director shall receive two (2) weeks of vacation that must be used from January 1st, 2016 to the Law Director's one year

anniversary of his/her hire date. If any of the vacation is not used prior to said date the unused vacation expires with no duty on the City to compensate the Law Director for the unused vacation time ("use it or lose it"). Thereafter, the Law Director's vacation shall be accrued per the Chapter 197 of the Codified Ordinances (Personnel Code) and the applicable provisions of the City's Employment Policy Manual for full time regular employees, both as may be amended from time to time

Section 5. That, Ordinance No. 025-12 is repealed effective 12:00 am, July 28th, 2015.

Section 6. That, it is found and determined that all formal actions of this City Council concerning and relating to the adoption of this Ordinance were adopted in open meetings of this City Council, and that all deliberations of this City Council and any of its committees that resulted in such formal actions were in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code and the Codified Ordinances of Napoleon Ohio.

Section 7. That, if any other prior Ordinance or Resolution is found to be in conflict with this Ordinance, then the provisions of this Ordinance shall prevail. Further, if any portion of this Ordinance is found to be invalid for any reason, such decision shall not affect the validity of the remaining portions of this Ordinance or any part thereof.

Section 8. That, this Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, health or safety of the City and its inhabitants, and for the further reason that this legislation must be in effect at the earliest possible time to allow for effective legal services to be rendered to the City, including those legal services related to public peace, health or safety; therefore, provided it receives the required number of votes for passage as emergency legislation, it shall be in full force and effect immediately upon its passage; otherwise, it shall be in full force and effect at the earliest time permitted by law.

Passed: June 29, 2015



Travis B. Sheaffer, Council President

Approved: June 29, 2015



Ronald A. Behm, Mayor

VOTE ON PASSAGE 5 Yea 0 Nay 0 Abstain

Attest:


Gregory V. Heath, Clerk/Finance Director

I, Gregory J. Heath, Clerk/Finance Director of the City of Napoleon, do hereby certify that the foregoing Ordinance No. 028-15 was duly published in the Northwest Signal, a newspaper of general circulation in said City, on the 9th day of July, 2015; & I further certify the compliance with rules established in Chapter 103 of the Codified Ordinances Of Napoleon Ohio and the laws of the State of Ohio pertaining to Public Meetings.


Gregory J. Heath, Clerk/Finance Director



CITY OF NAPOLEON, OHIO

PERSONNEL COMMITTEE

255 W. RIVERVIEW AVENUE, PO Box 151
NAPOLEON, OH 43545

Monday, June 29, 2015

Greg Heath
Clerk of Council

Travis B. Sheaffer
Council President

Dear Clerk of Council and Council President:

Over the past few weeks the Personnel Committee has reviewed 13 applicants for the position of Law Director. The Personnel Committee met and conducted phone interviews of all 13 applicants. From those, 5 applicants were selected for face-to-face interviews. Following the face-to-face interviews and pursuant to the Napoleon City Charter Article II, Section 2.12, the Personnel Committee is pleased to recommend Lisa L. Nagel to be the new Law Director, for the City of Napoleon.

Sincerely,

Mayor Ronald A. Behm

Concurring:

Travis B. Sheaffer, Council President
Chairperson of Personnel Committee

Jason Maassel, Council President Pro-Tem
Member of Personnel Committee