

RECORD OF ORDINANCES

Ordinance No. 2026-59

Passed OCTOBER 07, 2026

SPONSOR: FINANCE

AN ORDINANCE AMENDING SECTION 10 OF THE VILLAGE OF MOGADORE PERSONNEL POLICY REGARDING BEREAVEMENT LEAVE, REQUIRING REGISTRATION OF DOMESTIC PARTNERSHIPS FOR ELIGIBILITY, PROVIDING FOR RETROACTIVE APPLICATION TO SEPTEMBER 1, 2026, AND DECLARING AN EMERGENCY.

WHEREAS, Council desires to clarify and expand eligibility for bereavement leave involving domestic partner relationships; and

WHEREAS, Council finds it appropriate to establish a uniform registration requirement for domestic partnerships for the purposes of administering the expanded eligibility for bereavement leave for domestic partners; and

WHEREAS, Council further desires that this amendment apply retroactively to September 1, 2026; and

WHEREAS, this Council finds and determines, after reviewing all pertinent information, that it is necessary and in the best interest of the Village to amend the Village Personnel Policy regarding bereavement leave as set forth on Exhibit A, attached hereto and incorporated herein by reference.

NOW, THEREFORE BE IT ORDAINED, by the Council of the Village of Mogadore, Counties of Summit and Portage, State of Ohio, that:

SECTION 1: This Council hereby amends Sections 10 of the Village Personnel Policy, as set forth on Exhibit A, attached hereto and incorporated herein by reference. All other provisions of the Village Personnel Policy not amended herein shall remain in full force and effect.

SECTION 2: The Clerk-Treasurer is authorized to develop and maintain a Domestic Partner Registration Form and administrative procedures necessary to implement this Ordinance.

SECTION 3: This amendment shall apply retroactively to September 1, 2026. Any employee who, on or after September 1, 2026, would have qualified for bereavement leave under this amendment shall be eligible for consideration of such leave, provided the employee submits a completed Domestic Partner Registration Form no later than thirty (30) days after the effective date of this Ordinance.

SECTION 4: This Council finds and determines that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in open meetings of this Council and any deliberations of this Council and any of its committees that resulted in this formal action were in meetings open to the public, in compliance with all legal requirements.

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SECTION 5: This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, and safety of the residents of the Village of Mogadore and for the purpose of efficient administration and implementation of employee benefits, and, provided this Ordinance receives the affirmative vote of at least five (5) members elected or appointed to this Council, it shall take effect and be in force upon its passage by Council and approval by the Mayor, otherwise it shall take effect and be in force at the earliest period allowed by law.

Michael Buddish 10-7-26
President of Council Date

Rich 10-7-26
Mayor Date

Attest:

[Signature]
Clerk-Treasurer

EXHIBIT A

SECTION 10: FUNERAL LEAVE

An employee who has any one of the following described members of his or her family die shall be excused from work without loss of pay for not more than five (5) days, which shall include the day of the funeral: spouse, domestic partner, parents, mother-in-law, father-in-law, child, son-in-law, daughter-in-law, **parent of a registered domestic partner, and child of a registered domestic partner**. An employee who has any one of the following described members of his or her family die shall be excused from work without loss of pay for not more than three (3) days, which shall include the day of the funeral: brother, brother-in-law, sister, sister-in-law, grandparent, great-grandparent, grandchild, great-grandchild, grandparent of spouse, great-grandparent of spouse, or dependent who lives in the household. The relatives identified in this Section include step-relatives, half relatives, and legally adopted children.

In the application of this clause with respect to in-laws, recognition for any such relationship will be limited to those resulting from the employee's current marital status. Where a marriage has been terminated by death and there has been no subsequent marriage, the in-law relationship will be recognized.

For purposes of this Section, a “domestic partner” shall mean an individual designated by the employee pursuant to a Domestic Partner Registration Form approved by the Village Administrator. No bereavement leave benefits associated with a domestic partner or the domestic partner’s family members shall be available unless the registration form has been completed, signed by the employee and domestic partner, and filed with the Village prior to the date of the death for which leave is requested. The Village Administrator may require reasonable documentation necessary to verify the domestic partnership.