

**RESOLUTION 21 – 47, 2021  
COLUMBIA TOWNSHIP, HAMILTON COUNTY, OHIO**

**AUTHORIZING AMENDMENTS TO TOWNSHIP HANDBOOK POLICIES AND  
PROCEDURES MANUAL, DISPENSING WITH THE SECOND READING,  
AND DECLARING AN EMERGENCY**

**WHEREAS**, the Columbia Township Board of Trustees previously enacted the Township Handbook Policies and Procedures Manual (“Manual”) in 1996;

**WHEREAS**, from time to time, the Manual needs to be reviewed and revised to adopt to trends in the employment market, to stay competitive in that market, to stay current under the law, to attract new employees, and to retain current employees, among other things; and

**WHEREAS**, the Board needs to adopt certain amendments to the Manual to help achieve the goals listed above as set forth in the attached Exhibit A; and

**WHEREAS**, the Board, upon majority vote, hereby dispenses with the requirement that this resolution be read on two separate days, and hereby authorizes the adoption of this resolution upon its first reading; and,

**WHEREAS**, this Resolution is hereby declared to be an emergency measure necessary for the preservation of the public peace, health and welfare of the Township; the reason for the emergency is the Township must authorize and enact the amendments to the Manual set forth in Exhibit A, and reaffirm all other provisions of the Manual not specifically amended in Exhibit A, at the earliest possible time so they can be implemented immediately to help achieve the goals set forth above.

**NOW, THEREFORE, BE IT RESOLVED** by the Columbia Township Board of Trustees, Hamilton County, Ohio:

**SECTION 1:** That the Board hereby authorizes and adopts the amendments to the Manual as set forth in Exhibit A and reaffirms all other provisions not otherwise amended in Exhibit A.

**SECTION 2:** That it is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were taken in meetings open to the public, in compliance with all legal requirements including §121.22 of the Ohio Revised Code.

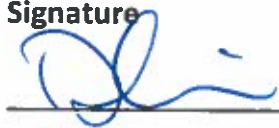
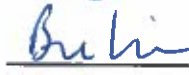

**SECTION 3:** This resolution shall take effect at the earliest period allowed by law.


Motion to accept Resolution made by: Mrs. (Mr.) KUBICKI

Seconded by: Mr. (Mrs.) HUGHES

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**VOTE:**

| <b>TRUSTEE</b> | <b>Voting</b> | <b>Signature</b>  | <b>Date</b> |
|----------------|---------------|---|-------------|
| David Kubicki  | <u>YES</u>    | <u></u> | 11-09-2021  |
| Brian Lamar    | <u>no</u>     | <u></u>  | 11-09-2021  |
| Susan Hughes   | <u>yes</u>    | <u></u> | 11-09-2021  |

ATTEST:  11-09-2021  
Caroline Heekin, Fiscal Officer

APPROVED as to form: \_\_\_\_\_  
Township Legal Counsel

Passed this 9<sup>th</sup> day of November, 2021