

**ORDINANCE NO. 20 , 2014**

**AN ORDINANCE AUTHORIZING OVERLAPPING EMPLOYMENT  
APPOINTMENTS DURING TRANSITION**

**WHEREAS**, in strategically planning the retirement succession of City employees, it has become apparent that from time to time it may be beneficial to have both the retiring incumbent and the new appointed successor to serve simultaneously for smooth succession training; and

**WHEREAS**, at times specific City employment positions have certain statutory responsibilities which require that a single person hold that position; and

**WHEREAS**, to accommodate the pending retirement of three such employees from the City, the Administration believes it is appropriate to establish a formal process to recognize the dual appointment of City employees to maintain the efficient operation of the City.

**NOW THEREFORE, BE IT ORDAINED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**SECTION 1.** There shall be enacted a new Section 34.09 of the Code of Ordinances entitled *Transitional Employment Appointments*. This section shall read as follows:

*During an employment transition, such as the retirement or resignation of an employee, when an overlapping period of employment with the transitioning employee and the proposed appointee may be important for succession training, the City Manager is authorized to appoint two persons to the same job position within the City. Such overlap appointment may*

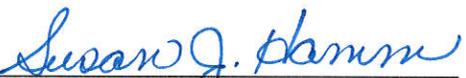
not exceed a period of forty-five (45) days and the cost for such overlapping appointment must be appropriately budgeted. Under such circumstances, the incumbent, or transitioning employee, will hold the official job designation for all statutory, signatory, and decision-making purposes.

**SECTION 2.** All Ordinances or parts of Ordinances inconsistent herewith are hereby repealed.

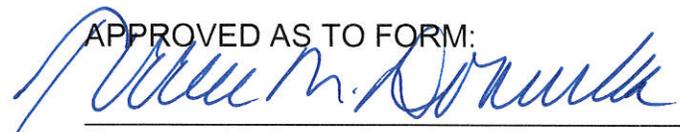
**SECTION 3.** All sections, subsections, parts and provisions of this Ordinance are hereby declared to be independent sections, subsections, parts and provisions, and the holding of any section, subsection, part or provision to be unconstitutional, void or ineffective for any reason shall not affect or render invalid any other section, subsection, part or provision of this Ordinance.

**SECTION 4.** This Ordinance shall take effect the earliest opportunity as allowable by law.

PASSED: December 17, 2014

ATTEST:   
Susan J. Hamm, Clerk of Council

  
Todd A. Steinbrink, Mayor

APPROVED AS TO FORM:  
  
Terrence M. Donnellon, Law Director