

**ORDINANCE NO. 19 - 24**

**By: Jess Saad**

**An ordinance to amend Section 262.02(c)(12)(C)(5), Use of Sick Leave, and to amend Section 262.02(c)(9)(B)(3), Compensatory Time.**

**WHEREAS**, the City regularly reviews its human resources policies and practices to ensure equity across departments as well as adoption of best practices;

**WHEREAS**, the City recognizes that some employees are in long term relationships with domestic partners; and

**WHEREAS**, the City desires to extend the use of sick leave benefits for use by employees who are in domestic partner relationships.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BEXLEY:**

**Section 1.**

That section 262.02(c)(12)(C)(5) shall be amended as follows:

5. Pregnancy, childbirth and/or related medical conditions of employee or a member of their immediate family.

For purposes of this subsection, the "immediate family" is defined as only: mother, father, brother, sister, child, current spouse, **domestic partner**, grandparent, grandchild, current mother-in-law, current father-in-law, current sister-in-law, current brother-in-law, current daughter-in-law, current son-in-law, legal guardian or other person who stands in the place of a parent, or for whom the employee stands in loco parentis.

**For the purposes of this subsection, a "Domestic Partner" relationship is defined as individuals who share a regular and permanent residence; have a committed personal relationship; can demonstrate financial interdependence; are not related by blood and; who are not legally married or in another domestic partnership. In cases where an employee requests to use sick leave for the illness or injury of a Domestic Partner, the employee must have a complete and signed affidavit attesting to the relationship on file with Human Resources.**

**Section 2.**

That section 262.02(c)(9)(B)(3) be amended as follows:

3. Compensatory time. An employee may accumulate and maintain up to ~~twenty-four (24)~~ **hours forty (40) hours** of compensatory time. The employee must notify the City each pay period to indicate that they want this earned overtime to be accumulated as compensatory time. Compensatory time off requests must be made in advance and are subject to supervisory approval. Compensatory time may be carried over up until January 31st of the succeeding year adjusted to the rate of pay in effect in the preceding year.

**Section 3.**

That this Ordinance shall go into full force and effect at the earliest period allowed by law, and that the provisions in Section 1 and Section 3 be retroactive to January 1, 2024.

Passed \_\_\_\_\_, 2024

\_\_\_\_\_  
Monique Lampke, President of Council

Attest: \_\_\_\_\_, 2024  
Matt McPeek, Clerk of Council

Approved: \_\_\_\_\_, 2024

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Benjamin Kessler, Mayor

First Reading:  
Second Reading:  
Third Reading: