

ORDINANCE NO. 11 -74

By: Adler

To establish hours of work, working conditions, rates of pay and fringe benefits for all employees of the City, effective as of July 1, 1974, and to declare an emergency.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BEXLEY, OHIO:

Section 1. That the Elected Officials of the City of Bexley are to be paid in the manner prescribed by the Charter and Ordinances. All other pay rates shall be set by the Mayor with the consent of Council.

- A. That the Police Officers will be paid according to Schedule I.
- B. That all full-time salaried employees (except elected officials) will be paid according to Schedule II.
- C. That all hourly employees will be paid according to Schedule III.
- D. That all part-time salaried employees will be paid according to Schedule IV.
- E. That all part-time, temporary and casual employees other than salaried employees will be paid according to Schedule V.

Section 2. That a normal work week will be forty (40) hours.

Section 3. That Blue Cross Major, Blue Shield Major and Major Medical benefits will be furnished all employees and their families except the Health Commissioner, and that life insurance in the amount of \$5,000.00 will be furnished all employees except elected officials, the Health Commissioner and the City Solicitor but any employee over 65 will be furnished life insurance in the amount of \$1,000.00 only,

Section 4. Holidays with pay shall be - New Years Day, Washington-Lincoln Birthday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day and Christmas Day, except that any employee absent the working day before or after a holiday without prior approval shall not be paid for that holiday.

Section 5. That vacations with pay will be granted on the anniversary of hire, unless otherwise approved by the Mayor, on the following basis:

- a. two (2) calendar weeks after one year,
- b. three (3) calendar weeks after ten years,
- c. four (4) calendar weeks after twenty years.

Vacations must be taken within 12 months following accrual unless other arrangements are made.

Section 6. All persons included in Section 1. A, B and C who serve on Jury Duty, Military Duty, or Court Duty, at less than their regular rate of pay, shall be paid the difference by the City.

Section 7. Full time employees will be allowed ten hours sick leave for each completed calendar month during which he has worked at least 130 hours, and the sick leave shall be accruing but not usable during the probationary period, provided, however, that sick leave shall be included as time worked when computing said 130 hours. Beginning with the fourth separate sick leave in each calendar year, the first two days will be without pay, unless waived by the Mayor.

When an employee leaves the job or dies, he will receive 8 hours pay

for each 10 days of unused sick leave up to 60, and 8 hours of pay for each 5 days of sick leave over 60, but no pay for any unused sick leave unless it is in excess of 29 days.

SCHEDULE I

All police officers will be paid bi-weekly. The salary increases for the last six months of 1974, and the annual salaries effective January 1, 1975 will be paid from the following schedule:

	<u>July 1, 1974</u>	<u>January 1, 1975</u>
E. Krumm	\$700.00	\$ 16,900.00
T. Tobin	600.00	15,300.00
C. Miller	500.00	13,800.00
D. Davis	500.00	13,800.00
J. Mitchell	500.00	13,800.00
L. Hyzer	500.00	13,800.00
R. Butters	1,100.00	13,800.00
P. Tilton	500.00	12,300.00
R. Young	500.00	12,300.00
A. Wilson	500.00	12,300.00
W. Swetnam	500.00	12,300.00
T. Hughes	500.00	12,000.00
R. Criner	500.00	12,000.00
J. Speakman	500.00	12,000.00
E. Bennett	500.00	11,500.00
R. Sluder	500.00	11,500.00
J. Bragg	500.00	11,500.00
R. Schrock	500.00	11,000.00
B. Wood	250.00	11,000.00
J. Dellinger	250.00	11,000.00
A. May	500.00	11,000.00
R. Crawford	-	8,600.00
D. Wright	-	8,600.00

Any new officers hired after July 1, 1974 will start at annual salary of \$8,600.00 and be paid this amount during their first year of employment.

After January 1, 1975, the patrolman longevity pay increases shall become effective at the start of the two week pay period following each patrolman's anniversary date, which is the date he started working for the City, and said increases shall become effective and be computed as follows:

Starting and through first year	\$ 8,600.00
Beginning second year	9,500.00
Beginning third year	11,000.00
Beginning fourth year thru seventh year	11,500.00 each
Beginning eighth year thru thirteenth year	12,000.00 each
Beginning fourteenth year & thereafter	12,300.00 each

Compensation for each of the holidays as listed in Section 4 above shall be made on the regular payroll in which the holiday occurs.

Each member of the Police Department is hereby authorized and empowered to purchase various articles of clothing to be worn as part of his uniform as prescribed by the Mayor, not exceeding the sum of \$150.00 per calendar year, except that members of the plain-clothes division shall be entitled to an additional \$50.00 per calendar year; that the invoices for all such purchases be made to the City of Bexley; that the Auditor be, and he hereby is, authorized and directed to honor such invoices up to the amount of \$150.00 per calendar year for each uniformed member of the Police Department and up to the amount of \$200.00 per calendar year for plain-clothes division and issue proper vouchers for the payments of the same; provided, however, that the sum shall be increased to a maximum of \$500.00 during the first calendar year of employment of any member of the police Department.

Should any member of the Police Department become sick or disabled so

that he cannot perform his duties as a member, he shall be entitled to the benefits set forth in Ordinance 40b-50 of the City of Bexley, Ohio.

Members of the Police Department shall be entitled to sick leave of four and six-tenths hours with pay for each completed eighty (80) hours of service, as set forth in Section 143.29 of the Ohio Revised Code.

Any officer working overtime shall be paid for any hours in excess of forty (40) hours per week, excluding the change of trick time, at the rate of one and one-half ($1\frac{1}{2}$) times his hourly rate as set forth in the above schedule; except that in the case of a Court appearance, a minimum of two (2) hours overtime will be paid; and that except in the case of an officer's overtime resulting from attendance at a regularly scheduled training or educational school, classes or clinic, such overtime will be given in compensatory time off which shall be scheduled by the Chief of Police.

SCHEDULE II

Assistant Service Director & Supt. of Building Dept.	\$13,000	-	\$16,000
Superintendent of Water	11,000	-	14,000
Director of Parks & Recreation	11,000	-	13,500
Superintendent of Maintenance	10,000	-	13,000
Superintendent of Street & Service	10,000	-	13,000
Ass't. Supt. of Building Department	9,000	-	11,000
Ass't. Supt. of Service	9,000	-	11,000
Superintendent of Parks	9,000	-	11,000
Ass't. Supt. of Streets	9,000	-	11,000
Supt. of Water Lines & Service	8,500	-	10,500
Supervisor of Recreation	7,500	-	9,500
Parks Supervisor	7,500	-	9,500
Custodian of Municipal Building	6,500	-	7,000
Secretary to Mayor & Auditor	6,500	-	8,500
Secretary to Water Department	6,500	-	8,500
Secretary to Building Department	6,500	-	8,500
Secretary to Recreation Department	6,500	-	8,500
Clerk Typist	5,750	-	7,000

All salaried personnel will be paid bi-weekly, from the above schedule of rates.

Uniforms will be furnished such employees as the Mayor may direct.

The position of Secretary to the Mayor and Auditor shall include the duty of attending Council meetings and such clerical work as is necessary, but any Secretary attending other evening meetings shall be paid the sum of \$10.00 per meeting.

The Parks Supervisor may live on the Jeffrey grounds in quarters assigned to him at the expense of the City.

The Superintendent of Streets and Service may reside in quarters in the Jeffrey Mansion at the expense of the City.

SCHEDULE III

RUBBISH DEPARTMENT LOADERS

Starting rate - Class M	\$3.23 to \$3.40
After 120 days - Class N	3.33 to 3.50
After 1 year - Class O	3.43 to 3.60

RUBBISH DEPARTMENT DRIVERS

Starting rate - Class M	3.23 to 3.40
After 120 days - Class N	3.33 to 3.50
After 1 year - Class O	3.43 to 3.60
After 18 mos. - Class P	3.56 to 3.70

SERVICE MAINTENANCE DEPARTMENT

Starting rate - Class M	3.23 to 3.40
After 120 days - Class N	3.33 to 3.50
After 1 year - Class O	3.43 to 3.60
After 18 mos. - Class P	3.56 to 3.70
Section Head I - Class R	3.78 to 3.90
Section Head II - Class S	3.88 to 3.98

SAFETY MAINTENANCE DEPARTMENT

Starting rate - Class M	3.23 to 3.40
After 120 days - Class N	3.33 to 3.50
After 1 year - Class O	3.43 to 3.60
After 18 mos. - Class P	3.56 to 3.70

PARKS DEPARTMENT & JEFFREY

Starting rate - Class M	3.23 to 3.40
After 120 days - Class N	3.33 to 3.50
After 1 year - Class O	3.43 to 3.60
After 18 mos. - Class P	3.56 to 3.70
Custodial - Class J	2.63 to 3.80

WATER DEPARTMENT

Starting rate - Class M	3.23 to 3.40
After 120 days - Class N	3.33 to 3.50
After 1 year - Class O	3.43 to 3.60
After 18 mos. - Class P	3.56 to 3.70
After 24 mos. - Class Q	3.68 to 3.80
Section Head - Class R	3.78 to 3.90

The Mayor shall have the right to determine the pay rate of each hourly worker within the above pay ranges.

All hourly workers will be paid weekly. The regular work week shall be from 12:01 A.M. Thursday to 12 Midnight Wednesday, and the normal straight-time work week of employees will include five (5) days of eight (8) hours each.

One and one-half ($1\frac{1}{2}$) times the basic rate of pay will be paid for all work

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performed in excess of eight (8) hours in any one day or in excess of forty (40) hours per week, whichever overtime hours are greater, but not for both.

For hourly employees, the City will pay the entire cost of a basic cotton uniform for each city employee using a uniform.

All common or unskilled laborers employed by the City of Bexley shall be paid for their longevity, in addition to the hourly rate, at the following rates:

- A. In excess of 5 years - \$.05 per hour;
- B. In excess of 10 years - .10 per hour;
- C. In excess of 15 years - .15 per hour;
- D. In excess of 20 years - .20 per hour;

with the provision, however, that subsequent longevity increases in accordance with said schedule shall be made only twice a year on each April 1 and October 1 for those who have qualified therefor prior to each such date.

SCHEDULE IV

The salary of the City Solicitor shall be Sixty-six Hundred (\$6,600.00) Dollars per year, to be paid monthly.

The salary of the Health Commissioner shall be Three Thousand (\$3,000.00) Dollars per year, to be paid monthly.

SCHEDULE V

PARKS AND RECREATION DEPARTMENT

Supervisors	\$1.60 to \$4.00 / hr.
Arts/Crafts Supervisors	1.65 to 4.00 / hr.
Performing Arts Supervisors	1.60 to 4.50 / hr.
Instructors	1.75 to 4.00 / hr.
Specialists	2.00 to 4.50 / hr.
General Recreation Leaders	1.40 to 2.50 / hr.
Umpires/Referees	2.50 to 5.00 / game
Scorekeepers	1.00 to 2.00 / game
Park Attendants	1.40 to 2.50 / hr.
Teen Center Attendants	1.25 to 2.00 / hr.
Adult Education	3.00 to 12.00 / hr.
Adult Recreation	2.00 to 15.00 / hr.

ALL OTHER DEPARTMENT AND PARKS & RECREATION DEPARTMENT, IF NOT LISTED ABOVE

Part-time	\$1.90 to \$5.00 / hr.
Temporary	1.90 to 2.50 / hr.
Casual	2.00 to 5.00 / hr.

Section 7. That this ordinance shall be effective as of July 1, 1974.

Section 8. That all ordinances or parts of ordinances inconsistent herewith are hereby repealed as of July 1, 1974 and this ordinance is an emergency measure, necessary for the immediate preservation of the public peace, health and safety, said emergency being that these adjustments have been promised

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to employees as of July 1, 1974, and this ordinance shall go into force and effect upon its passage and approval by the Mayor.

Passed: July 9th, 1974

Donald H. Madison

President of Council

Attest:

John W. Heston

Clerk of Council

Approved: July 10, 1974

R D McClure

MAYOR

Effective immediately

*Forsted
7-10-74*