

By: John W. Henry

To establish hours of work, working conditions, rates of pay and fringe benefits for all employees of the City, effective as of January 1, 1978, 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 full-time employees and their families, except the Health Commissioner, after the first 30 days of employment, 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, as celebrated by the Federal Government, with pay shall be - New Years Day, Washington-Lincoln Birthday, Memorial Day, Independence Day, Labor Day, Columbus 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 and the Auditor, 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.

Revised Jan 27

SCHEDULE I

All police officers will be paid bi-weekly. The annual salaries effective January 1, 1978, will be paid from the following schedule. This pay shall become effective at the start of the two week pay period following each patrolman's anniversary date.

<u>PATROLMEN</u>	
beginning 1st year	\$ 9,964.00
beginning 2nd year	11,950.00
beginning 3rd year	13,450.00
beginning 4th year	13,950.00
beginning 5th year	14,450.00
<u>SERGEANT</u>	16,450.00
<u>LIEUTENANT</u>	17,500.00
<u>CHIEF</u>	19,400.00

Any new officers hired after January 1, 1978, will start at an annual salary of \$9,964.00 and will be paid this amount during their first year of employment.

After January 1, 1978, all police officers, from patrolman to and including the rank of chief, shall be entitled to longevity pay effective on each officer's anniversary date, which is the date he started working for the City. Such longevity pay shall be paid annually and will be included in the next regular pay following the officer's anniversary date as follows:

beginning 10th year	300.00
beginning 15th year	450.00
beginning 20th year	600.00

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 \$300.00 per calendar year. This allowance includes members of the plain clothes division. 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 \$300.00 per calendar year for each uniformed member of the Police Department and up to the amount of \$300.00 per calendar year for each member of the 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 (1½) 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.	\$15,000 - \$19,350
Deputy Auditor	11,000 - 16,900
Director of Recreation	11,000 - 16,200
Superintendent of Maintenance	10,000 - 15,700
Superintendent of Streets & Service	10,000 - 13,800
Administrative Assistant for City Services	10,000 - 15,500
Ass't. Superintendent of Service	9,000 - 12,450
Sanitation Supervisors (2)	8,500 - 10,670
Superintendent of Parks	9,000 - 11,800
Supt. of Water Lines & Service	8,500 - 11,700
Supervisor of Recreation	7,500 - 11,300
Parks Supervisor	7,500 - 10,100
Secretary to Mayor	6,500 - 8,000
Ass't. Deputy Auditor #1	7,200 - 10,250
Ass't. Deputy Auditor #2	7,200 - 8,250
Secretary to Building Department	7,200 - 7,700
Secretary to Recreation Department	7,200 - 9,200
Secretary to Police Department	7,200 - 9,500
Parking Control Officer	7,500 - 8,100
Radio Dispatcher (1)	7,500 - 8,000
Park Police (2)	1,500 - 2,000
Recreation Leader #1	4,500 - 5,200

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

Each person who acts as the clerk at meetings of Bexley Council, Bexley Planning Commission and Bexley Board of Zoning Appeals shall be paid the sum of Ten Dollars (\$10.00) per meeting.

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

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 IIIREFUSE COLLECTION CREW LEADER

Starting rate	(Step 1)	\$ 3.86
After 120 days	(Step 2)	4.05
After 1 year	(Step 3)	4.31
After 18 months	(Step 4)	4.44

REFUSE COLLECTOR

Starting rate	(Step 1)	\$ 3.86
After 120 days	(Step 2)	4.05
After 1 year	(Step 3)	4.31

MAINTENANCE WORKER

Starting rate	(Step 1)	\$ 3.86
After 120 days	(Step 2)	4.05
After 1 year	(Step 3)	4.31
After 18 months	(Step 4)	4.44

WATER MAINTENANCE WORKER

Starting rate	(Step 1)	\$ 3.86
After 120 days	(Step 2)	4.05
After 1 year	(Step 3)	4.31
After 18 months	(Step 4)	4.44
After 24 months	(Step 5)	4.81

CUSTODIAL WORKER

Starting rate	(Step 1)	\$ 3.86
After 120 days	(Step 2)	4.05
After 1 year	(Step 3)	4.31
After 18 months	(Step 4)	4.44

HOUSEKEEPER

Starting rate	(Step 1)	\$ 3.01
After 120 days	(Step 2)	3.21
After 1 year	(Step 3)	3.41

OTHER HOURLY EMPLOYEESDOG WARDEN

Starting rate	\$ 3.56
After 120 days	3.75
After 1 year	4.05

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 (1½) times the basic rate of pay will be paid for all work 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 Seventy-Eight Hundred (\$7,800.00) Dollars per year, to be paid monthly, or at the direction of the Auditor.

The salary of the Health Commissioner shall be Forty-Two Hundred (\$4,200.00) Dollars per year, to be paid monthly, or at the direction of the Auditor.

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 DEPARTMENTS 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 January 1, 1978.

Section 8. That all ordinances or parts of ordinances inconsistent herewith are hereby repealed as of January 1, 1978, 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 to employees as of January 1, 1978, and this ordinance shall go into force and effect upon its passage and approval by the Mayor.

Passed: January 26, 1978.

[Signature]  
President of Council

Attest: [Signature]  
Clerk of Council

Approved: \_\_\_\_\_, 1978

[Signature]  
MAYOR