

AMENDED ORDINANCE NO. 2-85

BY: Mr. Loehnert

To amend Ordinance No. 2-85 to conform with the Fair Labor Standards Act 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 Chief, Police Lieutenant, Police Sergeants, Radio Dispatchers, Parking Control Officer, and Dog Warden 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.

SCHEDULE I

The Police Chief, Police Lieutenant, and the Police Sergeants will be paid 26 pays per year. The annual salaries effective January 1, 1985, will be paid from the following schedule:

<u>SERGEANT</u>	\$ 29,176.00
<u>LIEUTENANT</u>	\$ 32,916.00
<u>CHIEF</u>	\$ 37,403.00

The Police Chief, Police Lieutenant, and the Police Sergeants shall be entitled to longevity pay effective on his or her anniversary date, which is the date he or she started working for the City. Such longevity pay shall be paid annually and will be included in the next regular pay following his or her anniversary date as follows:

Beginning 10th year	\$ 300.00
Beginning 15th year	450.00
Beginning 20th year	600.00

The Police Chief, Police Lieutenant, and the Police Sergeants shall be furnished insurance as follows: Blue Cross, Blue Shield, and Major Medical, effective the first day of the month following the date of hire; Dental Insurance, Vision Care Insurance, and Life Insurance of \$10,000 until age 70, effective after thirty (30) days of employment.

Holidays for the Police Chief, Police Lieutenant, Police Sergeants, and Radio Dispatchers will be: New Years Day, Lincoln-Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day. Compensation for the preceding holidays will be figured as an extra paid day and will be included in the regular payroll in which the holiday occurs, except that any person absent the working day before or after a holiday, without prior approval, shall not be paid for that holiday.

The vacations, with pay, will be granted on the anniversary date of hire on the following basis:

- A. Two (2) calendar weeks after one year of continuous service.
- B. Three (3) calendar weeks after seventh year of continuous service.
- C. Four (4) calendar weeks after fourteenth year of continuous service.
- D. Five (5) calendar weeks after twenty-first year of continuous service.

A calendar week is defined as five (5) working days. Vacations must be taken within twelve (12) months following the date that the vacations are earned. Vacations cannot be accumulated from one anniversary year to the next anniversary year.

The Police Chief, Police Lieutenant, and Police Sergeants are hereby authorized and empowered to purchase various articles of clothing to be worn as part of his or her uniform as prescribed by the Mayor, not exceeding the sum of \$400.00 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 \$400.00 per calendar year, and issue proper vouchers for the payments of the same.

Those employees covered by Schedule I shall be entitled to all benefits as stipulated in Ordinance No. 22-81.

Any non-exempt Schedule I employee working overtime shall be paid for any hours in excess of forty (40) hours per week at a rate of one and one-half (1 1/2) times his or her hourly rate as set forth in the above schedule; except that in the case of Bexley Mayor's Court appearances a minimum of two (2) hours overtime will be paid, and in the case of all other Court appearances a minimum of three (3) hours overtime will be paid. In the case of overtime resulting from attendance at a regularly scheduled training or educational school, class or clinic, overtime will be calculated at one and one-half (1 1/2) times the number of hours worked. Any exempt Schedule I employee working overtime (in excess of forty (40) hours per week) will receive compensatory time off at the discretion of the Mayor which will be scheduled subject to the approval of the chief. Such compensatory time will be calculated at one and one half (1 1/2) times the overtime hours worked. Compensatory time cannot be accumulated from one calendar year to the next without approval of the chief; however, in no case shall the extended accumulated time exceed sixteen (16) hours carry over to the next calendar year.

The following civilian members of the Police Department will be paid as follows:

A. RADIO DISPATCHERS (4):

Beginning 1st year	\$ 13,729.00
Beginning 2nd year	16,158.00
Beginning 3rd year	17,628.00

The Radio Dispatchers will receive the same employment benefits as previously stated in Schedule I, except that the clothing allowance will be \$300.00 per year.

B. PARKING CONTROL OFFICER:

Beginning 1st year	\$ 13,729.00
Beginning 2nd year	16,158.00
Beginning 3rd year	17,628.00

C. DOG WARDEN:

Beginning 1st year	\$ 13,729.00
Beginning 2nd year	16,158.00
Beginning 3rd year	17,628.00

The Parking Control Officer and the Dog Warden will receive the same employment benefits as previously stated in Schedule I, except that the clothing allowance will be \$300.00 per year, and the holiday and personal day benefit as outlined in Schedule II.

The Police Chief, Police Lieutenant, and Police Sergeants will receive three (3) personal days per year, at the discretion of the Chief of Police. The Radio Dispatchers will receive two (2) personal days per year, at the discretion of the Chief of Police. These personal days are non-accumulative and are not considered sick days or holidays, and therefore, are not subject to the employee receiving pay in lieu of the days off.

Radio Dispatchers, the Parking Control Officer, and the Dog Warden are entitled to longevity pay according to the following schedule. Such longevity pay shall be paid annually in the next regular pay following the employee's anniversary date.

After completion of 5 years	\$ 150.00
After completion of 10 years	300.00
After completion of 15 years	450.00
After completion of 20 years	600.00

All full-time Police personnel who serve on military duty or jury duty, at less than their regular rate of pay, shall be paid the difference by the City.

SCHEDULE II

Service Director	\$ 22,400 - \$ 33,651
Assistant Service Director	20,000 - 24,000
Administrative Assistant to Mayor	12,830 - 18,036
Deputy Auditor	16,200 - 24,300
Director of Recreation	19,000 - 27,883
Superintendent of Maintenance	20,520 - 30,114
Street Maintenance Superintendent	17,280 - 24,500
Grounds Maintenance Supervisor (City)	13,125 - 20,156
Grounds Maintenance Supervisor (Jeffrey)	13,125 - 18,566
Supervisor of Recreation	17,280 - 19,684
Water Department Manager	16,200 - 20,520
Code Enforcement Officer	17,280 - 19,481
Recreation Leader #1	4,815 - 9,169
Building Inspector	--- - 6,500

The following positions will be paid based on the stated longevity schedule: Secretary to the Mayor, Secretary to the Building Department, Secretary to the Recreation Department, Assistant Deputy Auditor, Secretary to the Police Department,

Clerk of Courts/Administrative Aide to the Chief of Police, and
Water Department Account Clerk 2:

Starting Rate	\$ 12,830.00
After 1st year	14,727.00
After 2nd year	15,351.00
After 3rd year	16,474.00

All elected officials and salaried employees shall be furnished insurance as follows: Blue Cross, Blue Shield, and Major Medical effective the first day of the month following date of hire; Dental Insurance, Vision Care Insurance, and Life Insurance of \$10,000 until age 70, effective after thirty (30) days of employment.

The City will pay the entire cost of a basic cotton uniform for each employee as follows: Superintendent of Maintenance, Street Maintenance Superintendent, Grounds Maintenance Supervisors, Service Director. In addition, each of the above will receive \$200.00 allowance each year for boots, gloves, parkas and other clothing required for the job. Invoices should be made to the City of Bexley and the Auditor is authorized to pay said invoices up to \$200.00 for each person per year.

Holidays for salaried employees will be: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. In addition, salaried employees shall be entitled to three (3) personal holidays to be taken during the calendar year at the discretion of the employee and upon approval by the Department Head. Said personal holidays shall be accrued based on the number of months of continuous municipal service in each calendar year as follows: one personal holiday after one months service; one personal holiday after six months service; one personal holiday after eight months service. Any employee absent the working day before or after a holiday, without prior approval, shall not be paid for the holiday.

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 first year of continuous service.
- B. Three (3) calendar weeks after seventh year of continuous service.
- C. Four (4) calendar weeks after fourteenth year of continuous service.
- D. Five (5) calendar weeks after twenty-first year of continuous service.

Vacations must be taken within twelve (12) months following the anniversary dates. A calendar week is defined as five (5) working days. Vacations cannot be accumulated from one anniversary year to the next anniversary year.

All salaried employees will be entitled to longevity pay according to the following schedule. Such longevity pay shall be paid annually in the next pay following the employee's anniversary date.

After completion of 5 years	\$ 150.00
After completion of 10 years	300.00
After completion of 15 years	450.00
After completion of 20 years	600.00

All salaried employees who serve on jury duty or military duty, at less than their regular rates of pay, shall be paid the difference by the City.

All full-time salaried employees shall be entitled to all benefits as stipulated in Ordinance No. 22-81.

All salaried personnel will be paid 26 pays per year from the previous schedule of rates. All non-exempt salaried employees shall be paid for any hours in excess of forty (40) hours per week at the rate prescribed by federal law. All exempt salaried employees who are required to work overtime (in excess of forty (40) hours per week) will receive compensatory time with the approval of the appointing authority. Such compensatory time will be calculated at one and one-half (1 1/2) times the overtime hours worked. The Mayor, in unusual and specific circumstances, may amend the work hours and days for salaried employees.

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

The former Superintendent of Streets and Service, who is in the process of retiring, shall be compensated at the same rate he was compensated in 1984 until the effective date of his retirement, and may reside in quarters in the Jeffrey Mansion at the expense of the City for the remainder of 1985.

SCHEDULE III

CUSTODIAL WORKER 1 (Group 1)

Starting Rate	(Step 1)	\$ 4.43
After 120 days	(Step 2)	5.01
After 1 year	(Step 3)	5.86

CUSTODIAL WORKER 2 (Group 2)

Starting Rate	(Step 1)	\$ 5.29
Afer 120 days	(Step 2)	5.94
After 1 year	(Step 3)	6.91
After 18 months	(Step 4)	7.97

SERVICE WORKER (Group 2)

Starting Rate	(Step 1)	\$ 5.29
After 120 days	(Step 2)	5.94
After 1 year	(Step 3)	6.91
After 18 months	(Step 4)	7.97

ASSISTANT AUTOMOTIVE MECHANIC (Group 3)

Starting Rate	(Step 1)	\$ 5.95
After 120 days	(Step 2)	6.59
After 1 year	(Step 3)	7.58
After 18 months	(Step 4)	8.87

SANITATION WORKER 1 (Group 3)

Starting Rate	(Step 1)	\$ 5.95
After 120 days	(Step 2)	6.59
After 1 year	(Step 3)	7.58
After 18 months	(Step 4)	8.87

EQUIPMENT OPERATOR 1 (GROUP 3)

Starting Rate	(Step 1)	\$ 5.95
After 120 days	(Step 2)	6.59
After 1 year	(Step 3)	7.58
After 18 months	(Step 4)	8.87

SANITATION WORKER 2 (Group 4)

Starting Rate	(Step 1)	\$ 8.95
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GROUNDS MAINTENANCE WORKER (Group 4)

Starting Rate	(Step 1)	\$ 6.01
After 120 days	(Step 2)	6.65
After 1 year	(Step 3)	7.65
After 18 months	(Step 4)	8.95

EQUIPMENT OPERATOR 2 (Group 5)

Starting Rate	(Step 1)	\$ 6.06
After 120 days	(Step 2)	6.71
After 1 year	(Step 3)	7.72
After 18 months	(Step 4)	9.03

AUTOMOTIVE MECHANIC 1 (Group 5)

Starting Rate	(Step 1)	\$ 7.72
After 120 days	(Step 2)	9.03

WATER SERVICE WORKER (Group 5)

Starting Rate	(Step 1)	\$ 6.06
After 120 days	(Step 2)	6.71
After 1 year	(Step 3)	7.72
After 18 months	(Step 4)	9.03

AUTOMOTIVE MECHANIC 2 (Group 6)

Starting Rate	(Step 1)	\$ 6.29
After 120 days	(Step 2)	6.95
After 1 year	(Step 3)	7.96
After 18 months	(Step 4)	9.27

ASSISTANT STREET MAINTENANCE SUPERINTENDENT (Group 7)

Starting Rate	(Step 1)	\$ 9.15
After 120 days	(Step 2)	9.45

WATER SERVICE SUPERVISOR (Group 8)

Starting Rate	(Step 1)	\$ 9.20
After 120 days	(Step 2)	9.53

All hourly employees shall be furnished insurance as follows: Blue Cross, Blue Shield, and Major Medical effective the first day of the month following date of hire; Dental Insurance, Vision Care Insurance, and Life Insurance of \$10,000 until age 70, effective after thirty (30) days of employment.

All hourly employees will be paid weekly. The regular work week will be from 12:00 A.M. Thursday to 12:00 Midnight Wednesday, and the normal straight-time work week of employees will include five (5) days of eight (8) hours each. The Mayor, in unusual and specific circumstances, may amend the work hours and days for hourly employees.

One and one-half (1 1/2) times the basic rate of pay will be paid for all work performed in excess of forty (40) hours per week.

For hourly employees, the City will pay the entire cost of a basic cotton uniform for each City employee using a uniform; in addition, the Water Service Worker and Water Service Supervisor will receive a two hundred (\$200) dollar per year additional clothing allowance. Invoices should be made to the City of Bexley and the Auditor is authorized to pay said invoices. All other hourly employees will receive an additional one hundred (\$100) dollars per year clothing allowance, to be paid the first pay period in September of each year.

All Schedule III employees of the City of Bexley shall be paid for their longevity according to the following schedule. Such longevity pay shall be paid annually in the next regular pay following the employee's anniversary date.

After completion of 5 years	\$ 150.00
After completion of 10 years	300.00
After completion of 15 years	450.00
After completion of 20 years	600.00

Vacations with pay will be granted on the anniversary date of hire, unless otherwise approved by the Mayor and Auditor, on the following basis:

- A. Two (2) calendar weeks after first year of continuous service.
- B. Three (3) calendar weeks after seventh year of continuous service.
- C. Four (4) calendar weeks after fourteenth year of continuous service.
- D. Five (5) calendar weeks after twenty-first year of continuous service.

Vacations must be taken within twelve (12) months following the anniversary date. A calendar week is defined as five (5) working days. Vacations cannot be accumulated from one anniversary year to the next anniversary year.

Hourly employees' holidays will be the same as those shown for salaried employees in Schedule II. Any classified hourly employee will receive double-time for any hours worked on a sanctioned holiday, as defined in Schedule II, and the extra pay will be included in the regular payroll in which the holiday occurs, except that any person absent the working day before or after the holiday, without prior approval, shall not be paid for that holiday.

The pay of the City Sanitarian shall be calculated at \$5.00 per hour, to be paid periodically as invoiced, not to exceed \$2,600.00 per year, at the discretion of the Mayor and Auditor.

All full-time permanent hourly employees shall be entitled to all benefits as stipulated in ordinance No. 22-81.

SCHEDULE IV

The City Solicitor shall be paid legal fees and expenses of seventeen thousand one hundred thirty two (\$17,132.00) dollars per year, to be paid monthly or at the discretion of the Auditor. This annual fee does not include representation in litigation involving the City of Bexley or the

Bexley School District. The City Solicitor shall be furnished insurance the same as for Schedule II Employees.

The salary of the Health Commissioner shall be twenty-six hundred (\$2,600.00) dollars per year, to be paid monthly, or at the discretion of the Auditor. The City will pay the malpractice insurance of the Commissioner, not to exceed twelve hundred (\$1,200.00) dollars per year.

SCHEDULE V

PARKS AND RECREATION DEPARTMENT

Supervisors	\$ 3.35 to 8.00/hr.
Arts/Crafts Supervisor	\$ 3.35 to 10.00/hr.
Performing Arts Supervisor	\$ 3.35 to 10.00/hr.
Instructors	\$ 3.35 to 10.00/hr.
Specialists	\$ 3.35 to 10.00/hr.
General Recreation Leaders	\$ 3.35 to 6.00/hr.
Umpires/Referees	\$ 7.50 to 15.00/game
Scorekeepers	\$ 2.00 to 4.00/game
Park Attendants	\$ 3.35 to 6.00/hr.
Teen Center Attendants	\$ 3.35 to 5.00/hr.
Adult Education	\$ 5.00 to 20.00/hr.
Adult Recreation	\$ 3.35 to 25.00/hr.

ALL OTHER DEPARTMENTS, IF NOT LISTED ABOVE

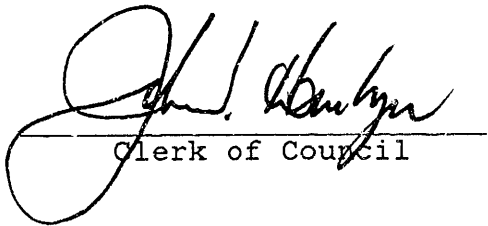
Casual/Temporary Seasonal \$ 1.90 to 5.00/hr.

The official master file of pay records, including wages, vacations, holidays, overtime, sick time, etc., will be maintained in the Auditor's office and the departments will notify the Auditor of any changes in employee status on a pay period basis.

Section 3. That all ordinances or parts of ordinances inconsistent herewith are hereby repealed, and this ordinance is an emergency measure, necessary for the immediate preservation of the public peace, health and safety, and this ordinance shall go into force and effect upon its passage and approval by the Mayor.

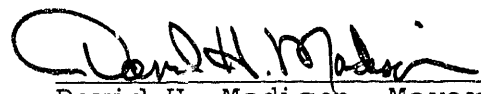
Passed: October 8, 1985

Attest:


Clerk of Council


President of Council

Approved: Oct. 8, 1985


David H. Madison, Mayor

*Oct. 8, 1985 - 1st reading
Susp. & Adopt*