

By: J. Jochnick

To establish hours of work, working conditions, rates of pay and fringe benefits for all employees of the City, effective as of January 1, 1981, 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.

SCHEDULE I

All police officers will be paid bi-weekly. The annual salaries effective January 1, 1981, 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.

PATROLMEN

| | |
|--------------------|--------------|
| Beginning 1st year | \$ 13,200.00 |
| Beginning 2nd year | 14,300.00 |
| Beginning 3rd year | 15,950.00 |
| Beginning 4th year | 17,600.00 |
| Beginning 5th year | 19,250.00 |

SERGEANT

21,450.00

LIEUTENANT

24,200.00

CHIEF

27,500.00

Any new officers hired after January 1, 1981 will start at an annual salary of \$13,200.00 and will be paid this amount during their first year of employment.

All police officers, from patrolmen 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 starts 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:

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

All officers shall be eligible for Blue Cross, Blue Shield, Major Medical, Dental Insurance and Life Insurance of \$10,000.00 until age 70, after the first thirty (30) days of employment.

All holidays will be based upon Federal holiday standards and will be the same as those observed by the Federal government on behalf of Federal employees. Holidays for the police officers and radio dispatchers will be: New Years Day, Lincoln-Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans 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.
- B. Three (3) calendar weeks after ten years.
- C. Four (4) calendar weeks after twenty years.

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 can not be accumulated from one year to the next year.

Each officer 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 \$400.00 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 \$400.00 per calendar year for each uniformed member of the Police Department and up to the amount of \$400.00 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 \$700.00 during the first year of employment of any member of the Police Department.

Officers of the Police Department shall be entitled to sick leave of ten (10) hours with pay for each completed one hundred sixty (160) hours of service, to be not less than one hundred twenty (120) hours per year, as set forth in Section 143.29 of the Ohio Revised Code, except that the sick leave shall be accruing but not usable during the probationary period (120 days); however, that sick leave shall be included as time worked when computing total sick time. This section will take priority to, but not exclude, the benefits of Ord. 40B-50 when an officer uses sick time. All official sick time records will be maintained in the Auditor's office. When an officer terminates service, he will receive eight (8) hours of pay for each eighty (80) hours of unused sick leave up to four hundred eighty (480) hours; then eight (8) hours of pay for each forty (40) hours of unused sick leave over the 480 hours. No pay will be made for any unused sick leave unless it is in excess of two hundred thirty-two (232) hours.

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.

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

- A. RADIO DISPATCHERS:
 - Beginning 1st year \$ 11,000.00
 - Beginning 2nd year 12,100.00
 - Beginning 3rd year 13,200.00

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 (Ord. 40B-50) and longevity compensation does not apply.

B. Parking Control Officer

| | |
|--------------------|--------------|
| Beginning 1st year | \$ 11,000.00 |
| Beginning 2nd year | 12,100.00 |
| Beginning 3rd year | 13,200.00 |

C. Dog Warden

| | |
|--------------------|--------------|
| Beginning 1st year | \$ 11,000.00 |
| Beginning 2nd year | 12,100.00 |
| Beginning 3rd year | 13,200.00 |

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, any holidays and overtime worked will be compensated in compensatory time off (Ord. 40B-50) and longevity compensation does not apply.

Police officers and radio dispatchers will receive two (2) personal days per year, to be taken after the probationary period of one hundred twenty (120) days and at the discretion of the Safety Director. These personal days are non-accumulative and are not considered sick days or holidays, and therefore are not subject to the officer receiving pay in lieu of the days off.

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

SCHEDULE II

| | |
|-------------------------------------|-----------------------|
| Ass't. Service Director | \$ 15,000 - \$ 24,000 |
| Deputy Auditor | 11,000 - 23,100 |
| Director of Recreation | 11,000 - 22,550 |
| Superintendent of Maintenance | 10,000 - 22,550 |
| Superintendent of Streets & Service | 10,000 - 18,700 |
| Sanitation Supervisors (2) | 8,500 - 15,415 |
| Superintendent of Parks | 9,000 - 13,800 |
| Superintendent of Water Service | 8,500 - 13,800 |
| Supervisor of Recreation | 7,500 - 14,740 |
| Parks Supervisor | 7,500 - 14,300 |
| Secretary to Mayor | 6,500 - 10,200 |
| Assistant Deputy Auditor #1 | 7,800 - 14,500 |
| Assistant Deputy Auditor #2 | 7,800 - 10,200 |
| Secretary to Building Department | 7,200 - 10,500 |
| Secretary to Recreation Department | 7,200 - 12,320 |
| Secretary to Police Department | 7,200 - 10,890 |
| Recreation Leader #1 | 4,500 - 6,930 |
| Service Consultant | 5,500 |

All salaried employees shall be furnished Blue Cross, Blue Shield, Major Medical, Dental Insurance and Life Insurance of \$10,000 until age 70, after the first thirty (30) days of employment.

All holidays will be based upon Federal holiday standards and will be the same as those observed by the Federal government on behalf of Federal employees. Holidays for salaried employees will be: New Years Day, Lincoln-Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and Christmas Day. If salaried employees work any sanctioned holidays, they will be compensated in compensatory time off. Any employee absent the working day before or after a holiday, without prior approval, shall not be paid for that holiday.

The City will pay the entire cost of a basic cotton uniform for each employee as follows: Superintendent of Maintenance, Superintendent of Streets & Service, Superintendent of Parks, Parks Supervisor, Superintendent of Water Service, Assistant Service Director. In addition, each of the above will receive \$200.00 allowance each year for boots, gloves, parkas and other clothing required of 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.

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

All salaried employees who serve on Jury Duty, Military Duty or Court Duty, at less than their regular rates of pay, shall be paid the difference by the City.

Salaried employees shall be entitled to sick leave of ten (10) hours with pay for each completed one hundred sixty (160) hours of service, except that the sick leave shall be accruing, but not usable, during the probationary period (120 days); However, that sick leave shall be included as time worked when computing total sick time. All official sick time records will be maintained in the Auditor's office. When an employee terminates service, he will receive eight (8) hours of pay for each eighty (80) hours of unused sick leave up to four hundred eighty (480) hours; then eight (8) hours of pay for each forty (40) hours of unused sick leave over the 480 hours. No pay will be made for any unused sick leave unless it is in excess of two hundred thirty-two (232) hours.

All salaried personnel will be paid bi-weekly from the previous schedule of rates. Salaried employees who are required to work overtime (in excess of forty (40) hours per week) will receive compensatory time off at the discretion of the Mayor and Auditor.

The person who acts as the secretary at meetings of Bexley City Council will receive \$25.00 per month. The person who acts as the secretary for the Bexley Planning Commission and the Bexley Board of Zoning Appeals shall be paid \$60.00 per month.

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

REFUSE COLLECTION CREW LEADER

| | | |
|-----------------|----------|---------|
| Starting Rate | (Step 1) | \$ 4.30 |
| After 120 | (Step 2) | 5.50 |
| After 1 year | (Step 3) | 6.05 |
| After 18 months | (Step 4) | 6.85 |

REFUSE COLLECTOR

| | | |
|-----------------|----------|------|
| Starting Rate | (Step 1) | 4.30 |
| After 120 days | (Step 2) | 5.50 |
| After 1 year | (Step 3) | 6.05 |
| After 18 months | (Step 4) | 6.60 |

MAINTENANCE WORKER

| | | |
|-----------------|----------|------|
| Starting Rate | (Step 1) | 4.30 |
| After 120 days | (Step 2) | 5.50 |
| After 1 year | (Step 3) | 6.05 |
| After 18 months | (Step 4) | 6.60 |

WATER MAINTENANCE WORKER

| | | |
|-----------------|----------|------|
| Starting Rate | (Step 1) | 4.30 |
| After 120 days | (Step 2) | 5.50 |
| After 1 year | (Step 3) | 6.05 |
| After 18 months | (Step 4) | 6.60 |
| After 24 months | (Step 5) | 7.00 |

STREET MAINTENANCE FOREMAN

| | | |
|----------------|----------|------|
| Starting Rate | (Step 1) | 6.05 |
| After 120 days | (Step 2) | 6.60 |
| After 1 year | (Step 3) | 7.00 |

CUSTODIAL WORKER

| | | |
|-----------------|----------|------|
| Starting Rate | (Step 1) | 4.30 |
| After 120 days | (Step 2) | 5.50 |
| After 1 year | (Step 3) | 6.05 |
| After 18 months | (Step 4) | 6.60 |

HOUSEKEEPER

| | | |
|----------------|----------|------|
| Starting Rate | (Step 1) | 3.57 |
| After 120 days | (Step 2) | 4.06 |
| After 1 year | (Step 3) | 4.40 |

All hourly employees shall be furnished Blue Cross, Blue Shield, Major Medical, Dental Insurance and Life Insurance of \$10,000.00 until age 70, after the first thirty (30) days of employment.

All hourly workers will be paid weekly. The regular work week will 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; in addition, the Meter Reader 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 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 five (5) years - \$.05 per hour;
- B. In excess of ten (10) years - .10 per hour;
- C. In excess of fifteen (15) years - .15 per hour;
- D. In excess of twenty (20) years - .20 per hour;

with the provision, however, that subsequent longevity increases in

accordance with said schedule shall be made effective as of the anniversary date.

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

Hourly employees' holidays will be the same as those shown for salaried employees in SCHEDULE II. Any hourly employee will receive double time for any hours worked on a sanctioned holiday, 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 a holiday 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 \$5,200.00 per year, at the discretion of the Mayor and Auditor.

The part-time Park Wardens (2) who are hired by the City for the period May through September of each year shall be paid at a rate of \$4.00 per hour; their total compensation for this period shall not exceed \$3,200.00 per warden.

Hourly employees shall be entitled to sick leave of ten (10) hours with pay for each completed one hundred sixty (160) hours of service, except that the sick leave shall be accruing, but not usable, during the probationary period (120 days); however, that sick leave shall be included as time worked when computing total sick time. All official sick time records will be maintained in the Auditor's office. When an employee terminates service, he will receive eight (8) hours of pay for each eighty (80) hours of unused sick leave up to four hundred eighty (480) hours; then eight (8) hours of pay for each forty (40) hours of unused sick leave over the 480 hours. No pay will be made for any unused sick leave unless it is in excess of two hundred thirty-two (232) hours.

SCHEDULE IV

The salary of the Law Director shall be twelve thousand eight hundred (12,800.00) dollars per year, to be paid monthly, or at the discretion of the Auditor.

The salary of the Health Commissioner shall be fifty-two hundred (5,200.00) 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

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|-----------------------------|------------------------|
| 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, IF NOT LISTED ABOVE

Casual \$ 1.90 to \$ 5.00/hr.

The official master file of day 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 this ordinance shall be effective as of January 1, 1981.

Section 4. That all ordinances or parts of ordinances inconsistent herewith are hereby repealed as of January 1, 1981, 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, 1981, and this ordinance shall go into force and effect upon its passage and approval by the Mayor.

Passed: January 27, 1981

John H. Henberg
President of Council

Attest: John W. Conroy
Clerk of Council

1st reading - Jan 13, 1981
2nd reading - Jan 27, 1981
Suspended and Adopted

Approved: Jan. 27, 1981

Donald H. Mason
MAYOR