

AMENDED ORDINANCE NO. 3-86

BY: Mr. Offenber

To establish amended hours of work, working conditions, rates of pay and fringe benefits, for all salaried employees, hourly employees, City Solicitor, civilian Police Department personnel, Police Chief, Police Lieutenant, and Police Sergeants of the City of Bexley, effective as of January 1, 1986, 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

All Schedule I employees will be paid 26 pays per year.

The Police Chief, Police Lieutenant and the Police Sergeants will be paid the following annual salaries:

<u>SERGEANT</u>	\$ 31,510.00
<u>LIEUTENANT</u>	\$ 35,549.00
<u>CHIEF</u>	\$ 40,395.00

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 and shall be based upon years of continuous employment as follows:

Beginning 5th year	\$ 300.00
Beginning 10th year	\$ 450.00
Beginning 15th year	\$ 600.00
Beginning 20th year	\$ 750.00

All Schedule I employees shall be furnished insurance as follows: Blue Cross and Major Medical, effective the first day of the month following the date of hire; Dental Insurance, Vision Care Insurance, and Life Insurance of \$15,000 (effective June 1, 1986) 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, January 1  
Martin Luther King Day, third Monday in January  
President's Day, third Monday in February  
Memorial Day, fourth Monday in May  
Independence Day, July 4  
Labor Day, first Monday in September  
Columbus Day, second Monday in October  
Veteran's Day, second Monday in November  
Thanksgiving Day, fourth Thursday in November  
Christmas Day, December 25

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.

Vacation, with pay, will be granted to all Schedule I employees on the anniversary date of hire, based upon years of continuous employment, on the following basis:

End of year 1 through 7th year = 10 workdays  
Beginning of 8th year through 14th year = 15 workdays  
Beginning of 15th year through 21st year = 20 workdays  
Beginning of 22nd year through termination = 25 workdays.

Subject to the approval of the Chief, accrued vacation may be scheduled to be taken in one day increments. Vacation leave may accrue to an employee in an amount equal to the accrual of one (1) year's vacation at an employee's current accrual rate. Should an employee not be able to schedule his or her vacation prior to his or her next anniversary date, the hours unused will automatically be converted into paid compensation at the rate of the pay in effect in the pay period immediately proceeding the anniversary date, and will be included in the first paycheck immediately following the employee's anniversary date. Notwithstanding the foregoing, a maximum of forty (40) hours of vacation time may be carried over from year to year upon the written request of an employee to the Police Chief.

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 \$500.00 per calendar year; provided that the invoices for all such purchases be made to the City of Bexley. The Auditor hereby is authorized and directed to honor such invoices up to the amount of \$500.00 per calendar year and to issue proper vouchers for the payments of the same.

The Police Chief, Police Lieutenant and the Police Sergeants shall be entitled to the following sick leave, injury leave and bereavement leave:

A. For each completed eighty (80) hours of service, an employee shall earn 4.616 hours of sick leave. The amount of sick leave time which may be accrued is unlimited. Sick leave shall be charged in a minimum amount of one (1) hour. An employee may request sick leave for absences resulting from

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illness as described below. Sick leave may be required for the following reasons:

Illness or injury of the employee or a member of his or her immediate family.

Exposure of employee or member of his or her immediate family to a contagious disease which would have the potential of jeopardizing the health of the employee or the health of others.

Death of a member of the employee's immediate family.

Necessary medical, dental or optical examinations or treatment of the employee or a member of his or her immediate family.

Pregnancy, childbirth and/or related medical conditions.

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

An employee requesting sick leave shall inform his or her supervisor of the fact and reason at least two hours prior to his or her scheduled starting time. Failure to do so may result in denial of sick leave for the period of absence. The employee may be required to submit to a medical examination if the employer suspects sick leave abuse. The City may require an employee to furnish a satisfactory written, signed statement to justify the use of sick leave. If medical attention is required, a certificate stating the nature of the illness from a licensed physician or practitioner may be required to justify the use of sick leave. Falsification of illness information given verbally, by written, signed statement, by a physician's or practitioner's certificate or by any other means, shall be grounds for disciplinary action including dismissal.

When a full-time employee terminates service, he will receive one (1) hour of pay for each eight hours of unused sick leave to his credit for total accrual up to and including three hundred twenty hours; (1) hour of pay for each four (4) hours of unused sick leave in excess of three hundred twenty hours up to and including 2,400 hours and one (1) hour of pay for each hour for all sick leave in excess of 2,400 hours. The payment shall be based on the employee's rate of pay at the time of termination and eliminates all sick leave credit accrued but unused by the employee at the time payment is made. No pay will be made to any employee, for any unused sick leave, unless it is in excess of two hundred thirty-two (232) hours.

An employee who works three (3) consecutive months beginning January 1, 1986, without using sick leave shall be paid one (1) day's regular pay which will be paid as soon as practicable after it is earned. Use of sick leave as bereavement leave shall not deprive a member of the wellness payment.

B. An employee shall be allowed injury leave with full regular salary not to exceed one hundred twenty (120) workdays for each service connected injury. Injury leave with pay may be extended by the City Council upon such terms as the Council in its discretion may establish. The provisions with injury leave are separate and apart from the provisions relating to the accumulation and usage of paid sick leave. Injury leave may be granted to an employee only for injuries determined by a licensed physician (and/or in consultation with a City designated physician at the discretion of the Mayor) to have so disabled

such member that he or she cannot perform the duties of his or her position. All heart and respiratory diseases will be considered as on-duty or service-connected injuries. Injury leave with pay shall not be granted until an agreement is signed by the employee and the City whereby the employee agrees to reimburse the City for any wage or salary benefits received by him from the Bureau of Workers' Compensation for the time period for which injury pay is awarded.

C. In the event of the death of an employee's mother, father, sister, brother, current spouse, child, current mother-in-law, current father-in-law, current stepchildren, current daughter-in-law, current son-in-law, current stepmother, current stepfather, grandmother, or grandfather, an employee shall be granted three (3) working days off as sick leave with regular pay to attend the funeral or to attend to any other necessary business. If the funeral occurs outside the State of Ohio the employee may be granted sick leave usage for a maximum of five (5) working days. Additional days may be approved by the Mayor on a case-by-case basis.

All non-exempt Schedule I employees 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 regular rate calculated from 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 his or her regular rate for the number of overtime hours worked. In lieu of a cash payment for overtime, he or she may receive compensatory time off of up to forty (40) hours at any one time 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.

If the Police Chief or Police Lieutenant works more than forty (40) hours in any week, he 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.

If a Police Sergeant or the Police Lieutenant is required to accept responsibilities and carry out the duties of a position or rank above that which he or she normally holds for a period of eight (8) or more consecutive hours, he or she shall be paid at the rate of that position or rank while so acting.

The following civilian employees of the Police Department will be paid the following annual salaries based upon the stated years of continuous employment:

A. RADIO DISPATCHERS (4):

Beginning 1st year	\$ 14,827.00
Beginning 2nd year	\$ 17,450.00
Beginning 3rd year	\$ 19,038.00

B. PARKING CONTROL OFFICER:

Beginning 1st year	\$ 14,827.00
Beginning 2nd year	\$ 17,450.00
Beginning 3rd year	\$ 19,038.00

C. DOG WARDEN:

Beginning 1st year	\$ 14,827.00
Beginning 2nd year	\$ 17,450.00
Beginning 3rd year	\$ 19,038.00

The Radio Dispatchers, Parking Control Officer and Dog Warden will receive a clothing allowance of \$400.00 per year.

The Parking Control Officer and the Dog Warden will receive the seven (7) holidays outlined in Schedule II.

All Schedule I employees will receive three (3) 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 benefits outlined in Schedule II. Such longevity pay shall be paid annually in the next regular pay following the employee's anniversary date.

Radio Dispatchers, the Parking Control Officer and Dog Warden will receive the same sick leave and disability or injury benefits as Schedule II employees.

The City shall grant full pay when a Schedule I employee performs military duty or is summoned for any jury duty or subpoenaed as a witness by any court or other adjudicatory body. All compensation for such duty must be reimbursed to the City unless such duty is performed totally outside of normal working hours. It is not proper to pay employees when appearing in court for criminal or civil cases, when the case is being heard in connection with the employee's personal matters, such as traffic court, divorce proceedings, custody, appearing as directed with juvenile, etc. These absences would be leave without pay or vacation time at the discretion of the employee. An employee shall request prior approval for court leave, in order for such leave to be granted.

SCHEDULE II

The following positions will be paid annual salaries on the following schedule:

Service Director	\$ 24,192 - \$ 37,016
Assistant Service Director	\$ 21,600 - \$ 24,300
Administrative Assistant to Mayor	\$ 13,856 - \$ 19,479
Deputy Auditor	\$ 17,496 - \$ 26,244
Director of Recreation	\$ 20,520 - \$ 26,460
Superintendent of Maintenance	\$ 22,161 - \$ 32,523
Street Maintenance Superintendent	\$ 18,662 - \$ 26,460
Grounds Maintenance Supervisor (City)	\$ 14,175 - \$ 21,768
Grounds Maintenance Supervisor (Jeffrey)	\$ 14,175 - \$ 20,051
Supervisor of Recreation	\$ --- - \$ 18,200
Water Department Manager	\$ 17,446 - \$ 22,162
Code Enforcement Officer	\$ 18,662 - \$ 21,039
Recreation Activities Leader	\$ --- - \$ 14,000
Recreation Leader #1	\$ 5,200 - \$ 9,903
Building Inspector	--- - \$ 6,500

The following positions will be paid based on the stated years of continuous employment: 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	\$ 13,856.00
After 1st year	\$ 15,905.00
After 2nd year	\$ 16,579.00
After 3rd year	\$ 17,792.00

All elected officials and salaried employees shall be furnished insurance as follows: Blue Cross and Major Medical effective the first day of the month following date of hire; Dental Insurance, Vision Care Insurance, and Life Insurance of \$15,000 (effective June 1, 1986) 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 \$250.00 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 \$250.00 for each person per year.

Holidays for salaried employees will be: New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

Salaried employees shall be entitled to three (3) personal days to be taken during the calendar year at the discretion of the employee and upon approval by the Department Head. Said personal days shall be accrued based on the number of months of continuous municipal service in each calendar year as follows: one personal day after one months service; one personal day after six months service; one personal day 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. These personal days are non-cumulative and are not considered sick days or holidays and, therefore, are not subject to the employee receiving pay in lieu of the days off.

Vacation, with pay, will be granted to all Schedule II employees on the anniversary of hire, unless otherwise approved by the Mayor and the Auditor, based upon years of continuous employment, on the following basis:

End of year 1 through 7th year = 10 workdays  
Beginning of 8th year through 14th year = 15 workdays  
Beginning of 15th year through 21st year = 20 workdays  
Beginning of 22nd year through termination = 25 workdays.

Subject to the approval of the Department Head, accrued vacation may be scheduled to be taken in one day increments. Vacation leave may accrue to an employee in an amount equal to the accrual of one (1) year's vacation at an employee's current accrual rate. Should an employee not be able to schedule his or her vacation prior to his or her next anniversary date, the hours unused will automatically be converted into paid compensation at the rate of the pay in effect in the pay period immediately proceeding the anniversary date, and will be included in the first paycheck immediately following the employee's anniversary date. Notwithstanding the foregoing, a maximum of forty (40) hours of vacation time may be carried over from year to year upon the written request of an employee to the Department Head.

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 and shall be based upon years of continuous employment.



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

The City shall grant full pay when a salaried employee is on military duty or is summoned for any jury duty or subpoenaed as a witness by any court or other adjudicatory body. Compensation for such duty must be reimbursed to the City unless such duty is performed totally outside of normal working hours. It is not proper to pay employees when appearing in court for criminal or civil cases, when the case is being heard in connection with the employee's personal matters, such as traffic court, divorce proceedings, custody, appearing as directed with juvenile, etc. These absences would be leave without pay or vacation time at the discretion of the employee. An employee shall request prior approval for court leave, in order for such leave to be granted.

All full-time salaried employees shall be entitled to the sick leave and disability or injury benefits stipulated in Ordinance No. 22-81; provided, however, that the wellness payment specified in Section 4 thereof shall be calculated on the basis of three (3) calendar months of continuous service.

All salaried personnel will be paid 26 pays per year from the previous schedule of rates. All salaried employees shall be paid for any hours in excess of forty (40) hours per week at the rate prescribed by federal law; provided that in lieu of cash payments, they may receive compensatory time off of up to forty (40) hours at any one time with the approval of the appointing authority and provided further that each exempt employee shall be limited to a cash payment for overtime hours worked in an amount not to exceed \$2,500 per year. Such compensatory time for salaried employees will be calculated at one and one-half (1 1/2) times the overtime hours worked and cannot be accumulated from one calendar year to the next. 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 caretaker of Jeffrey Mansion may reside in quarters in the Jeffrey Mansion at the expense of the City for the calendar year 1986.

#### SCHEDULE III

The basic rates of pay for hourly employees shall be based on the stated periods of continuous employment as follows:

##### CUSTODIAL WORKER 1 (Group 1)

Starting Rate	(Step 1)	\$ 4.75
After 120 days	(Step 2)	\$ 5.75
After 1 year	(Step 3)	\$ 6.75

##### SERVICE WORKER (Group 2)

Starting Rate	(Step 1)	\$ 5.61
After 120 days	(Step 2)	\$ 6.30
After 1 year	(Step 3)	\$ 7.30
After 18 months	(Step 4)	\$ 8.45



ASSISTANT AUTOMOTIVE MECHANIC (Group 3)

Starting Rate	(Step 1)	\$ 6.34
After 120 days	(Step 2)	\$ 7.02
After 1 year	(Step 3)	\$ 8.07
After 18 months	(Step 4)	\$ 9.44

SANITATION WORKER 1 (Group 3)

Starting Rate	(Step 1)	\$ 6.34
After 120 days	(Step 2)	\$ 7.02
After 1 year	(Step 3)	\$ 8.07
After 18 months	(Step 4)	\$ 9.44

EQUIPMENT OPERATOR 1 (Group 3)

Starting Rate	(Step 1)	\$ 6.34
After 120 days	(Step 2)	\$ 7.02
After 1 year	(Step 3)	\$ 8.07
After 18 months	(Step 4)	\$ 9.44

SANITATION WORKER 2 (Group 4)

Starting Rate	(Step 1)	\$ 9.62
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GROUNDS MAINTENANCE WORKER (Group 4)

Starting Rate	(Step 1)	\$ 6.40
After 120 days	(Step 2)	\$ 7.08
After 1 year	(Step 3)	\$ 8.15
After 18 months	(Step 4)	\$ 9.62

EQUIPMENT OPERATOR 2 (Group 5)

Starting Rate	(Step 1)	\$ 6.50
After 120 days	(Step 2)	\$ 7.14
After 1 year	(Step 3)	\$ 8.27
After 18 months	(Step 4)	\$ 9.85

WATER SERVICE WORKER (Group 5)

Starting Rate	(Step 1)	\$ 6.50
After 120 days	(Step 2)	\$ 7.14
After 1 year	(Step 3)	\$ 8.27
After 18 months	(Step 4)	\$ 9.85

AUTOMOTIVE MECHANIC 1 (Group 5)

Starting Rate	(Step 1)	\$ 8.27
After 120 days	(Step 2)	\$ 9.85

AUTOMOTIVE MECHANIC 2 (Group 6)

Starting Rate	(Step 1)	\$ 9.95
After 120 days	(Step 2)	\$ 10.99

ASSISTANT STREET MAINTENANCE SUPERINTENDENT (Group 7)

Starting Rate	(Step 1)	\$ 10.06
After 120 days	(Step 2)	\$ 10.39

WATER SERVICE SUPERVISOR (Group 8)

Starting Rate	(Step 1)	\$ 10.12
After 120 days	(Step 2)	\$ 10.48

All hourly employees shall be furnished insurance as follows: Blue Cross and Major Medical effective the first day of the month following date of hire: Dental Insurance, Vision Care, Insurance, and Life Insurance of \$15,000 (effective June 1, 1986) 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 regular rate of pay will be paid for all work performed in excess of forty (40) hours per work week; provided that in lieu of cash payments, they may receive compensatory time off of up to forty (40) hours at any one time with the approval of the Department Head. Compensatory time shall be calculated at one and one-half (1 1/2) times the overtime hours worked, during the work week and cannot be accumulated from one calendar year to the next.

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 fifty dollars (\$250.00) 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 fifty dollars (\$150.00) 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 and shall be based upon years of continuous employment.

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

Vacation, with pay, will be granted on the anniversary date of hire, unless otherwise approved by the Mayor and Auditor, based upon years of continuous employment, on the following basis:

End of year 1 through 7th year = 10 workdays  
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Subject to the approval of the Department Head, accrued vacation may be scheduled to be taken in one day increments. Vacation leave may accrue to an employee in an amount equal to the accrual of one (1) year's vacation at an employee's current accrual rate. Should an employee not be able to schedule his or her vacation prior to his or her next anniversary date, the hours unused will automatically be converted into paid compensation at the rate of the pay in effect in the pay period immediately preceding the anniversary date, and will be included in the first paycheck immediately following the employee's anniversary date. Notwithstanding the foregoing, a maximum of forty (40) hours of vacation time may be carried over from year to year upon the written request of an employee to the Department Head.

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 City shall grant full pay when an hourly employee performs military duty or is summoned for any jury duty or

subpoenaed as a witness by any court or other adjudicatory body. All compensation for such duty must be reimbursed to the City unless such duty is performed totally outside of normal working hours. It is not proper to pay employees when appearing in court for criminal or civil cases, when the case is being heard in connection with the employee's personal matters, such as traffic court, divorce proceedings, custody, appearing as directed with juvenile, etc. These absences would be leave without pay or vacation time at the discretion of the employee. An employee shall request prior approval for court leave, in order for such leave to be granted.

All full-time permanent hourly employees shall be entitled to the same sick leave and disability or injury benefits as Schedule II employees.

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 per year, at the discretion of the Mayor and Auditor.

#### SCHEDULE IV

The City Solicitor shall be paid legal fees and expenses of eighteen thousand nine hundred dollars (\$18,900.00) 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 the same insurance as Schedule II employees.

The salary of the Health Commissioner shall be twenty-six hundred dollars (\$2,600.00) per year, to be paid monthly, or at the discretion of the Auditor.

The salary of the Assistant Health Commissioner shall be forty-eight hundred dollars (\$4,800.00) per year, to be paid monthly or at the discretion of the Auditor.

#### 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

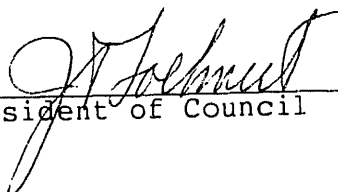
Casual/Temporary Seasonal	\$ 3.35 to 5.00/hr.
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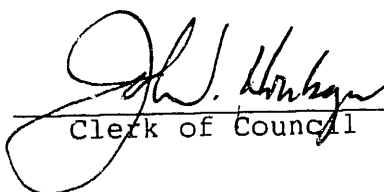
The official master file of pay records, including wages, vacations, holidays, overtime, sick time, etc., will be maintained in the Auditor's office and the departments will notify the Auditor of any changes in employee status on a pay period basis.

Section 3. That except for the increase in Life Insurance to \$15,000 effective June 1, 1986, the provisions of this Ordinance shall take effect as of January 1, 1986, and the Auditor be, and he hereby is, authorized and directed to make a lump sum payment to each employee of any unpaid compensation arising therefrom as soon as practicable after the passage of this Ordinance.

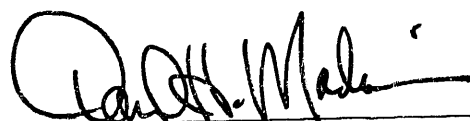
Section 4. That all ordinances or parts of ordinances inconsistent herewith are hereby repealed, and, in order to provide prompt payment of benefits retroactive to January 1, 1986, this ordinance is an emergency measure, necessary for the immediate preservation of the public peace, health and safety, and this ordinance shall go into force and effect upon its passage and approval by the Mayor.

Passed: July 8, 1986

  
President of Council

Attest:   
Clerk of Council

Approved: July 8, 1986

  
David H. Madison, Mayor

July 8, 1986 - 1<sup>st</sup> reading  
Susp. & Adopt.