

ORDINANCE NO. 61-89

By _____

An Ordinance to modify certain employee benefits effective January 1, 1989, to repeal portions of prior ordinances relating to such benefits and to declare an emergency.

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

Section 1. That Ordinance No. 3-86 is hereby amended as follows:

A. All Schedule I, Schedule II and Schedule III employees shall be furnished group life insurance of \$25,000, effective the first day of the month following the date of employment.

B. All Schedule II employees, all Schedule III employees, the Parking Control Officer and the Animal Warden shall receive the Friday after Thanksgiving Day as a holiday with pay.

C. All Schedule I, Schedule II and Schedule III employees shall be eligible to participate in a tuition reimbursement program. Participation shall be voluntary and available for job-related, self-development courses taken during non-working hours. All course work must be taken in accordance with a planned program approved in advance by the employee's department head. An employee shall be reimbursed 100% of the tuition expense for approved courses to a maximum of \$500 during each calendar year, provided that the employee satisfactorily completes the approved course by attaining a grade of C or better. For approved courses, the City shall reimburse 100% of the expense incurred by the employee for required textbooks, to a maximum of \$50 during each calendar year. No reimbursement shall be available for any other expense related to course attendance, and reimbursement shall be made to an employee only upon submission of official transcripts, tuition statements and receipt for textbooks.

D. The Police Chief, Police Lieutenant and Police Sergeants are 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 \$700 per calendar year; provided that the invoices for all such purchases be made to the City. The Auditor is hereby authorized and directed to honor such invoices up to the amount of \$700 per calendar year and to issue proper vouchers for the payments of the same.

E. The following shall be the vacation accrual rate for the Police Chief, Police Lieutenant and Police Sergeants:

End of year 1 through 3rd year = 10 workdays;
 Beginning of year 4 through 7th year = 12 workdays;
 Beginning of year 8 through 11th year = 16 workdays;
 Beginning of year 12 through 14th year = 17 workdays;
 Beginning of year 15 through 17th year = 21 workdays;
 Beginning of year 18 through 21st year = 22 workdays; and
 Beginning of year 22 through termination = 26 workdays.

F. Radio dispatchers shall be entitled to longevity pay effective on each employee's anniversary date as follows:

Beginning 5th year \$300;
 Beginning 10th year \$450;
 Beginning 15th year \$600;
 Beginning 20th year \$750.

G. Employees who are exempt from the provisions of the Federal Fair Labor Standards Act shall not be entitled to receive additional compensation for hours worked in excess of 40 hours per

regular work period. Employees who are not exempt from the Act who work in excess of 40 hours per regular work period shall be compensated at the rate of one and one-half times the employee's straight time hourly rate of pay. The Superintendent of Maintenance, the Street Maintenance Superintendent, the Grounds Maintenance Supervisor (City), the Animal Warden, the Parking Control Officer, and all Schedule III employees, when called into work for emergency reasons, shall be paid time and one-half for a minimum of two hours regardless of the hours actually worked. No employee shall be paid for overtime work which has not been authorized by his or her supervisor. For purposes of calculating overtime, hours worked shall include any approved leave, including holidays, vacation, personal days, injury, military and sick leave. All overtime shall be paid in cash.

H. All Schedule II employees, Schedule III employees, the Parking Control Officer and the Animal Warden 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 \$150;
Beginning 10th year \$300;
Beginning 15th year \$450;
Beginning 20th year \$600.

I. When a Police Sergeant is ordered to report to work at a time which is not contiguous to his or her regularly scheduled shift, he or she shall be paid for a minimum of three hours at the overtime rate. The foregoing sentence shall not apply to court appearances (which are governed by separate provisions) or to an appearance before a disciplinary hearing if he or she is the subject of such hearing.

Section 2. That the provisions of this Ordinance shall take effect as of January 1, 1989, and the Auditor is hereby authorized and directed to pay any benefits to which an employee is entitled hereunder as soon as practicable after the passage of this Ordinance.

Section 3. That, except as changed by this Ordinance, the hours of work, working conditions and fringe benefits of all employees of the City of Bexley who are not members of a collective bargaining unit shall be as set forth in Ordinance No. 3-86 as passed by this Council on May 27, 1986.

Section 4. That all Ordinances or parts of Ordinances inconsistent herewith are hereby repealed, and in order to provide prompt payment of all benefits retroactive to January 1, 1989, this Ordinance is declared 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: Nov. 14, 1989

Albert Meyer
President of Council

Attest: [Signature]
Clerk of Council

APPROVED: Nov. 14, 1989

[Signature]
David H. Madison, Mayor

Nov. 14, 1989 - 1st reading
Susp. & Adopt.